

## **Job Description for USEF Dressage Assistant Pathway Coach**

### **Position Summary**

US Equestrian is seeking to appoint up to two USEF Dressage Assistant Pathway Coaches ('Coach') who are experienced leaders with a strong strategic perspective. The ideal candidate would have a track record of competitive success as well as depth of experience with programming and athlete development. The goal of the Coach is to assist across USEF Dressage Pathway Development, including the Emerging Athlete and Young Horse, Development, and Pre-Elite/Elite programs.

The Coach is responsible for providing trusted leadership to the USEF Dressage Pathway Development, including the Emerging Athlete and Young Horse, Development, and Pre-Elite/Elite programs, including, but not limited to, the athletes, their personal teams, and horse owners. Additionally, the Coach is responsible for assisting to refine the vision of the Dressage Pathway Programs. In partnership with the USEF Dressage Coaching Staff and Managing Director of Dressage, they will assist in developing a strategy to improve the Program's long-term success within a dynamic and complex operating environment. This individual acts as an external face of the Programs and should be capable of maintaining an excellent reputation with external stakeholders.

The Coach role will require excellent communication skills including the ability to engage and inspire a diverse set of athletes and stakeholders; can distill the complex down to understandable terms; engender trust, competence, and confidence.

This position reports to the Managing Director of Dressage and Director of FEI Sport. This position will be supported by the USEF Dressage Staff and the USEF Dressage Team Staff.

### **Duties & Responsibilities**

The Coach will assist the athletes to identify areas for improvement within their programs, provide guidance and coaching during scheduled training sessions, and provide support at competitions.

In such capacity, the Coach will:

- Support the Emerging Athlete and Young Horse, Development, and Pre-Elite/Elite athletes and horses as identified by Program membership.
  - Attendance and coaching at competitions, training sessions, evaluations, and other opportunities as agreed upon with the Managing Director of Dressage.
  - Opportunity to lead and serve as Chef d'Equipe at FEI Nations Cups, Championships, European Tours and other identified targeted Team events as agreed upon with the Managing Director of Dressage.

- Assist in setting and reviewing Key Performance Indicators and targets for Program athletes.
- Assist in communication with Program athletes' personal coaches and support teams.
- Work with the Managing Director of Dressage and USEF Dressage coaching staff, in the development of the Dressage Pathway Programs and systems to support a comprehensive plan for success.
- Participate in year-end de-briefs with the Director of FEI Sport and Managing Director of Dressage to review Programs, performance, and future goals.
- Participate in monthly meetings with Managing Director of Dressage and USEF Dressage Staff to review strategic/operational plans and check-in on progress of markers.
- Participate in Coach Development as agreed upon with the Director of FEI Sport or Managing Director of Dressage.
- In coordination with the other coaches, provide training for Development, Young Horse and/or Youth athletes in training sessions and competitions.
- Analyze and report on the quality of coaching for Program athletes.
- Demonstrate proactive communication skills.
- Foster a positive environment amongst athletes and trainers and USEF.
- Foster all aspects of horse welfare.
- Support the development and delivery of Equine & Human SSM Programs.
- Demonstrate a commitment to continued professional development for self and others.
- Liaise with other disciplines to deliver cross-discipline sessions as required.
- Assist with the delivery of Clean and Safe Sport.
- Assist with fundraising by supporting USET Foundation efforts as requested.
- An annual Review process will be conducted.

### **Ideal Experience**

A seasoned leader within international sport with a proven track record of developing and delivering High-Performance Programs and results. Experience within international Dressage required and knowledge of sport, equestrian sport and Dressage within the U.S. is a benefit. The candidate should have the proven ability to engage and inspire athletes and proven ability to coach athletes to success. Additionally, the candidate must have excellent communication skills including the ability to engage and inspire a diverse set of stakeholders; can distill the complex down to understandable terms; engender trust, competence, and confidence.

### **Contract and Term**

This position is structured as an independent contractor of USEF. The initial term of this contract will be from date of engagement through the 2026 Aachen FEI Dressage World Championships; however, other terms may be considered.

**Location**

The role is remote with extensive travel required within the U.S., as well as travel to international events.

**Application Process**

Applicants should submit resumes and expressions of interest to Managing Director of Dressage Laura Roberts at [lroberts@usef.org](mailto:lroberts@usef.org) by April 7, 2025