



HIGH PERFORMANCE TECHNICAL ADVISOR – DRESSAGE

POSITION SUMMARY

This multi-faceted position is centered on the objective of achieving podium success at Championships (World Championships) and Major Games (Olympic Games, Pan American Games). In addition to driving high-performance outcomes, the role is instrumental in shaping and executing the overarching high-performance strategy and programming for dressage in Canada.

The primary focus will be on supporting, developing, and optimizing the performance of Canada's targeted and elite athlete/horse combinations. Furthermore, the selected candidate will play a critical role in the design, implementation, and advancement of dressage pathway programs, ensuring a strong and sustainable pipeline of talent for future success on the world stage. In addition, there will be opportunities for additional supports and new members to be added to the team as needed to accomplish identified goals and enhance program effectiveness.

These objectives will be achieved through:

- **Collaboration** with the EC Discipline Manager (DM), Director, High Performance (DHP) and the dressage High Performance Advisory Group (HPAG) to develop, implement, and evaluate strategic and operational plans aligned with the established goals and benchmarks
- **Serving as the primary point of contact** for high performance, working closely with athletes, coaches, horse owners, sponsors, grooms, and members of the Integrated Support Team (IST)—including the Team Veterinarian, Physiotherapist, Massage Therapist, Farrier, Mental Performance Consultant, Nutritionist, Strength and Conditioning Coaches, and Physicians—to foster strong partnerships and ensure the effective execution of strategies and tactics that support performance objectives
- **Coordinating support programs and development initiatives** aimed at advancing targeted athletes on the pathway to podium success at Championships and Major Games, including the design and implementation of a broader athlete development strategy
- **Acting as the Chef d'Equipe** for the dressage team at Championships and Major Games — providing leadership and oversight before, during, and after competition.
Note: At a Championships, Major Games and international team events, the Technical Advisor cannot provide support to another team in addition to the Canadian Dressage Team

QUALIFICATION

- NCCP Competition Coach Certification or equivalent foreign designation
- Proven track record coaching, officiating and/or competing at the international Grand Prix level. Retired FEI judges are welcome to apply
- Strong analytical skills to assess data driven evaluations of athletes and horses to support optimal development and the high-performance strategic plan for each targeted combination



- Demonstrated interpersonal skills to work collaboratively with discipline management, volunteer groups, athletes, coaches, horse owners, sponsors, grooms, IST personnel, officials and EC in developing, monitoring and adapting training and competition plans to meet agreed international benchmark objectives
- Must possess good mediation skills and have the ability to handle conflict and manage change
- Must have the ability to travel for extended periods of time
- Must be able to assume the various roles of adviser, leader, mentor and when required, disciplinarian, and must always represent EC in a professional manner
- Working knowledge of EC Policies and Manuals
- Strong understanding of FEI General Regulations, the FEI App, FEI Veterinary Regulations, and FEI Dressage Regulations including regulations and protocols for Championships and Major Games
- Adhere to Safe Sport Policies including “the Rule of 2”
- Adhere to Office of the Sports Integrity Commissioner (OSIC) policies and practices
- Have a current First Aid Certificate, Criminal Background Check and a Vulnerable Sector Search

RESPONSIBILITIES

1. National Team Program (NTP) Support

- Strategic planning of competition schedules to facilitate exposure and experience that can best prepare athletes for Championships and Major Games
- Lead the annual benchmarking and goal-setting process in collaboration with NTP athletes, their personal coaches, and IST personnel—including veterinarians, physiotherapists, mental performance consultants, and strength and conditioning coaches. Work closely with athletes and coaches to develop, advise on, and implement individualized strategic development plans that drive measurable performance progression. Establish SMART goals (Specific, Measurable, Achievable, Relevant, and Time-Bound) with each NTP rider and their coach, incorporating clear Key Performance Indicators (KPIs) to monitor progress and ensure alignment with overall program benchmarks and long-term objectives. Regularly monitor the progress of targeted athlete/horse combinations through evaluations and meetings—conducted virtually or in person as appropriate, including video analysis of training and competition, using these check-ins to assess results, identify areas for improvement, and adjust development plans to maximize performance potential.
- Utilization of data driven analytics to quantify performance improvements (performance dashboards, statistical modeling, biomechanical sensors, comparative analytics)
- Driving collaboration between athletes, coaches, personal and team IST personnel to foster stronger sense of team between athletes and EC
- Collaborate with the DM for annual development camp(s), Daily Training Environment (DTE) and competition environment engagements
- Technical support at targeted team and KPI competitions
- In collaboration with the DM and IST personnel, design and implement a comprehensive IST strategy focused on the optimal care, management, and performance of team members. Engage closely with IST experts to identify sport science and sports medicine requirements that will positively influence performance outcomes. Actively seek input and collaboration from IST professionals to address challenges, close performance gaps, and ensure a proactive, evidence-based approach to athlete and horse preparation



- Provide remote training assessment support through video analysis to monitor athlete/horse performance and offer timely feedback to athletes and coaches
- Organize and support centralized talent identification and recruitment sessions as needed, to strengthen the athlete pipeline and identify emerging high-performance combinations
- Serve as an advisor, mentor, and—when necessary—a disciplinarian to athletes, fostering behaviors, attitudes, and team dynamics that contribute to a cohesive, respectful, and high-performing team environment at KPI competitions
- Collaborate with athletes, horse owners, and program sponsors to strengthen the depth and quality of horse talent available at the top level, with a focus on identifying, developing, and supporting promising athlete/horse combinations critical to long-term program success
- state of preparation, physical fitness, suitability of the horse and athlete for the competition in question and realistic expectation of competitive results
- Offer direct coaching advice for an athlete specifically requesting such opinion support, or provide technical coaching recommendations in line with the specific SMART goals and development plans for any athlete
- Provide strategic input and guidance across key areas of the high-performance program, including advising on the selection of world-class team personnel such as management and IST members. Contribute to the development of squad criteria for the NTP high-performance squads, shaping strategies related to Sport Canada's Athlete Assistance Program (Carding) and team selections. Offer feedback on selection criteria for major competitions and other critical high-performance matters, while ensuring all initiatives are aligned with ECs overall Strategic Plan. Additionally, advise on talent identification strategies to build and maintain a sustainable pipeline of emerging and elite dressage athletes across Canada
- Participate in key processes and reviews with Own the Podium (OTP) and Sport Canada, including program evaluations and debriefs. Contribute to the annual high performance budget review to ensure effective resource allocation aligned with strategic priorities. Provide detailed reports following each KPI competition, including athlete performance analysis, results, and actionable recommendations to support ongoing program improvement and athlete development
- Support Canada's efforts to build international relationships by networking and liaising with other nations to share best practices and collaborate on the development of the dressage high-performance program

2. Chef d'Equipe for Major Games / Championships

Games Preparation & Overall Logistics

- Assist with development and implementation of Championships and Major Games logistics plan with EC DM, DHP and HPAG chair
- Coordinate and implement centralized staging camps in preparation for Championships and Major Games, ensuring optimal team readiness, cohesion, and final phase preparation
- Be familiar with the competition venue and the surrounding area and establish relationships with Organizing Committee (OC) leads including discipline leads and competition officials
- Attend site visits and test events for Championships and Major Games, as required.
- Serve as primary point of contact for athletes, coaches, owners and support personnel to convey pertinent team and Games information

At the Games

- Represent the Canadian dressage team in a leadership capacity and always demonstrate sportsmanship and leadership in line with EC Code of Conduct



- In collaboration and with the support of EC DM and DHP manage the daily delivery of the Championship and Major Games competition plan
- Work with all team members to ensure that the integrity of the team is maintained and that Canada is appropriately represented
- Develop and ensure a collaborative working relationship amongst all team members, grooms and IST personnel
- Identify and collaboratively address any team issues including disciplinary matters, behavior, or problem areas within the team, as well as on behalf of the team, in collaboration with all relevant parties
- Coordinate training/competition sessions, reserve training times/ arenas /lunging etc with OC as necessary
- Ensure that all equine management practices conform to FEI regulations.
- Attend press and media functions, as requested.

Training and Monitoring

- Coordinate planned training and competition sessions, including meetings to review daily activities, collect and provide feedback, and confirm competition strategies with athletes
- Ensure daily monitoring and review of training progress with athletes
- Facilitate effective and timely communication among athletes, grooms, and IST personnel through established communication channels such as group meetings, posted daily schedules, and WhatsApp groups
- Oversee equine management in collaboration with the Team Veterinarian to ensure optimal horse health and performance
- Attend and/or organize meetings as required to address issues related to stabling, accommodation, training times, timetable changes, rules, policies, and competition alterations

Liaison with Organizing Committee

- Ensure full compliance with the Chef d'Equipe role as defined in the FEI General Regulations (<https://inside.fei.org/content/general-regs-statutes>)
- Attend Organizing Committee (OC) technical meetings to represent the team and communicate any concerns or issues
- Facilitate timely communication by retrieving and disseminating relevant information from the OC to all team members as necessary
- Represent the team at all formal presentations, including but not limited to Horse Inspections
- Provide accurate and up-to-date information on Canada's starting order, including declared and scratched athletes and horses where applicable
- Verify all posted scores directly with athletes to ensure accuracy
- Serve as the official team representative in any protests, appeals, or disputes involving the team

Post Games

- Provide detailed reports following each Championship and Major Games outlining athlete performance, team results, and actionable recommendations for DM, DHP and the HPAG. Participate actively in post-competition debrief and review sessions, offering comprehensive analysis and strategic recommendations to inform ongoing improvements to the high-performance program