



# HORSE SPORT IRELAND

THE ORGANISATION NOW  
WISHES TO RECRUIT THE  
FOLLOWING POSITION

## SENIOR EVENTING HIGH PERFORMANCE MANAGER

### JOB PURPOSE

Horse Sport Ireland (HSI) is seeking a consultant to deliver strategic leadership and oversight of High-Performance Eventing in Ireland, encompassing both Senior and U21 (Young Riders) pathways.

The role focuses on delivering agreed performance outcomes, including preparations for Olympic qualification at the World Championships in 2026, and ultimately 2028 Los Angeles Olympic Games.

The consultant will report to the Head of Performance and will deliver services related to planning, monitoring, selection, and performance at international levels, including European, World, and Olympic competitions. The consultant will also act as Chef d'Équipe at designated events, providing on-site leadership and oversight of team performance.

### SCOPE OF SERVICES AND DELIVERABLES

1. International Performance
  - Deliver a framework of performance and medal targets for the Olympics, European and World Championships, and key Nations Cups.
  - Provide strategic input to ensure a clear focus and purpose in delivering international results at both Senior and U21 levels.
2. Performance Management
  - Develop and oversee initiatives to strengthen the High-Performance (HP) program, including innovation, data-driven performance analysis, and competition schedule planning.
  - Ensure all programme initiatives align with world-class standards and meet agreed deliverables.
3. Performance Pathway
  - Create and deliver Individual Performance Programmes (IPPs) for athletes in the Senior and U21 pathways.
  - Certify that training and development programmes meet elite international standards to foster consistent, high-level performance.
  - Collaborate in the recruitment and appointment of personnel and the development of structures for the eventing youth programmes, ensuring the programmes aligns with, and supports a cohesive performance pathway from grassroots to senior levels.
4. Coaching Pathway
  - Assemble and coordinate a High Performance coaching team capable of delivering the Performance Pathway objectives.
5. On-Site Leadership
  - Serve as Chef d'Équipe for Irish Eventing teams at designated events, including Nations Cups, European and World Championships, U21 European Championships, and the Olympic Games.
  - Provide effective on-site leadership, managing team dynamics and ensuring optimal performance during competitions.

## SCOPE OF SERVICES AND DELIVERABLES

### 6. Key Relationship Management

- Represent Horse Sport Ireland by leading teams at key international events.
- Build and maintain strong relationships with athletes, owners, coaches, Eventing Ireland, Sport Ireland, OFI, the Institute of Sport, and HSI staff.

### 7. Financial management

- Oversee and manage the budget for the High-Performance Eventing programme, ensuring efficient allocation of resources and alignment with strategic objectives.

## ESSENTIAL EXPERIENCE AND COMPETENCIES

- Extensive experience in delivering High-Performance programmes at domestic and international levels, including work with Senior and U21 athletes.
- Proven ability to lead and motivate teams, foster collaboration, and deliver strategic outcomes.
- Have previously demonstrated experience working with multiple stakeholders, including athletes, owners, governing bodies, and volunteers.
- Expertise in resource management to ensure programme sustainability.

## KEY ATTRIBUTES



Strategic mindset with the ability to innovate and drive continuous improvement.



Strong communication and relationship-building skills.



Ability to operate under pressure and deliver against defined milestones and objectives.

## TERMS OF ENGAGEMENT

This is a contract for a services role. The consultant will deliver the agreed services and outcomes under a service-level agreement with Horse Sport Ireland. Reporting will be to the Head of Performance, and the consultant is expected to operate independently, with specific deliverables and timelines agreed in advance.

## APPLICATION PROCESS

To apply, please send your CV and a cover letter detailing your relevant experience and suitability for the role to [jobs@horsesportireland.ie](mailto:jobs@horsesportireland.ie) no later than 5:00pm (GMT) on Wednesday, 8th January.

For further inquiries please contact [bjackman@horsesportireland.ie](mailto:bjackman@horsesportireland.ie)

## EQUAL OPPORTUNITIES STATEMENT

Horse Sport Ireland is committed to fostering an inclusive and diverse environment. We encourage applications from all qualified candidates regardless of race, religion, gender, sexual orientation, age, disability, or any other legally protected status.



**HORSE SPORT**  
**IRELAND**