

Job Description for Development Coach

Position Summary

US Equestrian is seeking to appoint an Eventing Development Coach ('Coach') who is an experienced leader with a strong strategic perspective. The ideal candidate would have a track record of competitive success as well as depth of experience with program and athlete development. The goal of the Coach is to lead the Eventing Development 25 and Development Program in the U.S. to sustained success and progression through the Eventing Pathway Programs.

The Coach is responsible for providing trusted leadership to the Development Programs, including, but not limited to, the athletes, their personal teams, and horse owners. Additionally, the Coach is responsible for refining the vision of the Eventing Development Programs. In partnership with the High Performance Manager and Performance Advisor, they will develop strategy to improve the Program's long-term success within a dynamic and complex operating environment. This individual acts as the primary external face of the Program and should be capable of maintaining its 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 Eventing and Director of FEI Sport. This position will be supported by the Director of Development Programs and the USEF Eventing Staff and Team Staff.

Duties & Responsibilities

The Coach will work with 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 Development 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 Eventing and Director of Development Programs.
 - Lead the European Development Tour and serve as Chef d'Equipe at the associated Nations Cups and other identified targeted Team events.
 - Lead on setting and reviewing Key Performance Indicators and targets for Program athletes.
 - Implement a 12-month review process of Program athletes.

- Communicate with Program athletes' personal coaches and support teams.
- Work with the Managing Director of Eventing and Director of Development Programs, in the development of the Eventing Pathway Programs and systems to support a comprehensive plan for success.
- Participate in year-end de-briefs with the Director of FEI Sport, Managing Director of Eventing, and Director of Development Programs to review Programs, performance, and future goals.
- Participate in quarterly meetings with Managing Director of Eventing and Director of Development Programs 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 Eventing.
- Provide training for Development athletes in training sessions and competitions.
- Analyze and report on the quality of coaching for development 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 Development or High-Performance Programs and results. Experience within international Eventing required and knowledge of sport, equestrian sport and ideally Eventing 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 Los Angeles 2028 Olympic Games; 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, Eventing Amber Braun at abraun@usef.org by February 18.