

YOUNG PROFESSIONAL PROGRAMME 2017

Many young equestrian athletes reach an age where they have to make choices about future employment. This 12 month programme is funded by Sport England to support the transition of athletes moving out of the equestrian youth development pathways to be retained in the wider equestrian sport network and support their continuation in the sport.

Criteria for Applicants

- A place on the Young Professional Programme will be offered on the strength of each individual's application.
 - Applicants who are not in full time compulsory education and are between the ages of 19 and 26 are eligible to apply. An applicant's age will be calculated in accordance with FEI rules i.e. the age of the applicant on their birthday in the calendar year is treated as their age for the entire year (the only exception to this requirement is as stated under Para-equestrian see **ANNEX D**).
 - This Programme is funded by Sport England so to be eligible the applicant must reside in England and be a member of their relevant Sport Governing Body (British Eventing/British Dressage */British Showjumping).
**see ANNEX A & D for British Dressage applicants in the rest of United Kingdom.*
 - Applicants must meet the discipline specific criteria to be eligible for a place on the Young Professional Programme (**see ANNEX A – D**).
 - The applicant must be able to demonstrate a commitment to a professional future in the equine industry. For example:
 - Running a yard/business (competition, training or breeding)
 - Working as an apprentice in a professional yard
 - Coaching in equestrianism either employed or self-employed
 - To support the application form, the applicant will need to provide a 3-5 minute video presentation which outlines their reasons for wishing to be considered for the programme and what they are hoping to gain from being on the programme to help them in their future career.
 - Video Guidelines:
 - Keep your video short, between 3-5 minutes
 - State your name and discipline at the beginning of the video
 - Have a clear beginning that introduces yourself and give clear and concise explanations
 - Script and practise what you are going to say; this is an opportunity to impress the interview panel
 - Maintain eye contact with the camera and speak slowly and clearly
 - Choose a 'clean' background with good lighting and do a sound check first
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- Video Content Guidelines:
 - An overview of your experience to date in the equestrian industry
 - What you consider to have been your highest personal achievement to date
 - Your short-term career goals for the next two years
 - Your long-term career goal
 - What you hope to gain from the Young Professional Programme
 - What you feel you can bring to the Young Professional Programme should your application be successful
- To support the application a completed curriculum vitae must also be submitted using the template provided. This will give an opportunity for applicants to highlight relevant industry/equestrian skills and experience.
- Applicants are required to give two referees on the application form. Referees must either be a listed official or accredited coach of your Sport Governing Body. References from friends or purely social acquaintances will not be accepted.
- An applicant will not be eligible for this programme if they are currently supported by the BEF Excel Talent or World Class Programme.
- Riders that are currently serving a ban from competition as a result of a doping offence (equine or human) or an equine controlled medication offence will not be eligible for this programme.

APPLICATION PROCEDURE

- Application forms will be available to download from the BEF and your Sport Governing Body websites from 1st August 2017 until 31st August 2017.
- Applications will open 1st August 2017 and close 31st August 2017 and will not be accepted under any circumstances after the closing date.
- All successful applicants must be able to commit to the programme in full and will be required to sign the code of conduct. There will be 8 workshop days throughout the 12 month programme duration and by accepting a place offered on the programme, successful applicants have agreed to commit to attending a minimum of 6 of the workshop days.
- After the closing date all applications will be assessed against the criteria and person specification. If you have not been successful in your application you will be notified by BEF within 21 days. Those shortlisted will be notified and invited to interview by the relevant Sport Governing Body within the same timeframe. Due to the high level of applications received we are unable to provide feedback to applications that are unsuccessful.
- Sample interview panel: (this can vary between Disciplines): two discipline specialists elected by your Sport Governing Body, one interviewer independent of your Sport Governing Body and a representative of the BEF to ensure the process is being delivered in a fair and consistent manner at all times.

We seek to provide equal access to all programmes for all applicants, ensuring that there are no unnecessary barriers and that any reasonable adjustments for applicants preserve the validity, reliability and integrity of the programme. If you require reasonable adjustment please contact
 Georgie Wheeler.

Applicant Specification

Person Specification

Essential

- Relevant experience in your discipline that meets the criteria specified (see ANNEX A – D)
- Currently working within the equine industry in a professional capacity. For example:
 - Running a yard/business (competition, training or breeding)
 - Working as an apprentice in a professional yard
 - Coaching in equestrianism either employed or self-employed
- Able to articulate goals and targets to enhance career progression
- Enthusiastic and motivated with a commitment to personal development
- A willingness to seize challenges that arise

Desirable

- Hold or be working towards recognised Equestrian Industry Qualifications
- Proficient IT skills
- Good interpersonal and communication skills with the ability to work with others
- An open and optimistic 'can do' approach

ANNEXE A – BRITISH DRESSAGE

- Applicants must previously have been part of a recognised British Dressage or BEF Youth Development Programme (e.g. BYRDS, Prime and Progress Dressage squads, AASE, BEF Excel Talent Programme, BEF World Class Programme, etc.)
- Be a full competing member of British Dressage. Those members who reside in Wales or Scotland should contact British Dressage regarding their application
- Competing at Elementary level or above at affiliated competitions and achieving a minimum of 65%
- Applicants must be able to demonstrate a knowledge of and experience in their chosen aspect of the sport
- The chosen applicants will be allocated a training day with a top trainer in October, dates as below. Applicants will take their own horses to the training day and will be involved with other activities at the trainer's establishment. A one to one interview will form part of the day to assess commitment, business acumen, personality, attitude, and potential for development and communication skills. Discussions will take place throughout the day.
 - Tuesday 10 October - Eilbergs, Pink Green Farm, Worcs
 - Tuesday 24 October - Sarah Millis, Millstones, West Sussex
 - Wednesday 25 October - Emile Faurie, Heath Farm, Oxfordshire

ANNEXE B – BRITISH SHOWJUMPING

- Applicants must previously have been part of a recognised British Showjumping or BEF Youth Development Programme (e.g. AASE, BS Academies, BEF Excel Talent Programme, BEF World Class Programme etc.)
 - Applicants must have been actively involved in the sport of showjumping within the past 12 months; that could be as a competitor, coach, breeder or in an officiating capacity
 - Applicants must demonstrate experience in the profession they wish to move into (minimum levels: Coaching - UKCC level 2, Course Designing- Level 2 and Judging – Level 1)
 - Applicants must be a current member of British Showjumping
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ANNEXE C – BRITISH EVENTING

- Applicants must previously have been part of a recognised British Eventing or BEF Youth Development Programme (e.g. Under 18 Programme, BE Youth Programmes, Mark Todd Bridging the Gap Programme, AASE, BEF Excel Talent Programme, BEF World Class Programme etc.)
- Applicants must be eligible to compete at Intermediate level or above as set out in the BE Members' Handbook
- Applicants must demonstrate experience in the profession they wish to move into
- Applicants must be Full members of British Eventing

ANNEXE D – BRITISH PARA-EQUESTRIAN DRESSAGE

- Due to the varying nature of disability, applicants that are competing in BD Para Dressage competitions will also be considered who exceed the upper age limit
 - Applicants must previously have been part of a recognised British Dressage Para-Equestrian or BEF Programme (e.g. BEF Entry Programme, BEF Excel Programme, BEF World Class Programme etc.)
 - Be a full competing member of British Dressage. Those members who reside in Wales or Scotland should contact British Dressage regarding their application
 - Competing at Para-equestrian Silver level or above at affiliated competitions and achieving a minimum of 65%
 - Applicants must be able to demonstrate a knowledge of and experience in their chosen aspect of the sport
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