



INF INTERNATIONAL UMPIRING MANAGER

The International Netball Federation (INF) is seeking to recruit an International Umpiring Manager for the Federation to be based in Manchester, England.

The post holder reports to INF Chief Executive Officer who is also based in Manchester, England.

PURPOSE

To lead the strategic development of international umpiring, including the appointment and development of skilled and effective international umpires, in support of the INF Strategic Pillar 'Quality Officiating Worldwide'.

KEY JOB DUTIES AND RESPONSIBILITIES

Umpire Development Framework

Develop a comprehensive structure and framework of policies, processes and procedures that ensures integrity and accountability in the delivery of the international umpiring system, taking into account the INF review of International Umpiring conducted in 2014.

Work collaboratively with INF Members and Regions and other key stakeholders to ensure the national and international processes for umpire development are aligned and complement one another.

Facilitate sharing of best practices, resources and ideas globally and benchmark the processes for netball with other leading sports.

Create a high performance culture and environment for International Umpiring that supports INF's strategic aims and befits the growing status of the international game.

Accreditation, Education & Training

Review and develop the processes and performance criteria for IUA (International Umpire Award) testing and endorsement (renewal).

Assist the developing nations in their umpire development programmes.

Create a programme to develop the skills and expertise of current IUA (International Umpire Award) that meets their individual and collective needs and delivers a step change in performance for INF. This should include individual or group training and coaching, and creating opportunities for umpires to officiate in matches which develop their skills.

Umpire Appointments

Manage the deployment of International Umpires to ranking matches; including international test matches, regional competitions and INF events such as the Netball World



Cup, Netball World Youth Cup and Netball World Series taking into consideration the skills and performance levels required at each level of competition.

Ensure that international umpires are fully prepared for international matches and that they receive appropriate feedback on their performance in a timely manner.

Develop use of technology to improve performance analysis and skill development for umpires.

Liaise with Member countries over umpire protocols and arrangements for international test matches to ensure the host country and the umpires' needs are adequately met.

Develop international interpretations of the Rules of Netball for all umpires to adhere to when officiating at international events, to ensure a consistency of approach.

Talent Identification

Review and develop the processes for the identification of talented umpires by INF Members and Regions to ensure there is a sufficient pool of international umpires of sufficient calibre to meet the current and future needs of the INF.

Finance

Manage the development - and efficient and effective implementation - of corresponding budgets for international umpiring programmes as requested by the CEO and INF Board.

With the CEO, identify and secure funding sources for umpiring programmes.

Communication

Maintain effective internal and external communication, consultation and reporting processes relevant to the role.

Cultivate a strong network of global relationships within the netball community as well as with lead sporting organisations.

Provide regular reports on the status of international umpiring for INF Board meetings.

Liaise with the INF Advisory Panels and other technical, coaching and administrator groups as required.

Work with the Media and Communications Lead to produce resources for the communication and dissemination of information worldwide, including materials available to members via the INF website such as umpiring handbooks and policies.

Promote INF and member countries technical programmes, share success stories, with wide international audiences.



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KPIs and Reporting

To include:

- Number of International Umpires (IUA) and growth.
- Number of Talent Identified umpires (ITID) and growth.
- Number of IUAs appointed to ranking games
- Number of ITID appointed to ranking games
- Geographic spread of umpires (Region & Country)
- Performance ratings of IUAs
- Number and geographic spread of umpire testers
- Number and geographic spread of umpire coaches
- Number of IUAs with individual development plans
- Number and content of umpiring training courses

SKILLS AND EXPERIENCE

Ability to provide dynamic leadership to a key area of INF's work.

Proven success in the implementation and ongoing management of cultural and organisation change.

Minimum 5 year experience in technical aspects of netball rules and officiating.

Working experience in sport development programmes and delivery of education and training programmes.

Proven and successful management experience.

Strong interpersonal and verbal/written communication skills.

Empathy and proven ability to work with a complex and diverse group of stakeholders in multi cultural, multi geographical settings.

Ability to work with minimum supervision, unconventional hours and travel domestically and internationally as required.

Competence with MS Office suite, email and the internet

Budgetary, project and financial management experience and planning skills.

Degree/further education in a relevant discipline.

ROLE DETAILS AND HOW TO APPLY

The role is full time and will be appointed initially as a two year (24 month) contract.

The salary level up to £40k per annum depending on the experience of the successful candidate. 25 days paid holiday per annum.



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INF's leaders should reflect our values: working together as a team; continually striving for excellence; drawing on best practice to promote leadership, well being, respect, integrity and non discrimination.

International Netball Federation Limited (INF) is fully committed to the principles of equality of opportunity and is responsible for ensuring that no employees, job applicants, office holders, volunteers, consultants or members of committees and panels (together "Stakeholders") are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, nationality and colour), religion or belief, sex and sexual orientation.

If you have any questions please don't hesitate to contact the INF Secretariat on +44 (0)161 234 6515 or email INF@netball.org

Applications to be submitted by January 19th 2015 to

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Interviews will take place during week commencing 26th January 2015.

Please note that the INF Secretariat is closed for the holidays between 24th December 2014 and 2nd January 2015.