



POSITION DESCRIPTION

Revision Date: October 2021

Position Title:	Umpire Development Officer (Part-time)
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Work Area:	Community Netball	Reports to:	Community Netball Manager
Responsible for:	Umpire development for Auckland Region Centres		
Geographic area:	Auckland Region		
Employment Status:	Part-time – 25 hours per week		

Primary Purpose of Position

The Umpire Development Officer plays an important part implementing NNZ Poipoia strategy and the Netball Northern Zone Community Netball Plan in order to:

- Increase the number and quality of umpires at all levels in the game and increase the engagement of umpires at Centres in Auckland.
- Lead the development and support of Umpire Coach Developers in the Auckland region.
- Assist in opportunities that aid the development of umpires from grassroots to performance level
- Create a culture for umpiring excellence through the provision of high quality umpire development opportunities both formal and informal and increase attendance at these workshops.
- Support netball centres in improving the capacity and capability of grassroots umpiring through their Centre Umpire Development Plans.

Responsibilities & Measures

Key Accountabilities	Critical Factors
Leadership	<ul style="list-style-type: none"> • Build and maintain strong relationships with netball centres. • Lead the development of Umpire Coach Developers. • Lead the development of umpires through netball centres, clubs and schools
Strategy and Planning	<ul style="list-style-type: none"> • Contribute to the Zone Community Netball Plan by advocating for the needs and issues of umpire development. • Contribute to the Umpire Operations Plan as part of the Community Operations Plan.
Umpire Development	<p>Centre Support</p> <ul style="list-style-type: none"> • Working with the Zone Umpire Development Group ensuring all netball centres have a Centre Umpire Development Plan and assist with the planning and delivery of umpire modules • Liaise with netball centres and all NNZ/Zone umpires and umpire coach/assessors regarding development opportunities from NNZ.

Responsibilities & Measures	
Key Accountabilities	Critical Factors
	<ul style="list-style-type: none"> • Communicate umpiring matters to the relevant umpiring groups and ensure all netball centres have information to develop umpiring. <p>Coaching and Assessing</p> <ul style="list-style-type: none"> • Contribute to the umpire coach / assessor training and promote the training opportunities available <p>Fitness Testing</p> <ul style="list-style-type: none"> • Assist in undertaking fitness testing for all Zone and NZ umpires. <p>Appointments</p> <ul style="list-style-type: none"> • Assist the Umpire Lead and NN Selectors Group with appointments for National Events • Support Umpires to be prepared for national tournaments. <p>Database</p> <ul style="list-style-type: none"> • Ensure information provided to maintain and update umpire database including personal information of umpire coaches, umpire developers and assessors and keep a record of their training requirements. • Ensure information provided to maintain and update umpire database including personal information, assessments and qualifications of Auckland region NZ and Zone award umpires. <p>Monitoring and Reporting</p> <ul style="list-style-type: none"> • Continuously monitor and proactively plan to ensure there are sufficient quality and quantity of umpires to meet the changing needs of Netball. • Provide feedback to the Zone on umpire development programmes, tracking these are sufficient to meet the changing needs of netball.
Professional Development	<ul style="list-style-type: none"> • Actively participate in the National Umpire Coach Development Forums. • Contribute to Zone professional development for Umpire Coach Developers. • Actively participate in professional development programmes provided by NNZ, Sport NZ, RST's or equivalent.
Relationships	<ul style="list-style-type: none"> • Work collaboratively with Netball Centres, Junior/Coach/Umpire Coordinators and Umpire Coach Developers to share mutually beneficial practices and learnings. • Build and maintain a network of strong relationships with key stakeholders and coach development personnel at Regional Sports Trusts (RSTs). • Work with other development personnel in the Zone to ensure alignment across community delivery. • Contribute to relevant marketing and media content surrounding Umpiring.
The Netball System	<ul style="list-style-type: none"> • Work collaboratively with Community Netball team to ensure the sharing of mutually beneficial practices, learnings and general information. • Support the planning and delivery of Zone events as requested by the Community Netball Manager. • Undertake any other tasks as requested by the Community Netball Manager to support the delivery of quality netball experiences and meeting the Zone Community Netball Plan.

Responsibilities & Measures	
Key Accountabilities	Critical Factors
Communication	<ul style="list-style-type: none"> • Achieve a high and positive profile for Netball Northern Zone with all activities. • Develop and maintain effective communication channels with the netball community. • Share effective practice internally and externally. • Contribute to the Zone Newsletter by producing 'Good News Stories' which promote and demonstrate key successes to be shared with stakeholders. • Ensure digital media relating to umpire is current and regularly updated.

Key Relationships	
External	Internal
<ul style="list-style-type: none"> • NNZ National Technical Officials Manager • NNZ Community team • Netball Centre staff and umpires • RST Community Sport Team 	<ul style="list-style-type: none"> • Zone CEO • Community Netball Manager • Umpire Lead • Community Team personnel • Other Zone staff

Delegation of Authority	
As per the Zone's Delegated Authority	

Core Competencies, Skills & Qualifications/Experience	
Competency	Descriptors
Specialist Knowledge and experience	<ul style="list-style-type: none"> • Broad sport sector knowledge with a minimum of 2 years experience and knowledge in umpire development • Training development/teaching and umpiring experience • Strong understanding of Community Netball and hands on experience • Strong relationship management skills and ability to work with a diverse range of stakeholders
Leadership and strategic ability	<ul style="list-style-type: none"> • Strong stakeholder management with interpersonal and intrapersonal skills that generate mutual respect and trust • Confident, decisive and objective with experience of making sound decisions especially under pressure • Strong sense of accountability and desire to deliver against goals • Comfortable giving and receiving constructive feedback • Skilled at determining important issues, prioritising and multi-tasking
Business and Personal Acumen	<ul style="list-style-type: none"> • Willingness to be accountable and measured on performance • Accepts legal and fiduciary responsibilities • Networks effectively in the netball world and in the wider sports sector
Communication and Personal skills	<ul style="list-style-type: none"> • Conveys credibility, ability to influence and ensuring 'buy in' from a diverse range of stakeholders • Exceptional oral communication: clear, concise, effective and persuasive • Communicates consistently, openly and honestly in any situation • Quickly establishes and maintains rapport and effective relationships at all levels, with both internal and external stakeholders

	<ul style="list-style-type: none"> • Is dedicated, highly motivated, enthusiastic and considerate at all times • Collaborates well, voluntarily sharing appropriate information across all levels and thrives in a team environment • Maintains professionalism, empathy and understanding at all times • Highly adaptable and flexible, coping well with change and deadlines
Passion for Sport	<ul style="list-style-type: none"> • Makes decisions with the best interest of sport in mind • Has a good knowledge of sport in general and netball in particular

Other

- Travel and weekend work is expected and managed with the part-time nature of the role.