



**ENABLING  
THE GLOBAL GAME**

## **Guidelines for appointing the World Netball Officiating Coordinator**

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This document outlines the process and requirements for the appointment of the World Netball (WN) Officiating Coordinator (OC).

### **Details of the Appointment:**

World Netball is responsible for establishing a structure to lead International Officiating. To achieve this, a role has been established to support the International Officiating Manager (IOM), known as the Officiating Coordinator (OC) with the role described in more detail [here](#).

### **The following positions are to be filled:**

1 OC for each region; **Africa, Asia.**

*Note: The OC for Americas, Europe, and Oceania has recently been appointed so is not included in this recruitment cycle*

Part time voluntary position until June 2025 - minimum 4 hours per week

### **Responsibilities of the OC:**

- Disseminate good practice in WN processes and encourage WN Member Associations to implement that practice
- Co-ordinate verification for officials recommended as International Testing Panel (ITP) and ITP Cadet and International Talent Identified Umpire (ITID) by Member Associations and/or Regional Associations in line with WN guidelines
- Oversee the progression of International Match Officials (Umpires) and Umpire Assessors in line with WN guidelines
- Select ITP and ITP Cadet as Umpires Appointment Panel (UAP) for international matches in line with WN guidelines as part of the OC Forum (OCF).
- Develop relationships with WN Member Association named officiating lead in order to assist the progression process and avoid conflict between international and domestic competition and support adherence to international processes.
- Contribute to WN netWorld (WN on-line database) with pertinent data

### **Considerations in selection of the OC:**

The following will be considered in relation to the appointment of the OC:

- a) Strong interpersonal and communication skills
- b) Strong organisational skills and attention to details
- c) Effective project management skills
- d) Ability to tailor communications appropriately to the target audience
- e) Ability to multi-task and prioritise own workload
- f) Ability to remain calm when under pressure and work to strict deadlines
- g) Ability to maintain, develop and implement systems
- h) Knowledge of performance level netball or sports development structures and programmes
- i) Knowledge of the rules of netball
- j) IT skills and competent user of current technology
- k) Experience in administration role
- l) Experience of working remotely from Line Manager
- m) Experience of working with volunteers

- n) Knowledge and understanding of performance pathways
- o) Flexible and adaptable approach to work
- p) A 'can do' attitude towards work
- q) Ability to work unsupervised within limits of authority – the ability to self-manage
- r) Team player with collaborative and supportive style

### **OC Selection Panel:**

The OC Selection Panel will consist of the following:

1. Christina Barrow – International Officiating Manager (IOM)
2. Clare Briegal – Chief Executive Officer (CEO)
3. World Netball Regional Board Director of each region; Africa, Asia
4. TBC - Independent external observer (potentially from the WN nominations or governance committee)

### **Timeline for OC selection:**

- Beg-Mar 2023 – Applications for OC requested from populace worldwide.
- 14<sup>th</sup> March 2023 at 09:30 UK - 30 min on-line session for any interested applicants to learn more about the OC role and its responsibilities.  
*Note: This should be attended by those who want to apply. Email [info@worldnetball.sport](mailto:info@worldnetball.sport) for the joining details*
- End-Mar 2023 – Applications for OC received at World Netball.
- Apr 2023 – OC Selection Panel review applications received against defined rating system
  - 1st Step - panel members rate individuals in isolation  
*Note: If further input is required to complete the review the World Netball Regional Board Director can consult with their region*
  - 2nd Step – all ratings are collated and applicants are ranked accordingly
  - 3rd Step – all panel members collectively review who should be shortlisted taking into account the rankings
- Beg-May 2023 – OC Selection Panel finalise on who is to be appointed
- Mid-May 2023 – World Netball Board ratify the decision made by the OC Selection Panel
- End-May 2023 – World Netball confirm appointment of the OC for each region to the successful applicant
- Beg-Jun 2023 – World Netball make an official announcement concerning the appointment of the OC for each region

Christina Barrow  
International Officiating Manager



### Defined rating system for appointing the Officiating Coordinator (OC) role

<p><b>Skills/Abilities/Knowledge</b></p> <p><i>Considerations:</i> <i>a, b, c, d, e, f, g, h, i, n,</i></p>	<p>1 Inadequate: Does not meet the criteria/cannot be assessed on the evidence provided</p> <p>2 Adequate: Meets the criteria</p> <p>3 Good: Exceeds the criteria</p> <p>4 Excellent: Significantly exceeds the criteria</p>
<p><b>IT Skills</b></p> <p><i>Considerations:</i> <i>j</i></p>	<p>1 Inadequate: Does not meet the criteria/cannot be assessed on the evidence provided</p> <p>2 Adequate: Meets the criteria</p> <p>3 Good: Exceeds the criteria</p> <p>4 Excellent: Significantly exceeds the criteria</p>
<p><b>Experience</b></p> <p><i>Considerations:</i> <i>k, l, m</i></p>	<p>1 Inadequate: Does not meet the criteria/cannot be assessed on the evidence provided</p> <p>2 Adequate: Meets the criteria</p> <p>3 Good: Exceeds the criteria</p> <p>4 Excellent: Significantly exceeds the criteria</p>
<p><b>Attributes</b></p> <p><i>Considerations:</i> <i>o, p, q, r</i></p>	<p>1 Inadequate: Does not meet the criteria/cannot be assessed on the evidence provided</p> <p>2 Adequate: Meets the criteria</p> <p>3 Good: Exceeds the criteria</p> <p>4 Excellent: Significantly exceeds the criteria</p>



**WORLD NETBALL  
OFFICIATING COORDINATOR (OC)**

**Application form**

Please use this form to apply for the OC role. Applications must reach World Netball by **5pm UK time on 31<sup>st</sup> March 2023**

Name	<i>Title</i>			<i>First name</i>		<i>Family name</i>	
Postal Address							
Country				Region			
Telephone <i>including country code</i>	home			mob			
Email address							
<b>Details of Qualifications and Competencies</b> <i>Please refer to published list of Qualifications and Competencies.</i>							
Skills/Abilities/ Knowledge							
IT Skills							
Experience							
Attributes							
Other Comments							

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