



**ENABLING  
THE GLOBAL GAME**

## **Guidelines for appointing the World Netball Officiating Coordinator (OC)**

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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; Americas, Europe, Oceania, Africa, Asia.

Part time voluntary position - minimum 4 hours per week

From January 2025 until January 2027 for Americas, Europe and Oceania

From June 2025 until June 2027 for Africa and Asia

### **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

World Netball 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 are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race religion or belief, sex and sexual orientation.

World Netball welcomes applications from all suitably qualified individual irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race religion or belief, sex and sexual orientation.

Applicants are requested to complete an Equality and Diversity Monitoring Form. ***Please note, it is not compulsory to complete this form.***

### **OC Selection Panel:**

The OC Selection Panel will consist of the following:

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

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

- Beg-Aug 2024 – Applications for OC requested from populace worldwide.  
*Note: There is a recorded session explaining the OC role and its responsibilities which should be watched by those who want to apply. Please email [info@worldnetball.sport](mailto:info@worldnetball.sport) to gain access to this*
- Beg-Sep 2024 – Applications for OC received at World Netball.
- Sep 2024 – 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-Oct 2024 – OC Selection Panel finalise on who is to be appointed
- Mid-Oct 2024 – World Netball Board are informed about the decisions made by the OC Selection Panel
- Beg-Nov 2024 – World Netball confirm appointment of the OC for each region to the successful applicant
- Dec 2024 – 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> <b>a, b, c, d, e, f, g, h, i, n,</b></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> <b>j</b></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> <b>k, l, m</b></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> <b>o, p, q, r</b></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 **Monday 9th September 2024 (UK Time 1000)**.

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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