



POSITION DESCRIPTION

HCF State League Umpire Allocator/Coach

Organisation Information:

Netball holds a unique position in the Australian sporting landscape. It is a sport with significant and long held participation rates that are the envy of many other Australian sports. It is widely held to be the leading women's sport in Australia. In fact, eight out of ten Australian families have had some involvement with netball; either through playing, volunteering, coaching or assisting in the administration of the sport.

Netball ACT is the peak body for Netball in the Australian Capital Territory.

Our purpose is to inspire the community to join our netball family and strengthen our sport through participation and success in Netball competitions at all levels.

Netball ACT operates under Memorandum and Articles that are resolved by the affiliated Member Organisations. Whilst being a Member Organisation of Netball Australia.

The Board of Netball ACT is responsible for managing the affairs of the Association which include determining major strategic directions, goals and policies.

The Chief Executive Officer carries out the role of Public Officer for Netball ACT.

To ensure Netball ACT continues to deliver on its strategic priorities, the organisation will focus on growing participation and customer engagement, while working to realise the untapped value in its asset portfolio.

Our Values:

Resilience – When things get tough, we act with courage and commitment and take on challenges we face both on and off the court

Our Member Organisations – We value the contribution our Member Organisations make to our sport and to the participants in their Districts

An Inclusive Approach – We welcome all in our sport and encourage an inclusive culture that invites belonging and engagement with our communities

Respect – We act with respect in all our interactions both on the court and in our dealings in business and the community

Professionalism – We are professional in our approach to our sport and our business operations and promote a performance based culture

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Position Specification:

Position Title	HCF State League Umpire Allocator/Coach - Up to three (3) positions available
Department	Customer Engagement
Organisational Relationships	Reports to: Customer Engagement Coordinator Key Relationships: NACT Staff and Volunteers, HCF State League Umpires, Coaches and Bench Officials
Stakeholder Relationships	Internal: All NACT employees, HCF State League Umpires and NACT volunteers External: NIL
Position Profile and Primary Objectives	The HCF State League Umpire Allocator/Coach is responsible for the facilitation, ranking, coaching and development of umpires throughout the HCF State League Competition.
Position Capabilities	The position incumbent will possess a high level of: <ul style="list-style-type: none"> • Demonstrated experience working as part of a team to achieve the organisations objectives • Ability to inspire, empower, influence and enable others • Interpersonal, engagement and communication capabilities • Political acumen, initiative and pro-active problem solving • Flexibility, adaptability resilience
Position Location	The position will be based at the SolarHub ACT Netball Centre 435 Northbourne Ave Lyneham
Honorarium / Tenure / Hours	Volunteer; 6 hours per week with the requirement for additional hours as required to meet organisational and operational requirements Tenure will be for eight (8) months from March to October. Honorarium details to be provided to the successful candidate(s)

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Key Result Areas:

The following outlines the key result areas and core competencies relevant to this position.

Key Result Areas	Accountabilities and Responsibilities
Strategic Focus, Thought Leadership and Area Management	<p>In consultation with NACT, allocate umpires weekly on match rankings and overall umpire performance;</p> <p>Provide up to date high level coaching/mentoring to umpires within the HCF State League Umpire Pool;</p> <p>Provide written reports on umpires, using supplied templates from NACT;</p> <p>Provide formal feedback and coaching to umpires before and after matches;</p> <p>Act as a member of the national testing and endorsement panel for National Badges as required</p> <p>Recommend umpires for the Emerging Talent Umpire Program, National Netball Championships and Australian Netball League using the Netball Australia Selection Guidelines;</p>
High Performance Leadership and Culture	<p>Contribute to building and managing a high performing culture across the Organisation;</p> <p>Contribute across the business to fostering team cohesion, providing support, advice and assistance to NACT staff;</p> <p>Drive the High-Performance pathway for umpiring;</p>
Communication and Customer Engagement	<p>Promote the importance of umpiring as a vital part of netball development pathway and ACT’s future success at all levels of the sport;</p> <p>Liaise with other areas within netball including coaches, event management and technical officials as required;</p> <p>Ensure information systems enable reliable and ease of communication flow throughout the organisation;</p> <p>Provide individual umpire reports to Netball ACT as requested.</p>
Governance	<p>Assist to ensure the Participation area/team are operating in accordance with Netball ACT’s Policies and Procedures;</p> <p>Maintain knowledge of relevant legislation and regulations;</p> <p>Submit monthly reports of the current Umpire Pool rankings to NACT and/or other reports as requested;</p>

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Work Health and Safety	<p>Ensure compliance with the Work Health and Safety Act and regulations to ensure the health and safety of self and others in the workplace.</p> <p>Comply with Netball ACT policies, procedures and ensure safe working practices are adhered to.</p>
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Required Capabilities:

The following outlines the required capabilities relevant to this position.

Judgement & Decision Making	<ul style="list-style-type: none"> Ability to make complex decisions within legislation, regulations, organisational strategies and corporate policies and procedures.
Specialist Knowledge & Skills	<ul style="list-style-type: none"> Demonstrated and relevant elite level coaching/mentoring experience at the state league level; High level and up to date mentoring skills in line with Netball Australia requirements for umpire education; Knowledge of Netball Australia's National Umpire Development Framework;
Interpersonal Skills	<ul style="list-style-type: none"> High level of interpersonal and communication skills with the ability to engage, influence and negotiate with customers, stakeholders and providers. Strong interpersonal skills and ability to develop and maintain effective working relationships. Ability uphold and demonstrate Netball ACT's Values of Resilience, Our Member Organisations, An inclusive approach, Respect and Professionalism.
Management Skills	<ul style="list-style-type: none"> Ability to motivate, support and mentor umpires within the HCF State League Umpire Pool.
Knowledge / Experience	<ul style="list-style-type: none"> Must be current or in the process of updating prior to the commencement of the 2020 NACT State League Competition: <ul style="list-style-type: none"> Rules of Netball Theory Exam (pass mark 90% or higher); Foundation Umpires Online Course or Elite Umpires Course;
Qualifications	<ul style="list-style-type: none"> Hold an IUA, AA or A (endorsed or unendorsed) Netball Australia National Umpire Accreditation; Must be an affiliated member of Netball ACT Hold a current Working with Vulnerable People Check



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Netball ACT Policies:

Netball ACT volunteers must comply with the Netball ACT Volunteer Agreement, Policies and Procedures and agree to work according to Netball ACT's values and behaviours.

All volunteers are bound by Netball Australia's Member Protection Policy, Integrity in Netball Framework and associated rules.

Netball ACT and Netball Australia are committed to the safety and well-being of children, has a zero tolerance towards violence within the workplace and recognise the rights of all staff to be free from violence and discrimination.

GM – Operations and Sport: _____
(Please Print)

Signed: _____

Date: _____

Volunteer: _____
(Please Print)

Signed: _____

Date: _____