



Revision Date: February 2024

Position Title:	National Umpiring and Technical Officials Manager		
Work Area:	Community Netball	Reports to:	Head of Community Netball
Primary Location/s:	666 Great South Rd, Ellerslie, Auckland or remote		
Employment Status:	Full Time		

Primary Purpose of Position	
<ul style="list-style-type: none"> To lead the Community and High Performance Umpire and Bench Official programmes and pathways, ensuring there is sufficient capability to support the development of people across umpiring and bench officiating. 	

KPI's	
<ul style="list-style-type: none"> Community Netball in New Zealand has sufficient capability to lead the development of community umpiring and bench officiating, based on a locally led and sustainable approach. High Performance Netball in New Zealand has systems in place to ensure there is a sustainable and high quality programme that ensures a sustainable pool of high-quality umpires, umpire coaches, selectors and bench officials are available in elite domestic competitions. 	

Responsibilities & Measures	
Key Accountabilities	Critical Factors
National Programme Development and Management	<ul style="list-style-type: none"> Lead the development and implementation of the Umpire Development and Bench Officials Frameworks from entry level to High Performance. Lead the New Zealand Umpire Development and High Performance Umpire Groups. Ensure there are effective systems in place to develop and support Umpire Coach Developers and Umpire Coaches. Establish, support and contribute to the effective programmes that support talent identification. Work collaboratively with other Programme Managers and the High Performance team to ensure the sharing of mutually beneficial practices, learnings and general information. Building and maintaining relationships between HP umpire groups and teams within the High Performance System, e.g. Silver Ferns, ANZP, Under 21's to ensure there is a mutually beneficial collective understanding of rules and their interpretation and application. Support Zones to align with and deliver on the NNZ strategic operational objectives. Manage, the Umpire Accreditation system including the process for theoretical qualifications and practical assessments at all levels. Contribute to relevant marketing and media content surrounding Umpiring in NZ Lead NNZ negotiations with the New Zealand Netball Umpires Association. Lead the development, and manage the workflow, of the NNZ Community Umpire Support role, and Netball Waikato Bay of Plenty and Netball Mainland Umpire Leads.
Events and Competitions	<ul style="list-style-type: none"> Oversee and manage Umpires, the Umpire Coaching Panel and Bench Officials appointments for national competitions.

	<ul style="list-style-type: none"> • Work closely with relevant NNZ staff with regards to international and elite domestic competition appointments.
Rules	<ul style="list-style-type: none"> • Lead the development of NNZ initiatives to educate and inform the netball community at all levels of any World Netball Rule changes.
Management Framework	<ul style="list-style-type: none"> • Help to implement NNZ's Community Netball strategies, strengthening overall umpire and official participation levels nationally. • Collaborate with other members of the Community Netball team to input into Netball Smart, Player Safety Management, provide continual feedback on the effectiveness of controls in place i.e. police vetting, side-line behaviour expectations, code of conduct etc. • Ongoing evaluation of Umpire and Official development programmes, tracking that these are sufficient to meet the changing/evolving needs of the modern game. • Develop the annual plan and budget for the development of umpires and officials, monitor and report regularly against this plan and budget. • Monitor, report and analyse umpires and officials, including qualifications, on each stage of the pathway. • Support any affiliated Umpire/Officials personnel in delivery of operational activities as required. • Help to develop training pathways for Umpire and Officials development staff and partners as required/appropriate. • Manage the International Testing Panel (including cadets) application and appointment process with WN. • Manage the contracting process for High Performance umpires and panels and oversee activities.

Key Relationships	
Internal	External
All Netball NZ Staff	Zone Umpire Leads Centre and Zone staff Umpire Coach Developers Volunteers – umpires and officials World Netball International Officiating Manager Umpire development/panels World Netball Officiating Coordinator (Oceania) ANZP or other High Performance umpire coaching panels Convenor of Umpire Selectors Umpire Selectors Leaders in umpiring and officiating in other codes

Staff Reporting	
Paid	Volunteer/Contractors
Netball WBOP & Mainland Umpire Leads NNZ Community Umpire Programme Support	Lead Coaches Zone Bench Officials Coordinators ANZP Umpire Panel Convenor of Selectors

Delegation of Authority	
Within approved NNZ plan and budget	

Core Competencies, Skills & Qualifications/Experience	
Competency	Descriptors
Specialist Knowledge & Experience	<ul style="list-style-type: none"> • Broad sporting sector knowledge and experience, from within the community sport arena would be advantageous. • Specific knowledge of umpiring and officiating and experience with development systems. • Hands on experience within the sport of Netball, helping to understand the organization at all levels. • Experience in implementing improvements at grass roots levels and awareness of the positive flow on effects and importance of such improvements. • Knowledge of the sporting not-for-profit sector and/or national sporting organisation management and/or the Regional Sports Trusts' network. • Sports Management, Business Degree or equivalent. • Strong relationship and broader staff management skills and ability to work with a diverse range of stakeholders by sharing relevant information and identifying and dealing with issues effectively. • Experience including strategizing, planning, budgeting, analysis and managing a team.
Leadership & Strategic Ability	<ul style="list-style-type: none"> • Strong stakeholder management and interpersonal skills that generate mutual respect and trust. • Ability to collaborate, partner and influence. • Is 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 to enhance performance. • Provides appropriate, innovative and effective recommendations to the CEO. • Skilled at determining important issues, prioritising and multi-tasking. • Incorporates long term planning skills in making pre-emptive, strategic decisions.
Business & Commercial Acumen	<ul style="list-style-type: none"> • Detailed knowledge and application of business policies, processes, practices, trends and information. • Willingness to be accountable and measured on performance. • Accepts legal and fiduciary responsibilities. • Networks effectively in the netball world and in the wider national sports and business scenes. • Understands the management environment and disciplines. • Contributes to competitive and innovative event strategies, brands and plans.
Managing & Motivating People	<ul style="list-style-type: none"> • Communicates clearly and professionally using a variety of channels. • Adopts a modern, inclusive management style, encouraging open dialogue amongst all staff. • Sets challenging but achievable objectives and monitors progress against these. • Sets credible development plans and assignments for direct reports. • Distributes workloads fairly and appropriately. • Is highly motivated, consistent, positive, considerate, and professional at all times.
Communication & Interpersonal Skills	<ul style="list-style-type: none"> • Conveys credibility, driving influence and ensuring 'buy in' from a diverse range of stakeholders. • Exceptional written and oral communication skills, 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. • Is dedicated, highly motivated, enthusiastic and considerate at all times.

	<ul style="list-style-type: none"> • Collaborates well, voluntarily sharing appropriate information across all levels and thrives in a team environment. • Maintains professionalism, empathy and understanding to all stakeholders at all times. • Highly adaptable and flexible, coping well with continual change and tight deadlines.
Empathy & Passion for Sport	<ul style="list-style-type: none"> • Appreciates the finer points of participating and competing. • Makes decisions with the best interest of sport in mind. • Has a good knowledge of sport in general and netball in particular.

Other	
<ul style="list-style-type: none"> • Given the demands of this role, and the nature of working in sport, work outside standard working hours will be required in the evening and weekends 	