



AFL Barwon Head Umpire Coach and Recruitment and Retention Lead - Colac POSITION DESCRIPTION

Position: Head Umpire Coach and Recruitment and Retention Lead – AFL Barwon (Colac) Department: AFL Barwon Umpiring	Date: Oct. 2024
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Overview of Role	<p>AFL Barwon’s vision is to be regarded as an accountable, respectful and progressive sporting organisation that is responsible for the continued growth of Australian Football in the Barwon Region by:</p> <ul style="list-style-type: none"> ✓ acting collaboratively in the best interests of the game; ✓ providing strong leadership and effective guidance; ✓ Supporting participation pathways and development programs. ✓ Delivery of the AFL Barwon umpire coaching program, and ✓ Development of AFL Barwon (Colac) umpiring support personnel <p>The Head Umpire Coach (Colac) is primarily responsible field umpire coaching and development and will oversee the whole Colac Umpire Coaching program in collaboration with the AFL Barwon RDOU in supporting umpire participation pathways and development programs, which promote inclusive, respectful and safe environments. The role will look to ensure Australian Football Umpiring continues to grow and maintain a strong community connection. The focus is field umpire coach delivery and supporting appointed Boundary and Goal Umpire Coaches in their coaching delivery.</p> <p>The Recruitment and Retention Lead (Colac) forms part of the Head Umpire Coach role. Working with the AFL Barwon Umpire Department in collaboration with the CDFUA and CDFNL, the role will be the “driver” of implementation key initiatives into the recruitment, retention of umpires as directed by AFL Barwon/AFL Victoria’s strategy programs to ensure the continued growth of umpires in the Colac District Region.</p> <p>The position is honorarium based.</p>
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Key Relationships	<p>Reports to:</p> <ul style="list-style-type: none"> • AFL Barwon Regional Director of Umpiring (RDOU) <p>Direct Reports:</p> <ul style="list-style-type: none"> • CDFUA Umpires • Club Appointed Umpires • AFL Barwon Umpire Coaches (Colac) • Umpire support staff i.e. MDO’s, medical, training, fitness etc. <p>Other Key Relationships:</p> <ul style="list-style-type: none"> • CDFUA executive • CDFNL Executive • CDFNL Clubs, Coaches, administrators • AFL Barwon RGM • AFL Barwon Football Operations staff • Other AFL Barwon umpire coaches (Geelong) • AFL Victoria Umpiring Staff
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Duties:

- Work collaboratively with the AFL Barwon RDOU to be responsible for the coaching and performance of all AFL Barwon Umpires – Colac, with major emphasis on Field discipline & advise and support of Club appointed field umpires (Colac). To provide monthly reports and make recommendations regarding coaching procedures to the AFL Barwon Umpiring Department.
- Manage the selection process of match day appointments and observations in accordance with the AFL Barwon agreed timelines. In conjunction with the AFL Barwon umpire development strategies that will improve the ongoing observations and appointments of umpires. Ensure that observations and umpire rankings are data based and up to date.
- Partake in a mid-season review of field umpires and compile an end of season report on key performance indicators.
- Produce a monthly update to umpires regarding training, achievements, key focus areas and administration details that all umpires should be made aware of.
- Attend all training sessions.
- Coordinate, plan and lead coaching sessions in consultation with the AFL Barwon RDOU and other AFL Barwon – Geelong/Colac Umpire Coaches, throughout the season as a part of regular umpire coaching sessions.
- HUDL platform used for video editing, coaching and delivery to umpires as required.
- Identify and establish plans for emerging talent. Similarly develop pathways for experienced umpires within the junior and senior grade levels to ensure all umpires are catered for, rewarded and engaged in their umpiring pursuits.
- Provide leadership, mentoring and professional development for all umpires, including assisting in managing the accreditation and re-accreditation in accordance with the AFL Umpire Accreditation Programs.
- Participate in the selection process of all umpire coaching appointments (Colac).
- Other duties as directed.

Recruitment and Retention:

- In conjunction and collaboration with AFL Barwon Region staff and external partners facilitate community recruitment strategies and programs in the following local areas – Football Clubs, Schools, Multicultural, Indigenous and female umpiring.
- Retention target of 80% - identify returning umpires and engaging their participation goals and pathways for individual success.
- Recruitment growth target of 30% - identify different opportunities to recruit umpires.
- Club Umpire Program engaged with 90% target of club umpires formally appointed to games.
- School Based programs – Target two 4-hour courses delivered with 75% uptake to registered and appointed umpires.
- Identify appropriate “entry level” for new umpires.
- Grow female participation into umpiring with target of 20% of total registered umpires for Colac.

Key Selection Criteria	<p>Mandatory:</p> <ul style="list-style-type: none"> • Demonstrated high level interpersonal and communication skills. • Evidence of experience as a leader within football or similar organization. • An ability to liaise and build relationships with a range of internal and external stakeholders. • Capacity to successfully manage groups of people to achieve intended outcomes. • Ability to manage the performance of volunteers. • Development or Advanced Umpire Coaching Accreditation or willingness to achieve this level as a minimum. • Proficient knowledge of AFL Football and the current Laws of the Game. • Demonstrated personal initiative and ability to work effectively in a team environment. • Ability and willingness to attend football junior and senior matches on Saturday's or as required. • Ability to attend Colac Umpire training held on Wednesday nights. • Current Victorian Driver License. • Mandatory Victorian Working with Children approval. (volunteer) • Statement of Supplier Form signed.
	<p>Desirable:</p> <ul style="list-style-type: none"> • Developed IT skills particularly in PowerPoint, Word and Excel. • Knowledge of the football structure in the AFL Barwon Region. • Knowledge of video editing and social media engagement.

AFL Barwon Values	<p>Play to Win We rise to every challenge and do what we say we will do – we own the outcome. We thrive on pushing the boundaries beyond what we have done before to achieve the extraordinary for our people, fans, partners and the community.</p> <p>Play Fair Respect, integrity, honesty, empathy and a great work ethic earns us the right to play.</p> <p>Play with Passion We love what we do. Passion, energy, fun and perseverance is at the heart of our sport and is what drives how we work.</p> <p>Play as One Team We work as one team because together we achieve better outcomes. We bring out the best in each other by embracing our diverse range of ideas, skills and backgrounds to achieve individual and shared success. We celebrate our wins and always have each other's back.</p>
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