



AFL Outer East POSITION DESCRIPTION

Position: Director of Umpiring (DOU) (Part Time)		Date: September 2018
Department: Football Operations		Location: Lilydale
Organisation Environment	AFL Outer East (Formerly AFL Yarra Ranges) is a football and netball based on the Outer Eastern Border of Melbourne, covering the councils of Yarra Ranges, Cardinia, Casey, and Murrindindi. AFL Outer East is responsible for growing and developing both Australian football and Netball across the region.	
Objective of Role	<p>The Director of Umpiring is responsible for the development, implementation and evaluation of the AFL National Umpire Plan including specifically:</p> <ol style="list-style-type: none"> 1. Umpiring across the AFL Outer East region 2. The pathway for umpires into the higher competition 3. The development of umpiring at community level <p>To be effective this role will work closely with AFL State Leagues Umpire Managers and Football Development Managers to implement the National Umpire Plan at community level.</p>	
Position Dimensions & Key Relationships	Reports to: AFL Outer East Region General manager	No of Direct Reports: Numerous as outlined
	Titles of Direct Reports: <ul style="list-style-type: none"> • Umpire Coaches • Advisors / Mentors 	
	Other Key Stakeholders: <ul style="list-style-type: none"> • AFL Outer East Commission • All other Football Operations staff • AFL Outer East Umpire Coaches/Assistant Coaches/Clubs • AFL Outer East Umpires • Field, Goal and Boundary Umpire Coaches • YRUA Board • AFL Outer East Football Development Managers • AFL Outer East Tribunal 	



Role Description

Budget Management

- Develop and manage the Umpire budget with RGM
- Where required establish agreements with RGM and YRUA Board to support the funding of key initiatives

Umpire Performance

- Oversee the overall performance and effectiveness of AFL Outer East umpires
- Drive performance of umpiring at all levels through the development and management of standardised performance curriculum, measures, and strategies (relevant to each level of the game)

Umpire Recruitment / Promotion

- Manage the recruitment of umpires to AFL Outer East region and broaden the recruitment processes to provide a deeper talent pool
- Develop a planned introduction to umpiring for all new umpires to ensure that early experiences in umpiring are positive
- Oversee the development of local initiatives that promote the role of umpiring
- Oversee the development of strategies that promote umpire respect, inclusion, and diversity

Umpire Pathway

- Oversee processes and structures that ensure the most talented umpires are able to reach the AFL/VFL level

Umpire Accreditation and Resources

- Oversee the delivery of the national accreditation process for umpires
- Oversee the development and dissemination of local resources that support the development and performance of umpires at all levels

Umpire Environment

- Ensure all AFL Codes and Policies relevant to umpires are documented, disseminated and available to umpires at all levels
- Work with AFL Vic and FDM's to implement education programs that promote:
 - AFL Codes and Policies
 - Safe, welcoming, and inclusive environments for all umpires

Umpire Research & Evaluation

- Establish and maintain key performance indicators and reporting processes for all Umpire Coaches to feedback progress against the National Umpire Plan
- Establish and maintain data collection processes to ensure AFL Outer East can identify and monitor umpire numbers, appointments, and subsequent trends
- Ability to deliver outcomes when faced with adversity



Key Performance Indicators	<p>Outcomes/KPIs</p> <ul style="list-style-type: none"> • Oversee the design, implementation, and evaluation of coaching program for all AFL Outer East Region Umpires (Field, Boundary and Goal) within agreed timelines and quality measures • Oversee the development, implementation, and evaluation of the National Umpire Development Plan within agreed timelines and quality measures • All management responsibilities for the Umpiring Departments are met within agreed timelines and expected standards
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Key Selection Criteria	<p>Key Competencies</p> <p>Leadership & People Management</p> <ul style="list-style-type: none"> • Ability to develop a strong positive and healthy culture across a team • Strong interpersonal, communication skills and emotional intelligence • Appreciates need for control over, people, processes, and tasks, and takes actions to ensure this • Ability to identify the systems and processes required to support key people focused projects • Utilises appropriate interpersonal styles and methods to guide individuals or groups towards task accomplishments • Ability to develop a team culture <p>Stakeholder Management</p> <ul style="list-style-type: none"> • Ability to engage with key stakeholders in each league to develop and implement strategies and plans that create or support a high-performance environment • Utilises strong interpersonal and communications skills to engage with key stakeholders • Ability to drive proactive and reactive media messages across a range of stakeholders <p>Innovation</p> <ul style="list-style-type: none"> • Ability to think outside the square • Ability to identify best practice across local and state-wide sporting settings • Ability to gain buy in from staff on a new direction <p>Initiative & Reliability</p> <ul style="list-style-type: none"> • Takes responsibility for own actions and makes decisions without referring to others • Demonstrates follow through and task completion • Shows commitment to the organisation <p>Communication/Verbal Expression</p> <ul style="list-style-type: none"> • Able to identify relevant information from verbal and written communication • Able to express information in a clear and concise manner in both written and verbal formats • Able to communicate effectively with a wide variety of people <p>Project Management</p> <ul style="list-style-type: none"> • Able to establish an appropriate course of action to achieve a specific goal • Effectively utilises project tools and plans to deliver outcomes • Ability to deliver outcomes when faced with adversity
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Experience & Qualifications	<p>Mandatory</p> <ul style="list-style-type: none">• Experience in managing large scale teams including full time and casual staff• Experience Developing and or managing high performance environments• Experience in developing and implementing plans across a range of stakeholders• Experience in developing and implementing systems and processes• Knowledge of AFL• Knowledge of challenges and issues that face community football <p>Desirable</p> <ul style="list-style-type: none">• Experience in proactive and reactive media management• Experience in developing or supporting media campaigns• Umpire or Club Experience• Background in umpiring or coaching
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