



Position Title:	Umpire Mentor
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Department:	Netball	Reports to:	EFNL Netball Coordinator
Location/s:	○ Various locations across the Eastern suburbs		
Employment Conditions	Volunteers are engaged in accordance with the Netball Victoria Volunteer Management Policy. This position receives fortnightly payment per appointment for the provision of mentor service and support. The position holder must have submitted to Eastern Football Netball League (EFNL) an ATO Supplier Statement (previously known as Declaration of Hobby form) and payment information. Volunteers are required to have a current, valid Working with Children Check.		
Environment	Eastern Football Netball League (EFNL) is affiliated with Netball Victoria, and as such all relevant policies and procedures are to be adhered to. Eastern Football Netball League (EFNL) is committed to providing a safe and inclusive environment for all Children/Youth.		

Primary Purpose of Position
The primary purpose of the Umpire Mentor is to support umpires within EFNL's competitions in their development and progression of skill.

Key Responsibilities	
Accountabilities	Overview of Tasks
1. Practical Involvement	• Attendance at all training sessions as scheduled throughout the year. • Attendance at any other additional sessions that may be required. • Deliver sessions using resources as supported by Netball Victoria. • Liaise with EFNL's Netball Coordinator regarding umpire progression. • Provide coaching, support, guidance and feedback to the umpires.

	• Provide feedback to each umpire regarding on-court and off-court skills and assist with identifying development areas or opportunities for growth.
2. Development & Planning	• Undertake necessary pre-program information sessions and briefings. • Provide encouragement and advice to all umpires to progress to the next level of accreditation. • Provide feedback on the program and session plans as requested.
3. Administration	• Maintain record of feedback provided to each umpire. • Submit reports as requested by the Netball Coordinator and/or Umpire Manager within the notified timelines. • Provide feedback and improvements to program, session plans and resources as requested and as required. • Adhere to Netball Victoria policies, codes of conduct and child safety standards at all times.

DO'S AND DON'TS OF MENTORING

BASIC RULES OF MENTORING

DOs	DONTs
• Be encouraging and supportive • Be present for the whole game • Stand at different points of the court • Give constructive feedback • Be consistent	• Run behind the umpire • Take your whistle to the court • Tell an umpire what calls to make or make decisions for them • Overload the umpire with too much information to focus on • Expect perfection



CONSTRUCTIVE FEEDBACK

EFFECTIVE WAYS TO GIVE FEEDBACK

- Keep it simple – don't assume prior knowledge.
- Be short and clear.
- Be positive and encouraging – feedback sandwich.
- Only give one or two areas for development at a time – ensure they understand the feedback and apply it before adding a new focus.
- Ensure expectations are realistic.
- Adapt feedback to individual learning styles.



Qualifications, Experience & Skills

- Minimum 1 years' experience in Umpire Mentor or Umpire Coach Role.
- Minimum C badge accreditation.
- Umpire Coaches who are still actively umpiring must hold current accreditation.
- Current (within last four years) Rules of Netball exam with pass mark relevant to badge level.
- Hold a current Netball Victoria Membership.
- Valid Working with Children Check.
- Ability to set priorities, plan work programs, meet proposed deadlines and manage time effectively.
- Excellent communication and high level of interpersonal skills including providing feedback.
- Demonstrated ability to work independently and as part of a team.
- A willingness and experience in assisting in another person's growth and development, and to create a positive environment for learning.
- A proven history within Umpire Coaching environments with a commitment to professional development and progression through the Netball Victoria umpire pathway.
- Some knowledge and/or experience working with individuals, groups or communities from an All Abilities, Multicultural or Indigenous background will be an advantage.

Application Process:

To apply for the role, please submit a cover letter and resume to Alice Cook, Netball and Administration Coordinator; acook@efnl.org.au.

For any enquiries, please contact Alice Cook via email; acook@efnl.org.au.

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties as negotiated to meet the ongoing needs of the organisation.

The EFNL is committed to providing a safe and inclusive environment for all participants. We encourage applications from diverse backgrounds and are dedicated to upholding the highest standards of integrity and professionalism.