KOSCIUSKO COMMUNITY YMCA

Job Title: **Adult Sports Referee**

FLSA Status: Non-Exempt

Reports to: Director of Sports and Recreation

**Position Summary:**

Provides a quality experience for adult sports league participants through direct leadership of adult sports games and accurate enforcement of rules. Promotes community involvement in sports leagues and effectively conveys program expectations to program participants.

**Essential Functions:**

1. Enforces rules, and exercises authority in an impartial, firm and controlled manner at adult sporting events
2. Holds and maintains the basic tenets of officiating which include integrity, neutrality, respect, sensitivity, professionalism, discretion and tactfulness
3. Communicates effectively with participants, fellow officials, scorekeepers and supervisor
4. Ability to resolve conflicts in a professional and tactful manner
5. Punctual and professional at all times, honors all accepted game assignments and ensures a suitable replacement if a conflict arises
6. Maintains professional appearance
7. Follows all standards and rules provided by the Director
8. Maintains safe equipment and participation standards

**YMCA Leadership Competencies:**

Relationships: Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Builds rapport and relates well to others. Seeks first to understand the other person's point of view. Listens for understanding and meaning. Takes initiative to assist in developing others.

Emotional Maturity: Accurately assesses feelings, strengths and limitations and how they impact performance. Utilizes non-threatening methods to address sensitive issues and inappropriate behavior. Remains calm in challenging situations, maintaining appropriate behavior, language, and attitude.

Communication: Proactively builds effective relationships with members. Helps members connect with each other and the YMCA. Clearly conveys program expectations to program participants and any resultant discipline.

Decision Making: Makes sound judgments and transfers learning from one situation to another. Capably handles difficult and stressful situations. Possesses strong strategic and critical thinking skills. Upholds highest level of integrity and makes unbiased, confident decisions

**Qualifications:**

1. At least 18 years old preferred

2. Required certifications: CPR within 30 days of hire. Online blood borne pathogens and child abuse trainings upon hire and renewed annually

3. Experience in refereeing or coaching sports preferred

4. Bi-lingual preferred

5. Weeknight evening availability

**Physical Demands:**

Ability to perform all physical aspects of the position. This individual will be required to run or stand for extended periods of time while demonstrating physical stamina and agility.

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Signature, Adult Sports Referee Date

*Last Revised: June 2019*