

# NTIS High Performance Officiating Program Guidelines 2021



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<b>Contact details</b>	(08) 8922 6841 or NTIS.CoachAndOfficial@nt.gov.au
<b>Approved by</b>	Ian Ford
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1	7/7/2020	Graham Glassford	Wording of key objectives
2	01/02/2021	Sean Cooke	Department changed

Acronyms	Full form
HPOP	High Performance Officiating Program
NT	Northern Territory
NTIS	Northern Territory Institute of Sport
PSB	Peak Sporting Bodies

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# 1. Overview

The Northern Territory Institute of Sport (NTIS) High Performance Officiating Program (HPOP) will provide opportunities and encourage officials from the Northern Territory (NT) to aspire to and achieve high-level national and international standards of officiating within their sport. By bringing officials and mentors together from various NT sports, they will be able to encourage and engage with each other to stimulate development of themselves and NT officials in general.

HPOP is a key strategy of the NTIS Coaching and Officiating Operational Plan to build capacity and capabilities for higher achieving officials and helping create sustainability through the NT Peak Sporting Bodies (PSB) engaging in the development of HPOP official.

The key objectives of HPOP are:

- Assisting officials to achieve higher levels of accreditation;
- Officials being appointed to higher levels of competition within their sport;
- Officials and mentors contributing back to the NT sporting community;
- Development of officiating mentors within sports; and
- Shaping PSB's officiating development programs by exemplifying better practice.

The HPOP will provide development opportunities to targeted officials and mentors, and build the capacity of PSB's officiating pathways via:

1. Upgrading of the officials accreditation/qualifications;
2. Participation in professional development activities (e.g. monthly development sessions, one on one sessions with specialised professionals from nutrition, sports psychology, injury prevention and sports science);
3. The development and implementation of long term high performance officiating development pathways and initiatives, by participating PSB's;
4. Facilitated exchange of information and expertise between officials, through targeted activities and forums, that will create an elite network of officials not only within each sport, but across sport;
5. Support to attend and gain experience at high level competitions;
6. Engagement in formal mentor/mentee relationships; and
7. The provision of a development program for mentors of the HPOP.

## 2. Key Dates

2021 HPOP Nominations Open	19 August 2020
2021 HPOP Nominations Close	19 October 2020
NTIS selection process (may include interview of officials)	20 October 2020 to 6 November 2020
Letter of Offer to selected officials and mentors	9-13 November 2020
Induction Session	7 December 2020
Opening weekend workshop	6 & 7 February 2021
Monthly Meet-ups and development sessions	February to November 2021
Final weekend workshop	20 & 21 November 2021

## 3. How to Apply

All nominations must be lodged online via <https://www.surveymonkey.com/r/2021HPOP>

If you would like assistance with the nomination process please call (08) 8922 6841 or email [NTIS.CoachAndOfficial@nt.gov.au](mailto:NTIS.CoachAndOfficial@nt.gov.au)

## 4. Structure of the High Performance Officiating Program

The NTIS will support up to ten NT based officials selected for the HPOP. Nominations are to be made via the respective PSB in the first instance.

The PSB will be responsible for the selection of the mentor at the time of nominating the official, therefore the official's selection will be conditional upon a suitable mentor being in place. PSB's can elect to have more than one mentor at the time of nomination.

### 4.1. Program

- Two weekend workshops will be conducted with potential content including:
  - Sports science/sports medicine support (e.g. recovery, nutrition, psychology, and strength and conditioning.);
  - Professional development (e.g. media training);
  - A 'sport giving back' project (e.g. assisting their sport to develop officials such as supporting the development of first year officials or involvement in a recruitment drive);
  - Use of technology systems;
  - Behaviour profiling; and
  - Sessions with mentors.
- Monthly meet-ups will also be scheduled for officials and mentors. These meet-ups will include guest speakers and other development opportunities.
- Mentors and the HPOP official will need to be in regular contact with each other. Contact would be required at least once every fortnight with a contract drawn between both parties at the first of the weekend workshops.

Mentors will also have access to development opportunities.

## 4.2. Agreement Period

The HPOP will be conducted over a 12 month period running from January to December each year and is designed to be flexible and dependant on the individual and the sport.

## 4.3. Roles and Responsibilities

### 4.3.1. Northern Territory Institute of Sport

The NTIS manages the HPOP and facilitates development opportunities. The NTIS will be responsible for:

- Selection of the HPOP officials from the PSB nominations;
- Assisting in the development of agreements for the HPOP official and mentor;
- Hosting the Induction Workshop for the HPOP officials, mentors and PSB representatives;
- Conducting training for mentors;
- Provision and monitoring of specialist services for HPOP officials;
- Identifying and providing, where possible, additional services to support HPOP officials;
- Monthly meet-ups targeting specific professional development opportunities;
- Monitoring the progress of HPOP officials;
- Providing advice and support for HPOP officials and mentors as required;
- Undertaking behaviour profiling; and
- Hosting the Final Workshop for the HPOP officials, mentors and PSB representatives.

### 4.3.2. Peak Sporting Bodies

The PSB develops and coordinates the HPOP for each official. It is responsible for:

- Identify suitable officials, to the standard required, that have the potential to officiate at the highest level;
- Selecting suitable experienced mentors, to the standard required, with considerable technical knowledge of the sport and experience at national and preferably international levels;
- Establishing suitable opportunities for the HPOP officials including professional development, competition opportunities and upgrade of accreditation;
- A long-term commitment to developing HPOP officials;
- Arranging travel to and from all workshops for all mentors;
- Assisting HPOP officials with community based projects;
- Preparing reports as required for the NTIS; and
- The ongoing development of high performance officiating academy and development programs within the sport.

### 4.3.3. HPOP Officials

Each HPOP official is required to:

- Fulfil all HPOP requirements, as specified in these guidelines;
- Attend the Induction and Final Workshops as well as any Satellite Workshops conducted during the agreement;
- Contribute to the development of the mentoring agreement;
- Define goals for the agreement period and beyond;
- Accept guidance and feedback;
- Undertake a community based project, in consultation with their PSB;
- Be cooperative, trustworthy and maintain confidentiality;
- Show a willingness to be challenged, flexible and open to new ideas;
- Be proactive with mentors, specialists and the NTIS;
- Prepare reports, as required for the NTIS; and
- Undertake advocacy and promotional activities (e.g. media interviews, web based articles).

The HPOP official will also be required to sign the NTIS Code of Behaviour and abide by the NTIS Anti-Doping Policy.

### 4.3.4. Mentors

The HPOP relies upon a formal mentoring relationship agreement that is mutually beneficial for each HPOP official and mentor. The HPOP official will be required to work with a mentor for the duration of the agreement period.

All mentors will be required to complete the HPOP Mentor Training Program or have equivalent experience.

The mentor will be responsible, in consultation with the selected official, specialist service providers and PSB, for assisting and providing regular feedback to the HPOP official throughout the agreement period. This will include:

- Identifying and recommending, to the HPOP official and PSB, professional development opportunities for the official;
- Informing the NTIS and PSB of the HPOP officials' progress;
- Attending both Opening and Final Workshops;
- Involvement in the mentor training sessions – delivered face to face and via webinars;
- Contribute to the development of the mentoring agreement; and
- Attending professional development opportunities, as required, with the HPOP official.

The mentor will also be required to sign the NTIS Code of Behaviour and abide by the NTIS Anti-Doping Policy.

## 5. Selection and Assessment Criteria

The following criteria will be used by the NTIS to assess nominations for the HPOP:

- Must be an Australian citizen or permanent resident that has lived in Northern Territory continuously for a 12-month period prior to the HPOP year;
- Current level of officiating accreditation;
- Current level of competition in which the official has experience in;
- Official is committed and makes officiating their priority within the sport;
- Availability of suitably qualified and experienced mentor(s);
- Both official and mentor must have a current Working with Children Clearance;
- Detailed program description including activities the official will undertake regarding officiating, upgrading/updating their accreditation and professional development;
- Practical officiating environment and experiences available to the official;
- Level of the PSB's support for the individual including program delivery, administration and technical development;
- Defined and structured officiating academies or development programs within the sport, including clear pathways for development of officiating;
- The PSB's long-term commitment to the development of the official once the program finishes;
- Potential for the official and mentor to operate in a high performance program within their sport;
- Must be at least 18 years of age at 1 January 2021;
- Is an NT PSB as defined by the Sport and Active Recreation Division of the Department of Territory Families, Housing and Communities; and
- Nomination to be endorsed and submitted by the PSB by no later than 5pm 19 October 2020 together with at least one nominated and confirmed mentor that understands their obligations (please see the NTIS HPOP Mentoring Program booklet).

*HPOP will NOT be available to those who:*

- *Have been appointed as a senior official on a national team; and*
- *Are regarded by the sport to be a senior official and not a developing official.*

## 6. Contact information

Northern Territory Institute of Sport  
Level 1, Arafura Stadium, 40 Abala Road  
Marrara NT 0810  
Telephone: 08 8922 6811  
Email: [NTIS.CoachAndOfficial@nt.gov.au](mailto:NTIS.CoachAndOfficial@nt.gov.au)