



## **2012 National Officiating Scholarships Application Information**

### **Aim of the program**

The National Officiating Scholarships (NOS) aims to assist national sporting organisations (NSO) and their targeted officials and mentors operating in a high performance officiating environment by focusing on the progression of these officials in the officiating high performance pathway in their sport.

The structure of the scholarship program aims to build a culture of high performance through four key elements:

1. Frequent practical officiating of high quality competition under the guidance of an experienced mentor.
2. Upgrading officiating accreditation/qualification.
3. Professional development activities (e.g. attendance at seminars/conferences, exposure to high level officiating and related debriefings).
4. Long term high performance officiating development pathways and initiatives, developed and implemented by participating NSOs.

### **Roles and Responsibilities**

#### *Australian Sports Commission (ASC)*

The ASC manages the scholarship program and facilitates development opportunities as part of the program. The ASC will be responsible for:

- Selection and funding of NSOs for the 2012 program
- Assisting in the development of scholarship and mentor agreements
- Hosting the induction workshop for the selected scholarship officials, mentors and NSO representatives
- Conducting mentor training for mentors in the program
- Provision and monitoring of specialist services for officials (psychology, recovery, nutrition, vision and media)
- Identify and provide where possible, additional services to support the official
- Hosting satellite workshops to provide professional development opportunities
- Monitoring the progress of the scholarship official
- Providing advice and support for scholarship officials and mentors as required
- Undertake profiling research
- Hosting the final workshop

### *National sporting organisation (NSO)*

The NSO develops and coordinates the scholarship program for the official(s).

This NSO is responsible for:

- Selecting candidate(s) to the standard required that have the potential to officiate at the highest level of the sport
- Selecting mentor(s) to the standard required with considerable technical knowledge of the sport and experience at national and preferably international levels
- Developing a suitable program for the scholarship official(s) including professional development, competition opportunities and upgrade of accreditation
- Financially contribute to the scholarship program
- Long-term commitment to the development of their officials
- Arrange travel to and from workshops (induction and satellite workshops)
- Report as needed by the ASC, throughout the scholarship period
- Management and acquitting of funding.

### *Mentors*

The scholarship program relies upon a formal mentoring relationship that is mutually beneficial for the scholarship official and mentor. The scholarship official will work with a mentor throughout the scholarship.

All mentors are required to have completed or in the process of completing the ASC's Mentor Training Program and have equivalent experience (please note that specific components of the program will be delivered to mentors at the induction workshop).

The Mentor will be responsible (in consultation with the scholarship official, specialist service providers and the NSO) for:

- Assisting the scholarship official throughout the program
- Providing regular feedback to the scholarship official
- Identify and recommend to the scholarship official and NSO of professional development opportunities for the official
- Inform the ASC and NSO of the scholarship official's progress
- Attend the Induction workshop
- Complete the mentor training
- Sign the ASC code of behaviour (compulsory – copy to be forward to the ASC)
- Abide by the ASC Anti-Doping Policy
- Attend professional development opportunities as required with the scholarship official

### *Scholarship Official*

The scholarship official is required to:

- Fulfil all scholarship program requirements, as specified in the application
- Attend the Induction workshop
- Attend the Satellite workshops throughout the scholarship period
- Contribute to the development of the mentoring agreement
- Define goals for the scholarship period and beyond
- Accept guidance and feedback
- 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 ASC
- Provide reports as required by the ASC
- Undertake advocacy and promotional activities e.g. media interviews, web based articles, etc
- Sign the ASC code of behaviour (compulsory – copy to be forward to the ASC).
- Abide by the ASC Anti-Doping Policy

## Funding

The ASC will provide a maximum of \$5,000 for each NSO with a successful candidate(s). If NSOs are applying for multiple scholarships (maximum of 4, for academy style programs), and are successful, the NSO does not receive any further funding.

It is a requirement that each NSO will co-contribute to the scholarship program. The contribution must be of a financial nature as well as administration support and in-kind support. The NSOs must identify the contribution and its value in a budget attached to the application.

Funding will be added to the NSOs Funding Variation Agreement, and will be available to the NSOs once the scholarship agreements have been signed. Successful NSOs will then invoice the ASC for the allocated amount.

The NSO will be required to manage the funding. Funding will cover such items as flights to and from scholarship workshops, professional development opportunities and travel for officiating opportunities.

Funding is not to be utilised for consumables, including but not limited to clothing, information technology.

## Selection and Assessment process

The scholarship program is only available to NSOs that have current registered accreditation programs in the National Officiating Accreditation Scheme (NOAS).

NSOs are responsible for the nomination of a suitable candidate (or multiple candidates for an academy program). This may include advertising the scholarships throughout their sport network, accepting applications and selecting appropriate official(s) for the program.

In addition to its own selection process, NSOs are required to use the following criteria when assessing official's applications:

- Must be an Australian citizen or permanent resident that have lived in Australia continuously for a 12-month period prior to the scholarship year
- Must hold a current NOAS accreditation within their sport
- Should have an appropriate level of experience (including officiating) to operate within a high performance environment
- Must demonstrate a commitment to officiating
- Must be at least 18 years of age at 1 January 2012.

Scholarships will **NOT** be available to those who:

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

The following criteria will be used by the ASC to assess applications for officiating scholarships:

- Current level of accreditation for official(s)
- Current level of competition that the official has experience in
- Suitably qualified and experienced mentor(s)
- Detailed program description including activities the scholarship official will undertake on officiating, upgrading/updating their accreditation and professional development
- Practical officiating environment and experience for the scholarship official
- Level of the NSO's support for the individual including program delivery, administration and technical development
- Well-defined and structured officiating education program within the sport, including clear pathways for development of officiating
- The NSO's long-term commitment to the development of the scholarship official once their scholarship finishes
- Currently registered NOAS accreditation programs
- Potential for the official and mentor to operate in a high performance program within their sport

- NSO currently funded by the ASC
- Application to be endorsed and submitted by the NSO by no later than COB of the closing date.

**PLEASE NOTE: NO LATE APPLICATIONS WILL BE ACCEPTED**

Applications will be assessed by a panel of ASC staff consisting of representatives from the following sections:

- Workforce Development Support
- Participation Growth
- Sport Performance and Planning
- High Performance Development Support

The scholarships will be assessed using the assessment tool in Appendix D. Once approved, NSOs will be notified via written confirmation with an attached agreement for both sport and scholarship official to sign and return within the nominated time period.

**Scholarship Period**

The scholarship is flexible and dependent on the individual, the program and the sport. It may include weekend work, blocks of time, training camp attendance, competitions, professional development, observation of officiating and full-time or part-time arrangements.

ASC services for the scholarship will commence February 2012 and conclude December 2012.

NSOs will be required to provide ongoing support for all officials on completion of the scholarship period.

**Calendar of events (compulsory components)**

2011	October	Applications open
	11 November	Applications close
	December	Successful applicants notified
2012	23 – 26 February	Induction Workshop
	19/20 or 26/27 May	Satellite Workshops
	June	Mentor Workshop (TBC)
	October	Mentor Workshop (TBC)
	December	Final Workshop (AIS - Canberra)

**Program Sponsorship**

The 2012 NOS will be sponsored by 2XU. The ASC will have 2XU signage at induction and subsequent workshops. The ASC will also invite a 2XU representative to the induction workshop.

Requirements of scholarship officials in regards to wearing 2XU provided products are listed below:

- wear the 2XU branded gear to all official ASC workshops and professional development sessions
- encouraged to wear the 2XU gear to and from training sessions, and other sport related events

If the officials sport has conflicting sponsorship contracts, the scholarship official is not required to wear the gear to sport related events; however, the scholarship official will **still be required** to wear the supplied gear to and during all official ASC workshops.

For more information contact;

Ash Synnott

Sports Advisor

Sports Development

02 6214 7994 or 0423 946 685

[Ashley.Synnott@ausport.gov.au](mailto:Ashley.Synnott@ausport.gov.au)

# Application

Applications close Friday November 11, 2011

Attach the following supporting documentation to the application: All documentation must be submitted, if not, the application will not be accepted.

## Application Checklist

### A) Overview of officiating structures within the sport

1	Details of the pathways for officials and the development strategies for officials within the NSO's current strategic or business plans.	
2	Details of how the NSO will demonstrate a long-term commitment to the development of the scholarship official once their term is completed, for example, national or international appointment opportunities, mentoring roles.	
3	Signed copy of the NSOs Code of Behaviour by: <ul style="list-style-type: none"><li>• Scholarship official</li><li>• Mentor</li></ul>	

### B) Program Description

	<ul style="list-style-type: none"><li>• Detailed program description indicating the range of activities for the scholarship official to undertake, including timeframes. This must cover the three key areas of:<ul style="list-style-type: none"><li>○ Practical officiating under the guidance of an experienced mentor within a high performance environment</li><li>○ Upgrading (or updating) their officiating accreditation</li><li>○ Professional development activities (such as observation of other officials, attendance at seminars/conferences, exposure to high level officiating and related debriefings).</li></ul></li></ul>	
	NB: See attached program example attached	

### C) Mentoring

1	Include a brief description of the Mentor's level of experience, both in officiating and in <b>mentoring</b> other officials.	
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### D) Budget

1	Provide details of the anticipated costs of the officiating scholarship.	
2	Outline the NSO contribution to the scholarship	

All applications to be forwarded to;  
Ash Synnott  
Sports Advisor  
Sports Development  
02 6214 7994 or 0423 946 685  
[Ashley.Synnott@ausport.gov.au](mailto:Ashley.Synnott@ausport.gov.au)

## NSO Information

National Sporting Organisation	
NSO Contact/Position	
Phone Number(s)	
Email address	
Current NOAS Courses <b>registered</b> with the ASC	
NSO Contact Signature	
Date	

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## Candidate Information

(For multiple applicants information for each candidate must be attached)

<b>Surname:</b>			
<b>Given Names:</b>			
Address:			
City:		State:	P/code:
Phone:	(W)	(H)	
Mobile:			
Email:			
Sport and Discipline:			
Current Employer:			
NOAS Number:	Level:		
Female <input type="checkbox"/>	Male <input type="checkbox"/>	Aboriginal or Torres Strait Islander <input type="checkbox"/>	

## Officiating experience

Provide details of the candidate's major officiating appointments over the past two years.

<b>Event 1</b>	
Position:	
Level of event (regional, state, national, international)	
Dates	
Comments	

<b>Event 2</b>	
Position:	
Level of event (regional, state, national, international)	
Dates	
Comments	

<b>Event 3</b>	
Position:	
Level of event (regional, state, national, international)	
Dates	
Comments	

### **Other related experience**

List any other experience (sport or otherwise), which contributes to the candidate's officiating ability (for example, management skills)

## Education and Professional Development

Provide details of education courses, seminars, workshops or other formal professional development opportunities the candidate has undertaken.

Provide a summary of the candidate's objectives for the officiating scholarship program, including the benefits to the sport.

### Apparel Sizing

Please indicate your clothing size.

	Size	Comment/s
Polo shirt		
Jumper		

### Please complete the following

- I certify that I will undertake all aspects of the 2012 NOS program
- I agree to participate in all workshops and activities within NOS during 2012
- I agree to meet all deadlines associated with the program during 2012
- I acknowledge that I may receive text messages, correspondence etc. concerning the NOS from the Australian Sports Commission.

Signature \_\_\_\_\_ Date \_\_\_\_\_

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**Please complete the following**

- I certify that I will undertake all aspects of the 2012 NOS
- I agree to participate in all required workshops and activities within NOS during 2012
- I acknowledge that I may receive text messages, correspondence etc. concerning the NOS from the Australian Sports Commission.

Signature \_\_\_\_\_ Date \_\_\_\_\_

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**Appendix A:  
Program Description (example)**

NSOs should include information under the following headings:

- **Structure / Description of program including activities, events, roles and responsibilities**
- **Process for achieving an accreditation upgrade or updating opportunities**
- **Officiating education program, including the recognised pathway**
- **Professional development opportunities and activities**

**Example Program**

<b>Month</b>	<b>Activity</b>	<b>Role</b>	<b>Mentor in attendance</b>	<b>Activity Type</b>	<b>Location</b>
Feb/March 2012	Officiating workshop	Professional development	Yes	Professional development	TBA
March 2012	National Championships	National Official	Yes	Practical / Upgrade	Adelaide (SA)
April 2012	Attendance at a course for an accreditation upgrade	Workshop, event, course	No	Practical / Upgrade	Sydney (NSW)
May 2012	NOS Satellite workshop	Official / Mentor	No	Practical	
June 2012	National Team Training Camp	Review of rules Fitness testing Review of Performance	No	Practical	Gold Coast (Qld)
July 2012	World Championships	International Official	No	Practical	Rome (Italy)
August 2012	Officiating conference	Professional development	No	Update	Sydney (NSW)
September 2012	National Competition	National Official	Yes	Practical / Upgrade	Melbourne (Vic)
August 2012	Meeting - Mentor	Review of performance	Yes	Update / Upgrade	AIS (ACT)
November 2012	National Training Camp	Fitness review Game simulation	Yes	Practical	Sydney (NSW)
December 2012	NOS Workshop	Workshop, Professional Development	No	Update / Upgrade	AIS (ACT)

**Appendix B:  
Budget (example)**

*National Officiating Scholarship Program Budget*

**INCOME**

Funding

ASC Contribution	\$5,000
NSO Contribution (cash)	\$
NSO Contribution (in kind)	\$

**TOTAL \$**

**EXPENSES\***

**Airfares (Scholarship Official)**

International Airfares	\$
Domestic Airfares	\$

**Airfares (Mentor)**

International Airfares	\$
Domestic Airfares	\$

**Accommodation (Scholarship Official)**

International Airfares	\$
Domestic Airfares	\$

**Accommodation (Mentor)**

International Airfares	\$
Domestic Airfares	\$

**Training Camp - Officiating**

\$

**National Championships / League**

\$

**International Event**

\$

World Championship fees	\$
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**Professional Development**

International Course fees	\$
Upgrade NOAS accreditation	\$
Upgrade International accreditation	\$
Training Program Course	\$
National or International Conference	\$

**Administration**

Room bookings for evaluation	\$
Resource requirement	\$

**Miscellaneous / Other**

\$

**TOTAL \$**

Any expenses that exceed the funding availability in these categories will be the responsibility of the NSO or the Scholarship Official.

Appendix C:



# Official's Code of Behaviour

## National Officiating Scholarship Program - Agreement Form

### For officials participating in the National Officiating Scholarship (NOS)

- Operate within the rules and spirit of your sport, promoting fair play over winning at any cost
- Encourage and support opportunities for people to learn appropriate behaviours and skills
- Support opportunities for participation in all aspects of the sport
- Treat each person as an individual
- Display control and courtesy to all involved with the sport
- Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion
- Respect the decisions of coaches, administrators and other officials in the conduct of sport
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years
- Adopt appropriate and responsible behaviour in all interactions
- Adopt responsible behaviour in relation to alcohol and other drugs
- Act with integrity and objectivity, and accept responsibility for your decisions and actions
- Ensure your decisions and actions contribute to a safe environment
- Ensure your decisions and actions contribute to a harassment free environment
- Do not tolerate harmful or abusive behaviours
- Place the safety and welfare of the athletes above all else
- Be consistent and impartial when making decisions
- Address unsporting behaviour and promote respect for all people

I, \_\_\_\_\_ of \_\_\_\_\_  
Full Name Address

Address cont.

I agree to the following terms as part of the National Officiating Scholarship Program:

1. I agree to abide by the ASC Official's Code of Behaviour.
2. I acknowledge that the ASC may take disciplinary action against me if I breach the code of behaviour. I understand that the ASC is required to implement a complaints handling procedure in accordance with the principles of natural justice, in the event of an allegation against me.
3. I acknowledge that disciplinary action against me may include de-registration from the National Officiating Accreditation Scheme.

Please refer to the Harassment-free Sport Guidelines available from the Australian Sports Commission or contact your NSO, if you require more information on harassment issues.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Appendix D:**

## NOS Application Assessment Tool

Sport: \_\_\_\_\_

Applicant Name: \_\_\_\_\_

NSO Criteria	Yes (please tick)	No (please tick)	Comments
Currently registered NOAS accreditation programs			
Details of the NSOs support for the individual including program delivery, administration and technical development			
Identified the Scholarship within the developmental pathway of the sport			
Well-defined and structured officiating education program within the sport. This should include clear pathways for development of officiating			
	<b>Please Rank from 1 – 5</b> 1 being low 5 being high <b>1 – 2 – 3 – 4 – 5</b>		
The NSOs long-term commitment to the development of the scholarship official once their term finishes			
Suitability of the mentor identified by the NSO to support the official throughout the scholarship period			
Potential for the official and mentor to operate in a high performance program within their sport			
Suitably qualified and experienced mentor(s)			

Applicant Criteria	Yes (please tick)	No (please tick)	Comments
Must be an Australian citizen or permanent resident that have lived in Australia continuously for a 12-month period prior to the scholarship year			
Must be 18 years of age at 1 January 2012			
Must hold a current NOAS accreditation within their sport			
Must have current officiating experience at an appropriate level within their sport			
Must demonstrate a commitment to officiating			
	<b>Please Rank from 1 – 5</b> 1 being low 5 being high <b>1 – 2 – 3 – 4 – 5</b>		
The nominated official's current level of accreditation			
Experience Levels			
Hands-on officiating environment and experience for the scholarship official			

**Assessment Result:** Support Sport and Applicant for Scholarship (please tick)

Do not Support Sport and Applicant for Scholarship

**Further Comments:**

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**Assessor Name:**

**Date:**

**Assessor Role:**

**Assessor Signature:**