



AFL
UMPIRES
ASSOCIATION

Umpire Wellbeing and Support Manager

AFL Umpires
Association

SPORTSPEOPLE
RECRUITMENT



- **Newly developed position helping umpires thrive**
- **Create a framework of holistic wellbeing services**
- **Engage with members to access services (not a counselling role)**
- **Initial 2 year contract - flexible part time hours (0.6 FTE)**
- **Hybrid role based in Docklands, VIC**

About the AFL Umpires Association

The AFLUA is the body that represents the collective interests of AFL Umpires. Responsible for negotiating the employment terms and conditions for Umpires, the AFLUA plays an important role in promoting a collegial and team environment for Umpires. It also acts as the 'keeper' of the history and tradition of VFL / AFL / AFLW Umpiring. And its own history extends for over 100 years.

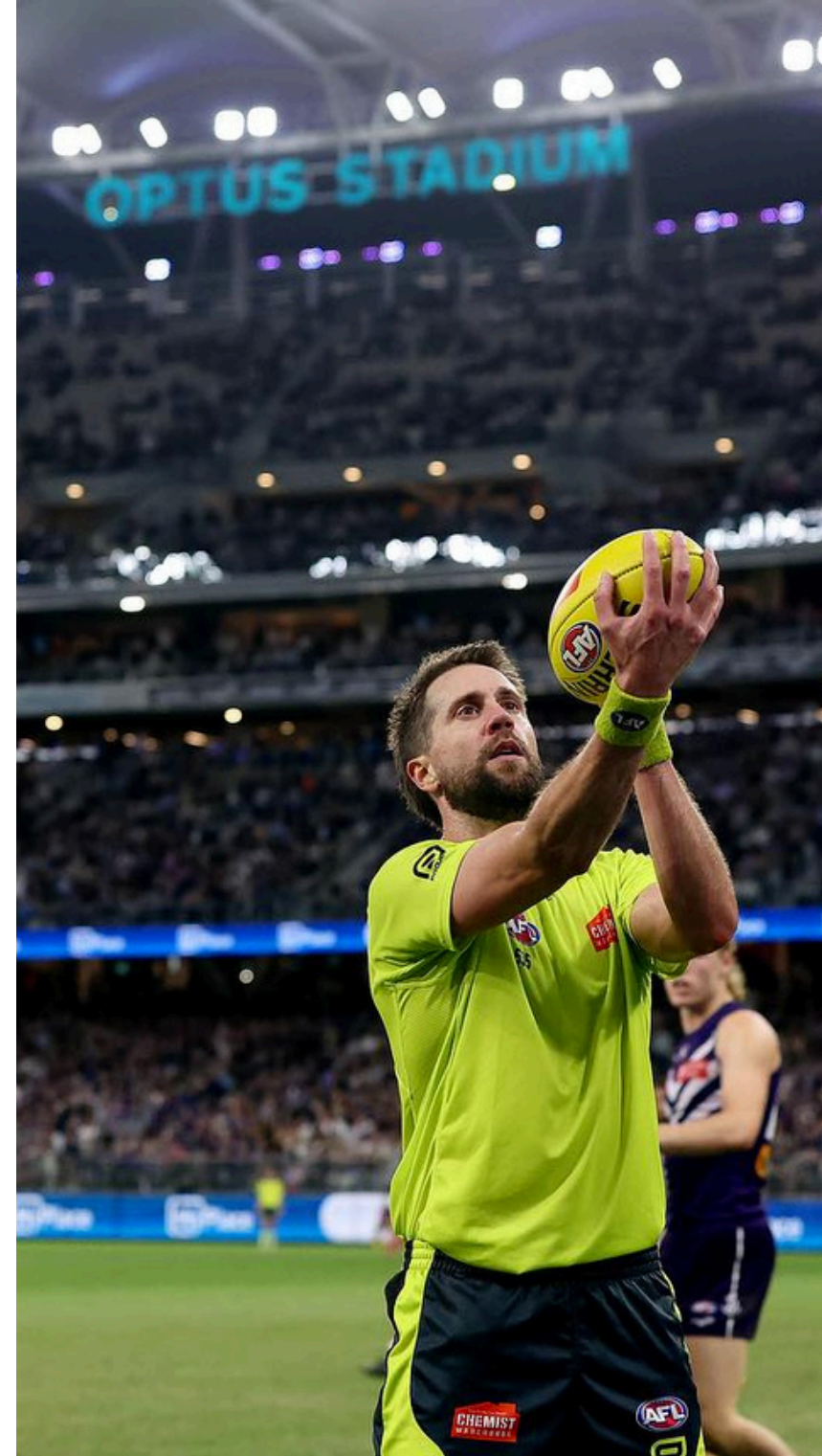
One stated purpose of the AFLUA is:

"to provide assistance including, but not limited to, legal assistance, where the AFLUA in its absolute discretion deems appropriate in any matter arising out of or in connection with a Member's, former Member's or future Member's involvement or participation in Australian football as an Umpire including, without limitation, his or her employment or engagement by the AFL as an Umpire in or in connection with the AFL Competition or AFLW".

In recognition of the demands and challenges AFL umpires face, the AFLUA is seeking to provide more proactive, consistent and individualised personal assistance to its membership, with a particular focus on their wellbeing.

"This key role will support our 230+ members by connecting them with the professionals and services they need to thrive"

Rob Kerr, Chief Executive Officer



Umpire Wellbeing and Support Manager

Reporting to the Chief Executive Officer, the Umpire Wellbeing and Support Manager will be focussed on helping umpires thrive by supporting their wellbeing. The purpose of this role is to proactively support the wellbeing of AFLUA full members (AFL and AFLW Umpires). A key outcome is to create a framework of holistic wellbeing services that are accessible to AFLUA members. While the AFL offers umpires access to an Employee Assistance Program, this role will provide a more personalised and proactive support mechanism.

This is not a counselling role, but it will require supportive conversations with members and the ability to encourage members to access appropriate wellbeing services.

Some of the key objectives of this role will include:

- Increasing the AFLUA's contact with members and better monitor the umpiring groups wellbeing
- Sourcing professional development programs for Umpires (e.g. Leadership Coaching, Conflict Management)
- Developing referral networks in the fields of Mental Health; and Career Counselling / Guidance

To be successful in this role you will hold relevant qualifications with demonstrated experience in developing, planning and delivering individualised strategies and activities to address identified wellbeing, career, personal and professional development needs. These experiences will ideally be from within a high-performance sport environment, supporting athletes, officials and/or members through life transitions in a way that is accessible around their sporting and life commitments.

Highly supportive in nature, you will be a skilled communicator and influencer, with the capability to listen, build consensus, and effectively manage sensitive conversations. You will be a resilient self-starter who is willing to take the initiative and work independently as well as collaboratively, managing competing priorities in a flexible way to meet the needs of members.

Whilst there is some flexibility around working hours (0.6 FTE), it is important to be contactable at agreed times with a commitment to return member's calls outside those hours within 24 hours.

A background in AFL or umpiring is not required for this role, instead the ability to engage with members and technical staff to ensure the framework's success will be key. The role will collaborate closely with AFLUA staff to ensure effective communication and engagement with the members who are located across Australia.



Scope of Role

As a new position, the incumbent can shape the AFLUA's Umpire wellbeing and support priorities. There is scope to address a variety of needs including:

- Umpire / athlete wellbeing, mental health & engagement
- Career counselling, education, and development
- Career planning
- Personal development & lifestyle management
- Conduct & professionalism counselling and support
- Family and Friends programs
- Business and community referrals
- Training and workshop facilitation
- Career transition services
- Policy & procedures to support the holistic development, safety and protection of athletes

Key Responsibilities

Develop the AFLUA Wellbeing Program

- Work with the AFLUA Executive to develop the policy that will govern member access to the AFLUA Wellbeing services
- Build a Framework of services that are best placed to meet the needs of the AFLUA's members, having regard to the budget that is available for the program.
- Liaise with the AFL Wellbeing team and Umpiring Department to ensure the AFLUA program appropriately leverages AFL resources that also support the wellbeing of Umpires.

Proactively identify members who may benefit from support from the AFLUA.

- Liaise with AFLUA delegates and state representatives to maintain awareness of any issues that members may be experiencing.
- Proactively contact members and provide support when aware of any issues or needs that a member may be experiencing.
- Where permission has been provided, regularly update the CEO of any matters that they are assisting members with.
- Make regular contact with Umpires who have retired or been delisted to check in on their wellbeing and promote relevant services to them

Perform group assessments of culture, attitudes and wellbeing.

- The Umpiring environment is important to the wellbeing of its participants therefore this role will be responsible for the conduct of pulse checks of the culture, engagement of the group and general well-being.

- Conduct small focus groups to further explore culture, attitude and wellbeing within the umpiring group.
- Build action plans and interventions based on the data collected from the above surveys.

Build and Manage relationships with those providers who offer support and programs to AFLUA Members

- Liaise with AFLUA program providers (e.g. Eclipse Leadership) and coordinate the promotion and fulfillment of such programs.
- Source additional development programs that would be valued by AFLUA members and negotiate access for AFLUA members.
- Build referral networks that support umpires and enhance their wellbeing, with a particular focus on a Mental Health practitioner network and a Career Counselling network.
- Contribute to the AFL's Mental Health Strategy which will inform the Umpire Wellbeing strategy
- Promote understanding and awareness of the AFL's EAP program amongst members
- Identify workshops and programs that the AFL's EAP provider can offer to members and promote those to members. This may include promoting enrolment and coordinating the timing of workshops the EAP provider offers.

Reporting to AFLUA Executive

- Develop ongoing reports to provide the AFLUA with insights into members needs and how well the AFLUA is addressing those.
- Make recommendations for improvements in member support

Selection Criteria

In addition to demonstrating **relevant experience across the core functional areas of responsibility identified in this Position Overview**, candidates applying for this role will require a range of personal and professional skills, including:

Knowledge, Skills and Experience

- Relevant qualifications such as Education, Sports Administration, Career Counselling, Counselling, Sports Coaching and/or Psychology
- A demonstrable understanding of the unique contextual elements of high-performance sporting environments
- Demonstrated experience in guiding and supporting people through transitions such as education or career changes
- Demonstrated experience in developing, planning and delivering individualised strategies and activities to address the identified wellbeing, career, personal and professional development needs of athletes, officials or members
- Experience in developing partnerships that provide opportunities for athletes, officials, or members to access programs in ways that work in with their high-performance and life commitments
- Experience in a high-performance sport environment is highly desirable
- Experience within the areas of counselling, athlete support, delivering wellbeing programs or providing pastoral support will be highly regarded

Key Attributes

- A highly supportive nature and willingness to help others
- Curiosity and a desire to learn
- Creativity

- A self-starter who is willing to take the initiative and work independently in a flexible way
- Collaborative approach to work
- Excellent communication and organisational skills
- Resilient and capable of effectively managing sensitive conversations
- Strong influencing skills

Candidates must be an Australian or resident with a legal right to reside and work in Australia in order to be considered for this position.

Hours of Work and Tenure

This position will be offered as an initial 2 year contract. This is a part time (0.6) role anticipated to be approximately 24 hours per week on average (hours may be increased after a 3 month review by agreement of both employer and employee).

While flexible in its nature, it is important that the incumbent be contactable at agreed times. It is anticipated that the members may contact the incumbent at irregular times. This will be manageable by the use of voicemail but a commitment to a return call within 24 hours is expected.

Location and Travel

This is a blended role with time in the Docklands office required approximately 10 hours per week.

There will be a requirement to meet with umpires on occasions and some interstate travel will be required.

Remuneration Guide

An attractive market competitive remuneration package will be available to the successful candidate, negotiable depending upon skill level and experiences. At the time of applying, candidates are invited to indicate their current salary and salary expectations.

Candidates are invited to call Sportspeople Recruitment to discuss salary before applying if that will be helpful in your decision making.

Timelines

Final interviews and the appointment of this role are scheduled for early February 2025.

The successful candidate would be expected to commence duties as soon as possible, mindful of notice periods and general availability.

Website & Social Media

For more information and news items on all facets of activities, services and programs, visit:

AFLUA Website: aflua.com.au

Facebook: facebook.com/AFLUAofficial

Instagram: instagram.com/aflumpiresassociation

LinkedIn: linkedin.com/company/afl-umpires-association

Please apply now to avoid missing out!

Please note Sportspeople Recruitment will commence screening and interviewing for this role immediately.

If you are intending to apply, please do so now. We reserve the right to close the role as soon as sufficient merit applications are received.

Applications close: 5pm Monday 27 January, 2025

Candidates must complete and submit the COMPULSORY **Sportspeople Recruitment Application Form** at the time of applying. The form is available as a download at the Sportspeople Recruitment website listing for this role and contains questions against which we require your specific response prior to considering your application.

Sportspeople Recruitment prefers a 1-2 page letter of introduction and an accompanying CV of no more than 6 pages, merged into the Application Form as one MS Word file.

Apply to

Your application should be sent electronically via the "apply now" link at the advertisement via sportspeoplerecruitment.com/jobs

Enquiries

In the first instance general enquiries should be directed to **Scott Oakhill** on **0408 258 337** or **FRECALL AU 1800 634 388** or **+61 2 9555 5000** or via admin@sportspeoplerecruitment.com.

About Sportspeople Recruitment

The Umpire Wellbeing and Support Manager, AFL Umpires Association search and recruitment process is being managed exclusively by **Sportspeople Recruitment**.

Sportspeople Recruitment is a leading executive search and recruitment firm servicing sport business. Celebrating 28 years in 2024 our curated Talent Network has been developed as a result of successfully filling thousands of roles across the A-Z of sport business employers.

We offer the most experienced Consultant team in the market available to assist with executive search, general recruitment, hiring strategy, remuneration planning and executive/Board advice.

We are delighted to have been appointed by the AFL Umpires Association as the exclusive search partner for the Umpire Wellbeing and Support Manager position.

Globally connected - locally owned - since 1996

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Merit Recruitment

Don't meet every single requirement? Studies have shown women and minority groups are less likely to apply for jobs unless they meet every single qualification. **Sportspeople Recruitment has a reputation as a leader in merit recruitment.** Everything we do has a focus on presenting the best candidates to our client Employer whilst maintaining a commitment to do what we can to address the imbalance of under-represented groups in leadership positions.

If you believe you have what it takes to perform this job but don't tick off every single qualification and experience we've listed, we encourage you to focus on the strengths, experience, qualifications and soft-skills you do have as the reasons you should apply. Believe in yourself and if still in doubt call our Consultant for a quick chat or simply apply. Without an application we can't consider you and we'll never consider your application a waste of our time.



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