



## REFEREE DEVELOPMENT & HIGH PERFORMANCE TALENT IDENTIFICATION

### *The Pathway to Rugby Canada's National Referee Panel*

Players who display an advanced level of skill and who are highly motivated are typically individuals who aspire to representative team selection. They therefore have a progressive pathway to climb in order to seek their goal. Pathways for Referees with similar high performance level ambitions should also be evident. Such pathways should be clearly defined with well documented expectations. These policies, procedures and guidelines should outline specifically identified accreditation expectations, development guidelines as well as selection procedures.

#### **Accreditation**

Rugby Canada's accreditation and re-accreditation processes for all Match Officials are well documented. In the case of Referees refer to:

- *Referee Accreditation: Policy & Procedure Manual; and,*
- *Four Year Re-Accreditation for Referees: Policy, Procedures and Guidelines.*

It is essential for any Referee with ambitions of being considered for the National Panel to be accredited at IRB Officiating Level 2. It is also essential that they ensure that their progress towards re-accreditation is maintained and that on-going evidence of activity is documented by their Provincial Referee Society.

#### **Development Guidelines**

Whilst Referee development is an extremely individually based issue there are certain elements of commonality that should be evident. A referee seeking nomination to the National Panel should be able to submit (or have his/her Referee Society submit) a sequence of Coaching Reports that extend over a period of time. This should normally be a two year period but this length of time is a guide rather than a prescription. In addition, the referee (and or his/her Referee Society) should be able to produce a list of appointments, as a Referee, Assistant Referee and #4/5/Scorer for a similar period of time.

Given the importance of professional development an individual could enhance their selection by maintaining a diary of development meetings, workshops and seminars they attended that assisted them in developing their game management as a Match Official.

## **Selection Criteria**

The annual National Panel selections are based upon quite specific selection criteria with accompanying expectations.

### *Pre-requisites*

The following should be viewed as essential criteria.

1. Current IRB Referee accreditation (Level 2)
2. Evidence of progress towards Referee re-accreditation
3. Membership of a Referee Society affiliated with Rugby Canada
4. Registration with Rugby Canada

### *Selection Criteria*

A call for potential national squad membership will be made on an annual basis generally around mid-year. All Provincial Societies should be expected to respond before the end of July in order that nominated referees can be seen performing in the remaining six calendar months before the squad is selected for the following year. Issues to be reviewed include all of the following.

1. Game Management Techniques  
Coaching reports that reflect professional development based upon the referee's acceptance of, as well as positive responses to, coaching advice.
2. Age & Commitment  
Referees nominated for the first time must be able to demonstrate a commitment to at least ten more years of referee development that takes into account their age, family circumstances and employment demands.
3. Fitness  
Referees will produce evidence of independent assessment (endorsed by their Referee Society executive committee nominee) of their fitness with the following benchmarks being the expected performance levels.

|                     |   |
|---------------------|---|
| 40 metres           | 6.30 seconds (hand held) or 5.95 seconds (electronic) |
| 2,400 metres        | 9 minutes 20 seconds                                  |
| Plus either         |   |
| VO <sub>2</sub> Max | 55.0  |
| Leger Beep          | 11.5  |

*The above benchmarks are relevant to male referees. They are also applicable to female referees who wish to be considered for equivalent officiating appointments to their male counterparts. The testing protocol is the same for both genders. Minimal benchmarks applicable to females:*

|           |                  |
|-----------|------------------|
| 40 metres | 6.50 (hand held) |
|-----------|------------------|

|                     |                       |
|---------------------|-----------------------|
| 2,400 metres        | 11 minutes 40 seconds |
| Plus either         |                       |
| VO <sub>2</sub> Max | 48.0                  |
| Leger Beep          | 10.0                  |

### *Performance Reviews*

Referees who have been nominated and those with aspirations to become members of the National Panel will have their paperwork that is submitted and their fitness results reviewed and analysed by the Referee Development Manager. This process will be monitored by members of the *Match Official & Laws Advisory Panel*.

A major component of the selection criteria will be actual reviews of the on-field performances of referees. The following processes will apply to Referees nominated by their Provincial Unions, or Referees that have been identified by the Referee Development Manager, by members of the National Referee Coaching Panel and/or by members of the *Match Official & Laws Advisory Panel*.

- The Referee Development Manager will view talent identified referees on his visits to Provinces across Canada both before and after the nomination date.
- The National Referee Coaching Panel will monitor talent identified referees in their region both before and after the nomination date. They will also report upon referees from outside their Province when circumstances permit.
- The Referee Development Manager will invite a selection of talent identified referees to be observed during specific games or at certain tournaments. At times this will only be possible if the referee or his/her Referee Society is willing to support the associated costs to this development process. This may occur before or after the nomination date.
- The Referee Development Manager will seek DVD productions of games refereed by individuals nominated. These will not be games submitted at random by the referee but rather games of appointments acceptable to the Referee Development Manager. This process will require the nominated referee to keep the Referee Development Manager informed and updated of his/her progressive appointments so that an appropriate game (or games) can be selected for filming and then submitted for review.

No final decision will be made about any nominated person without them being observed by the Referee Development Manager and a minimum of two other individuals who would be either members of the National Referee Coaching Panel and/or members of the *Match Official & Laws Advisory Panel*.