



FOOTBALL
AUSTRALIA

REFEREE ACADEMY

MEMBER FEDERATION
INFORMATION PACK

FOREWORD



Football Australia is excited to introduce the Football Australian Referees Academy (FARA), a ground breaking initiative transforming Australian football and redefining match official development. Aligned with the XI Principles, FARA creates a world-class environment for nurturing match officials at all levels, providing the best possible support for their growth and development.

Adopting a holistic approach, FARA prepares match officials for the demands of professional football, both domestically and globally. Our comprehensive education framework bridges the gap between the National Premier Leagues (NPL) and the A-Leagues, enabling a seamless transition and fostering growth for aspiring match officials. FARA's role as a key component of the Elite Refereeing Development Strategy showcases our dedication to elevating officiating excellence and contributing to the overall success of Australian football.

We encourage all stakeholders, including club officials, players, clubs, and fans, to support FARA as we journey towards a brighter future for Australian football. Together, we can elevate the standards of our sport and nurture world-class match officials instrumental in our nation's football success. Thank you for your support, and we look forward to embarking on this exciting journey together.

A handwritten signature in black ink that reads "Nathan Magill". The signature is fluid and cursive, with the first letters of "Nathan" and "Magill" being capitalized and prominent.

Nathan Magill
Head of Referees



REFEREE ACADEMY

INTRODUCTION



OVERVIEW



The Football Australia Referee Department's long-term plan is to develop a world-leading refereeing eco-system. As part of that we are launching the Football Australia Referee Academy (FARA). It aims to deliver an environment that promotes excellence, nurtures talent, and converts this talent to potential elite referees.

The Football Australia Referee Academy will ensure referees displaying the potential to reach higher levels of officiating are provided with the necessary specialised support in a variety of areas ranging from fitness, psychology, nutrition to game management, decision making and performance analysis.

KEY OBJECTIVES



- Establish a dedicated referee education, training and development program
- Enhance the coaching program to provide greater individual support and specific training programs technically, physically, and mentally for referees which will accelerate their development to progress
- Establish stronger communication and coordinating roles with all other stakeholders to support the development of refereeing and serve the game in general
- Create and sustain a bank of high-performing officials capable of delivering both national and international success at Football Australia, Asian Football Confederation (AFC), and Federation Internationale de Football Association (FIFA) levels

UNIQUE QUALITIES OF THE FA REFEREE ACADEMY

- An environment....
 - that creates rounded referees who are independent decision-makers on and off the field
 - where referees have the necessary time and space to develop
 - where all aspects of the Academy program are challenging, developmental and inspirational
 - which produces quality trained and experienced referees for the appropriate level of the game
 - supported by coaches in every phase of refereeing journey
- A multidisciplinary approach to training delivery led by the FA Referee Department and the coaching team



SPECIFIC QUALITIES FOR ACADEMY COACHES

The coaching philosophy of FARA is underpinned by a number of key areas:

- Coaching methods and styles
- Creating a safe and positive learning environment
- Following the Football Australia Refereeing Principles and FARA philosophies
 - Character, chemistry, competencies and capabilities
 - Coaching to allow our referees to continuously develop their skills over time
- Live games analysis & feedback on referees' domestic performances



FA REFEREEING PRINCIPLES



EXPECTED OUTCOMES

Academy Referees will be working with elite coaches, sports scientists, and sport psychologists to develop the appropriate technical, physical, and social skills to meet the needs of professional football.



These benefits include:

- Leadership (on and off the field)
 - Responsibility and accountability
 - Team culture and uphold Football Australia values
 - > **Impact** on and off the field; **Inclusive** and diverse football for all; a **United** team; **Trust**, acting with integrity
- Athleticism
 - Increased fitness endurance, speed and agility to be able to perform under stressful demands i.e. any fitness testing requirements, travel and weather
- Developing self
 - Mental well being (life balance)
 - Adaptable, flexible, focused, resilient, coachable, able to handle most situations and open to new ideas
 - Self awareness and able to demonstrate who they are on the field (personality)



ETHICS & CULTURE

FA and APL competitions demand the highest standards of professional conduct. The Football Australia Referee Academy program fosters ethical and professional behaviours in all its participants.

FA Referee Academy members will be required to demonstrate a commitment to the program and be expected to deliver high standards of performance both on and off the field.



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REFEREE ACADEMY NOMINATION PROCESS



NOMINATION CONSIDERATIONS



- Each nomination is at the discretion of the State Member Federation (MF) and may be either male/female Referee(s) / Assistant Referee(s) based on availability of suitable talented officials
- FA will select up to 14 match officials as part of the initial intake into the FARA and the future intakes will be adjusted as required dependent on future competition needs and quality of applications
- FA's intake each 2 year cycle will include male and female referees and assistant referees who may be capable of officiating in national competitions in the next 2-3 years. When providing nominations MFs are reminded to keep this in consideration as **this is not a nomination for immediate consideration for A-League's appointments** although some academy members may transition quicker to national panels than the intended FARA timeframe.

NOMINATION PROCESS



All nominees must meet the following criteria to be considered:

| ROLE | PATHWAY | AGE (MIN) | QMS ACCREDITATION | EXPERIENCE (MINIMUM) |
|-------------------|---------|-----------|-------------------|---|
| Referee | Male | 20 years | Level 1 | One full season of NPL Men's (Senior) |
| | Female | 20 years | Level 2 | One full season of NPLW and/or NPL20/23's |
| Assistant Referee | Male | 20 years | Level 1 (Theory) | Two full seasons of NPL Men's (Senior) |
| | Female | 18 years | Level 2 (Theory) | Two full season of NPLW and/or NPL20/23's |

NOTE: Exceptions on the above may be made for the right candidate at the sole discretion of Football Australia. Any match official nominated outside the listed criteria should be discussed with the Football Australia Referee Department prior to nomination.

NOMINATION PROCESS

- A portfolio is required to be submitted for each candidate, containing the following:
 - Two (2) formal match assessments from the 2022/23 season from appropriate matches relevant to the role nominated (with footage available for review)
 - IPP (Individual Performance Plan)
 - Confirmation of fitness test results
 - > Fitness testing acceptance window between 1st January – 31st March 2023, or the nomination will be rejected
 - > Must be overseen by local Football Australia Fitness Instructor
 - > If travel is required it is at the cost of the MF



FITNESS TESTING STANDARDS



YEAR 1 – CATEGORY 2 (Testing Window JAN – MAR)

| ROLE | PATHWAY | CODA | REPEATED SPRINT ABILITY | INTERVAL TEST | ADDITIONAL TEST* |
|-------------------|---------|--------------------------------------|---|--|---------------------------------|
| Referee | Male | N/A | 6x 40m sprints Max. 6.10 secs per trial | 15' per 75m run 20' per 25m walk 10 laps (4000m) | Yo-Yo IRT Level 18-5 (1920m) |
| | Female | | 6 x 40m sprints Max. 6.50 secs per trial | 17' per 75m run 22' per 25m walk 10 laps (4000m) | Yo-Yo IRT Level 17-5 (1600m) |
| Assistant Referee | Male | 1 x run Max. 10.10 secs per trial | 5 x 30m sprints Max. 4.80 secs per trial | 15' per 75m run 22' per 25m walk 10 laps (4000m) | AERIAT Level 15.5-3 (1275m) |
| | Female | 1 x run Max. 11.10 secs per trial | 5 x 30m sprints Max. 5.20 secs per trial | 17' per 75m run 24' per 25m walk 10 laps (4000m) | AERIAT Level 14.3 (820m) |

*If nominee has done this testing within the specified timeframe, they must also complete the CODA and Repeated Sprint Ability (RSA).

FITNESS TESTING STANDARDS



YEAR 2 – CATEGORY 1 (Testing Window JAN – MAR)

| ROLE | PATHWAY | CODA | REPEATED SPRINT ABILITY | INTERVAL TEST | ADDITIONAL TEST* |
|-------------------|---------|-------------------------------------|---|--|---------------------------------|
| Referee | Male | N/A | 6x 40m sprints Max. 6.00 secs per trial | 15' per 75m run 18' per 25m walk 10 laps (4000m) | Yo-Yo IRT Level 18-8 (2040m) |
| | Female | | 6 x 40m sprints Max. 6.40 secs per trial | 17' per 75m run 20' per 25m walk 10 laps (4000m) | Yo-Yo IRT Level 17-8 (1720m) |
| Assistant Referee | Male | 1 x run Max. 10.0 secs per trial | 5 x 30m sprints Max. 4.70 secs per trial | 15' per 75m run 20' per 25m walk 10 laps (4000m) | AERIAT Level 16.0-3 (1470m) |
| | Female | 1 x run Max. 11.0 secs per trial | 5 x 30m sprints Max. 5.10 secs per trial | 17' per 75m run 22' per 25m walk 10 laps (4000m) | AERIAT Level 14.5-3 (1080m) |

NOMINATION PROCESS



- Once nominations are closed Football Australia will arrange for the theory and video testing of nominations along with reviewing all applications to the FARA and interviewing shortlisted applicants. MF's and successful applicants will be notified by April 28th with the program commencing immediately and conclude on 31st December 2024

FA reserves the right to:

- Nominate officials directly to the FA Referee Academy
 - All listed referees as part of the ALM and ALW 4th Officials list who have not refereed a ALM or ALW match will be included in the first intake and do not need to be nominated. These will be additional to the match officials selected from Member Federations.

TIMELINE



THU 2 MAR

MF Referee Mangers
meeting



FRI 3 MAR

FARA launched –
nominations open



FRI 31 MAR

Nominations close –
portfolios submitted



7-21 APR

Nominees shortlisted
Video / LOTG testing,
and interview process



FRI 5 MAY

FARA panel selected
and notified



MON 8 MAY

Online meeting –
Welcome & Introduction



TUE 9 MAY

Football Australia Referee
Academy announced



25-27 AUG

Benchmark
camp



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THANK YOU

For more information or assistance, please contact Football Australia at refereeing@footballaustralia.com.au
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