

POSITION DESCRIPTION



OVERVIEW

TITLE	Elite Women's Referee Developer
DEPARTMENT	Technical
LOCATION	Flexible
REPORTS TO	General Manager – Elite Refereeing
WORK TYPE	Part-Time Fixed Term Contract
HOURS/DAYS PER WEEK <i>(part-time, casual or contractor only)</i>	18.75 hours per week
START DATE	1 September 2025
END DATE <i>(FT/PT fixed term contract or contractor only)</i>	30 June 2026

ACCOUNTABILITY

Number of direct reports <i>(How many people directly report into this role?)</i>	0
Number of indirect reports <i>(How many people indirectly report into this role?)</i>	26 - 30
Budget responsibility in \$ <i>(State whether prime, shared or contributory responsibility)</i>	N/A

ABOUT US

Football Australia is the national governing body for football in Australia and a member of Fédération Internationale de Football Association (FIFA), the international governing body for football. It governs all national teams, the A-Leagues (in Football Australia's capacity as the regulatory body), Australia Cup, National Premier Leagues and leads state, community, and grassroots football.

OUR CULTURE & VALUES

Football in Australia is a melting pot of approximately 2 million participants represented by over 200 different cultures, we proud to be the most diverse and globally connected sport within the Australian sporting landscape.

Football Australia's purpose is to *'bring communities together through football - connecting Australia to the world'* while having a vision to *'be a leading football nation where everyone is inspired to live and love the game'*.

To achieve this, we live by our company values which are:

1. **Welcome:** Open doors, open minds, open hearts – One Game for All
2. **Ready:** Always ready, Always ahead
3. **Connect:** Together, united
4. **Excel:** Our best, every day in every way

POSITION DESCRIPTION



5. **Protect:** Guarding the game, Securing the future

BACKGROUND & PURPOSE OF THE ROLE

- The Elite Women's Referee Developer role will be required to contribute to the education, development and world class performance of Referees within the A-League Women's Panel & Football Australia competitions.
- A specific focus will be to build relationships providing an environment where individual officials can develop their technical knowledge and officiating skillset towards the enhancement of the Elite Women's Refereeing Panel, A-Leagues and Football Australia Competitions.
- To support the above, the person fulfilling this role will in conjunction with the Head of Referees and GM Elite Refereeing provide support on program strategy, leadership on elements within the program and deliver high quality mentoring to promote the selection of as many panel members as possible to the Australian Professional Leagues, Football Australia Competitions, Asian Football Confederation and FIFA Women's Match Official Programs

ROLE RESPONSIBILITIES

- Facilitate and support the progression and enhancement of Referees in the ALW Elite Refereeing Program and Football Australia Competitions to promote high level on-field decision-making accuracy across appropriate metrics as set out by the Elite Refereeing Department from time to time
- Provide targeted mentoring strategies that focus on specific areas of need from personal observation and outcomes of observer assessments
- Present leadership and guidance to panel members, which promotes the Football Australia Elite Refereeing Philosophy and cultivates a culture of continuous improvement and learning.
- Understand worldwide trends in referee development, using world class practice and innovative techniques which support high level education and development for Australian match officials.
- Promote a supportive and motivational atmosphere within the panel and department, empowering all staff to adapt and respond effectively to the evolving challenges of contemporary football
- Support and promote any additional actions and initiatives that promote World Class standards of refereeing within the A-Leagues and Football Australia competitions, ensuring that match officials are equipped to perform at their peak, delivering consistent and accurate decision-making.

ROLE OUTCOMES/ DELIVERABLES

- Develop and implement appropriate technical training and development plans for Referees in the ALW Elite Refereeing Panel & Football Australia Competitions, inclusive of world class practice and innovative techniques. Markers of success will include measurable improvements in refereeing skill and decision making accuracy in line with appropriate metrics as set out by the Elite Refereeing Department from time to time
- Support the performance management process that ensures the selection and retention of the best match officials within the Elite ALW Refereeing Program & Football Australia Competitions. The success of this process will be measured by the quality and performance of match officials in the program.

POSITION DESCRIPTION



- Foster a culture of continuous learning and improvement among the refereeing group, facilitating their adaptation to world class refereeing standards. This will enhance the overall quality of refereeing in the A-Leagues & Football Australia competitions, leading to more consistent, accurate decision-making, and a growth mindset.

MAJOR INTERACTIONS

- Head of Referees
- General Manager – Elite Refereeing
- Elite Referee Developers – Men's
- Elite Assistant Referee Developers – Men's and Women's
- Physical Performance Coach – Refereeing
- Elite Performance Coach - Development
- Elite Match Officials, Match Day Observers, and FA Fitness Instructors Panels
- Referees Department Staff
- FA & APL Partners, Broadcasters, and Media
- A-League Coaches and Players

KNOWLEDGE, SKILLS, AND EXPERIENCE

Essential	• High Level Refereeing Experience: Proven track record as a referee at A-League level. • Leadership & Mentoring: Demonstrated ability to lead, inspire, and develop elite officials • Performance assessment capacity: Capacity to use performance assessment and data analysis to inform mentoring and development strategy. • Communication and Interpersonal Skills: The capacity to communicate and engage effectively with a diverse group of stakeholders utilising a wide range of strategies, balancing direct, critical and constructive feedback with a positive and inclusive team culture. • Adaptability: Capacity to adapt to evolving trends in contemporary football and refereeing, promoting continuous learning and improvement, and upholding the ethical standards and values of Football Australia
Desirable	• International Refereeing Experience: Possess experience as a FIFA Referee and/or Assistant Referee • International Assessing or Instructing Experience: Possess experience as a FIFA or Asian Football Confederation Assessor or Instructor

QUALIFICATIONS

Essential	• Accreditation: Possess a Football Australia (FA) Level 1 referee assessor accreditation or an equivalent accreditation from an overseas football association.
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POSITION DESCRIPTION



Desirable	FIFA and/or AFC Assessor or Instructor certification
UNIQUE CRITERIA	
The following selected items identify the requirements of the role ☒ Out of hours and weekend work ☒ Intra and/ or Interstate travel ☐ International Travel ☐ Significant periods of work away from home ☐ Significant Responsibilities – This does not contain a comprehensive listing of responsibilities, activities and duties that are required of the incumbent. These may change from time to time at the discretion and needs of the manager/organisation	
ADDITIONAL REQUIREMENTS	
To comply with our organisational policies and/ or national and state legislation, the following selected items are requirements of the role ☒ National Police Check ☐ International Criminal History Record for each country (other than Australia) in which you have resided for 12 months or more in the last 10 years (if applicable) ☒ Full working rights in Australia ☒ Working with children check (paid/ employee) or state- based equivalent ☐ Working with children check (volunteer) or state- based equivalent (volunteer roles only)	