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DRAFT Guidelines to become a Potential PAHF Umpires Manager

1. Candidates must have been a recent FIH International Umpire (of at least 5 years' experience) or on the international Umpires Panel who would have retired at least 18 months immediately prior to submission of the application to the PAHF UC.
2. Be currently and regularly active as an Umpire Manager/Umpire Coach within the candidate's jurisdiction at the national level.
3. Have the ability to understand and communicate in English.
4. Should demonstrate a capacity to have a combination of such skills as in Appendix 1 below.
5. Must be willing to undergo a Traineeship and willing to participate in Seminars/Workshop organised by the Continental Federation.
6. The Candidates when applying to become a PAHF Umpires Manager the National Association of the Candidate must confirm that the applicant meets the requirements, and further the National Association:
 - (a) Will fully support the candidate throughout the candidate career;
 - (b) Will meet the full travel and accommodation costs for the candidate traineeship seminars/workshop.
 - (c) Will submit a CV on what the candidate have been doing as a UM within the NA.

Appendix 1

Criteria that the Potential PAHF Umpires Managers should possess:

A. Hard Skills

1. Minimum qualifications:

- A recent FIH International Umpire (at least 5 years' experience) or International Panel of Umpires (that would have retired at least 18 months) preceding application.

2. Rules awareness:

- Demonstrates a sound level of understanding of the rules of the Game.
An awareness of Tournament regulations and role of the Umpires Manager.

3. Appointments:

- Ability to work under the guidance of a more senior, experience Umpire Manager to make appointments/pairings.
- Ability to make appointments and pairings decisions based on individual umpire performance within the context of the tournament.

4. Management & Administration:

- Possess sound understanding of the Umpires Manager role in Management & Administration and what is required.

5. Analysis:

- Demonstrates the ability to analyse Umpires performances.
- The ability to identify strengths & weaknesses on the umpire's performance.
- The ability to identify the options to be address and areas of development with some understanding of the cause of the underlying weakness.

6. Coaching and Mentoring:

- Ability to demonstrate a good technical approach in delivering feedback
- Ability to identify technical improvements e.g. positioning, decision making.
- Ability to give constructive feedback and create a two-way communication process.
- Ability to align with the umpire's career path.

7. Reporting:

- Ability to be succinct and clear on individual reports based on Tournament performances.

B. Soft Skills:

1. **Adaptability:**

- Ability to defer or defuse difficult situations.

2. **Relationship:**

- Ability to provide support to individual umpires
- Must possess a sound understanding of the role in relation to the Technical Official and Umpires Manager.

3. **Focus:**

- Ability to maintain focus on the assessment of umpires.

4. **Managing Pressure:**

- Ability to maintain composure when there are multiple expectations and/or deadlines from competing interests.

5. **Managing Conflict:**

- Ability to manage people in confrontational situations.
- Ability to feel comfortable to managing people in heated situations
- Ability to build team and creating a relationship with coaches and team management

6. **Leadership:**

- Ability to take a professional approach to the Umpires Manager role with other stakeholders.

7. **Communication:**

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8. **Technology:**

- Has a good exposure to TMS and its operations.
- Has a good exposure to the various social media platforms and be willing to adapt to the emerging technology in umpire development.