



## **GUIDELINES** **Covering the Grading of FIH Umpire Managers**

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*Effective as from 1 November 2016*

### **1. Umpire Manager - Potential for FIH**

1.1 Candidatures must be sent on the appropriate form to the FIH by an affiliated National Association to which the candidate concerned belongs. The application form must be countersigned by the respective Continental Federation, prior to being forwarded to FIH

1.2 Candidates must:

- (a) Have been a recent FIH International Umpire, i.e. in the 5 years immediately prior to the application; or, if this is not the case, a full hockey CV should accompany the application
- (b) Be currently and regularly active as an Umpire Manager or Umpire Coach at National Association level; and is, or will be, available to be active and work regularly at Continental Federation level
- (c) Have the ability to understand and communicate in English, including writing of Umpire Performance Feedback forms and Umpire Manager reports
- (d) Be willing to participate in Seminars organised at CF level

1.3 In signing the application National Associations confirm that the applicant meets the minimum qualification criteria, and further that they:

- (a) Will fully support the applicant throughout their Umpire Manager career
- (b) Will meet the full travel and accommodation costs for any training that the Continental Federation deems necessary prior to receiving their first Continental appointment
- (c) Will meet the full travel and accommodation costs for the applicant's traineeship Tournament, if deemed necessary, should they become eligible for promotion to FIH Umpire Manager
- (d) Will meet the cost of travel to and from the airport of departure and any vaccination costs for any subsequent International appointments

1.4 Umpire Managers – Potential for FIH, in addition to appointment to their own National level competitions, may only be appointed by their Continental Federations to the following types of Tournament:

- (a) Continental Club Tournaments
- (b) Continental Inter Nations Junior and Senior Tournaments, which are not qualifying events for FIH World level events
- (c) As an Assistant Umpire Manager to Continental Inter Nations Junior and Senior Tournaments, which are qualifying events for FIH World level events

- (d) Umpire Managers – Potential for FIH who show early signs of potential for promotion to beyond FIH Umpire Manager may also be appointed as part of more experienced Umpire Managers teams to events such as Champions Trophies, World League Rounds 3 & 4, Junior World Cups, Youth Olympic Games, or appointed in their own right to World League Rounds 1 & 2.

## **2. FIH Umpire Manager**

*Guidelines 2.1, 2.2 & 2.3 recognise that there is a restricted amount of hockey in some areas of the World. It provides an entry level into the system at FIH Umpire Manager for candidates whose opportunities within their own Continental Federation are restricted, due to the limited amounts of Tournaments and appointment opportunities.*

2.1 Candidatures must be sent on the appropriate form to the FIH by an affiliated National Association to which the Umpire Manager concerned belongs. The application form must also be countersigned by the respective Continental Federation, prior to being forwarded to FIH

2.2 Candidates must:

- (a) Have been a recent FIH International (preferably Grade 1) Umpire, i.e. in the 5 years immediately prior to the application; or, if this is not the case, a full hockey CV should accompany the application
- (b) Be currently and regularly active as an Umpire Manager or Umpire Coach at National Association level; and is, or will be, available to be active and work regularly at Continental Federation level
- (c) Have the ability to be able to work regularly at International level
- (d) Have the ability to understand and communicate in English, including writing of Umpire Performance Feedback forms and Umpire Manager reports
- (e) Undergo a traineeship at a Tournament, and be willing to participate in Seminars organised at CF or FIH level

2.3. In signing the application National Associations confirm that the applicant meets the minimum qualification criteria, and further that they:

- (a) Will fully support the applicant throughout their Umpire Manager career
- (b) Will meet the full travel and accommodation costs for the applicant's traineeship Tournament.
- (c) Will meet the cost of travel to and from the airport of departure and any vaccination costs for any subsequent International appointments

2.4 To be upgraded to this level the Umpire Manager – Potential for FIH, must:

- (a) Have achieved the necessary capabilities and criteria, and therefore a minimum mark of 7.00 in Tournaments as per Guideline 1.4. A clear trend of *consistent* Tournament performances will need to be demonstrated

- (b) Have been appointed as an Umpire Manager to Continental Tournaments on a regular basis i.e. in the 2 years immediately prior to the application
- (c) Undergo a traineeship at a Tournament, and be willing to participate in Seminars organised at FIH level. For the purposes of the traineeship, the candidate may be appointed to a Continental Tournament provided that the appointed Umpire Manager is an FIH Grade 1 Umpire Manager, or an experienced FIH Umpire Manager (approved by the FIH to conduct the traineeship)

2.5 FIH Umpire Managers may be appointed to the following types of Tournament (in addition to the ones provided for under Guideline 1.4):

- (a) FIH Champions Challenges II
- (b) 4-7 Nations Invitational Tournaments
- (c) World Leagues Rounds 1 & 2
- (d) Continental Inter Nations Junior and Senior Tournaments, which are qualifying events for FIH World level events
- (e) As an Assistant Umpire Manager (AUM) to:
  - World League Round 3
  - FIH Champions Challenges I
  - FIH Junior World Cups
  - Youth Olympic Games
  - FIH Indoor World Cups

NB. FIH Umpire Managers who show early signs of potential for FIH World Panel may also be appointed as AUMs to FIH Champions Trophies, World League Round 4, World Cups and Olympic Games, as part of a more experienced team.

### 3. **FIH Grade 1 Umpire Manager**

3.1. To be upgraded to this level the Umpire Manager must:

- (a) Have achieved the necessary capabilities and criteria, and therefore a minimum mark of 8.00 in Tournaments as per Guideline 2.5. A clear trend of *consistent* Tournament performances will need to be demonstrated
- (b) Have been appointed as an Umpire Manager or Assistant Umpire Manager to Tournaments on a regular basis i.e. in the 3 years immediately prior to the upgrading  
An appointment, or appointments, as an AUM (in addition to any traineeship) will be essential to developing the expertise necessary to become an FIH Grade 1 Umpire Manager.

3.2. FIH Grade 1 Umpire Managers may be appointed to the following types of Tournament (in addition to the ones provided for under Guideline 2.5):

- (a) World League Round 3
- (b) FIH Champions Challenges I
- (c) FIH Junior World Cups
- (d) Youth Olympic Games
- (e) FIH Indoor World Cups
- (f) As an Assistant Umpire Manager (AUM) to:

- Olympic Games
- FIH World Cups
- FIH Champions Trophies
- World League Round 4

NB. FIH Grade 1 Umpire Managers who are close to or who show potential for FIH World Panel may be appointed as UMs to FIH Champions Trophies.

#### **4. FIH World Panel Umpire Manager**

4.1. To be upgraded to this level the Umpire Manager must:

- (a) Have achieved the necessary capabilities and criteria, and therefore a minimum mark of 9.00 in Tournaments as per Guideline 3.2. A clear trend of *consistent* Tournament performances will need to be demonstrated
- (b) Have been appointed as an Umpire Manager or Assistant Umpire Manager to Tournaments on a regular basis i.e. in the 3 years immediately prior to the upgrading
- (c) An appointment, or appointments, as an AUM will be essential to developing the expertise necessary to become an FIH World Panel Umpire Manager

4.2 FIH World Panel Umpire Managers may be appointed to the following types of Tournaments (in addition to the ones provided for under Guideline 3.2):

- (a) Olympics Games
- (b) FIH World Cups
- (c) FIH Champions Trophies
- (d) World League Round 4

#### **5. Inactive Umpire Managers of all grades at Continental and FIH level**

5.1 The position of active Umpire Manager of any grade will cease:

- (a) Upon own request or notification of retirement;
- (b) Upon ceasing to be regularly active as an Umpire Manager at National Association level;
- (c) After four consecutive years without being appointed as an Umpire Manager or Assistant Umpire Manager to any of the Continental or FIH Tournaments indicated in the Guidelines 1.4, 2.5, 3.2 & 4.2
- (d) At the discretion of the Umpiring Committee upon receipt of a report of unacceptable actions/behaviour or poor performance;

5.2 Inactive Umpire Managers will no longer be eligible for appointment to Tournaments by the Continental Federations or FIH. However, a National Association may still re-nominate a non-active Umpire Manager, provided that they are still active at National level. Upon being appointed to an event and achieving the necessary capabilities and criteria, and therefore an appropriate mark, they will returned to the active list

## **6. Career Path of FIH International Umpire Managers**

6.1 The performance of Umpire Managers at Tournaments will be assessed primarily by the Tournament Director, with input from Technical Officers if relevant, the umpiring team and possible input from Team Managers/Coaches. The required capabilities for each Grade of Umpire Manager are as set out below; it will also be necessary to achieve the criteria for each capability (as laid out in the Umpire Manager Mark Sheet)

Written comment on the performance and qualities of the Umpire Manager will be incorporated in the TD Report Form and the Umpire Manager Performance Feedback Form.

6.2 The main capabilities are as follows:

### **POTENTIAL FOR FIH**

- Technical appreciation of the various hockey skills / game strategies evident
- Ability to interact with team management structures (incl. coaches) evident
- Ability to coach umpires to higher level performance evident (advise, correct, encourage ...)
- A good communicator (verbally, in print ...)
- Presentation skills clearly evident
- Organisational skills clearly evident
- A team player within the TECHNICAL OFFICIALS structure
- Ability to use 'high performance' support system positively for analysis (Sportscode, Gamebreaker, Dartfish ...)
- Regularly active as an Umpire Manager or Coach at National level, and available for Continental level
- Commitment to a 'career' in UM to ensure investment by FIH is justified

### **FIH**

- Technical appreciation of the various hockey skills / game strategies at advanced level
- BRIEFING ability, showing understanding of various game strategies / skills
- Ability to manage and build relationships with team management (incl. coaches) structures
- Advanced technical appreciation of the game to 'coach' umpires to better performances
- Leadership skills clearly evident
- Ability to build an umpiring team and create favorable 'work' environment evident
- Ability to manage 'difficult' situations clearly evident (protests, poor umpiring performances ...)
- Organisational skills at advanced levels
- Ability to communicate with umpires effectively pre, during and post events at high level
- Feedback, report writing skills at highest level

### **FIH GRADE 1**

- Technical appreciation of game strategies / skills at very high level

- Ability to develop positive working relationships with team management (incl. coaches) structures
- Respect amongst senior, more experienced group of FIH umpires
- Proven ability and experience to develop / create BRIEFING material
- Leadership ability within TECHNICAL OFFICIALS structures
- Experience in successfully building an umpiring team clearly evident
- Track record of positive working relationships with the more experienced TDs over the years
- Ability to maximise potential in more experienced umpires and help realise potential in less experienced / developing umpires
- Trusted by umpires to be a supporter of the umpiring effort
- Technical appreciation of VIDEO (referrals) at advanced stage

#### **FIH WORLD PANEL**

- Technical appreciation of game strategies / skills
- Proactive in developing co-operative exchanges with team management structures (incl. coaches)
- Leadership and team building qualities to create / maintain required 'work' environment for top performers ...
- Ability to 'coach' and 'counsel' umpires - understanding and respecting individual needs
- Ability to build 'leadership' qualities in umpires within umpiring team structures
- Ability and experience to develop / create BRIEFING material to suit a particular top level event
- Ability to conduct umpiring seminars and workshops on umpiring issues for umpires, UM's and other TECHNICAL OFFICIALS
- Technical appreciation of VIDEO (referrals) at highest level
- Top working relationship with the most senior / experienced TDs in World Hockey
- Ability to work under extreme pressure and take on additional duties / responsibilities often associated with the top level events

- 6.3 The FIH Appointments Committee, based upon the proposals received from the Umpiring Committee, shall appoint Umpire Managers to all Tournaments under FIH jurisdiction. Such appointments will be based upon the published list of FIH Umpire Managers.
- 6.4 This list may be supplemented by the FIH Appointments Committee or Umpiring Committee should they identify a promising official that has not been identified or promoted by a National Association or Continental Federation
- 6.5 All Umpire Manager appointments to Tournaments will be recorded in a database. The performance feedback on Umpire Managers as referred to above, will be used to help determine the career path of individual Umpire Managers
- 6.6 For the purposes of these Grading Guidelines, it should be noted that the final decision regarding all upgradings rests with the Umpiring Committee
- 6.7 The list of FIH Umpire Managers will be updated and posted to the FIH website on a monthly basis