



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## REFEREE-YOUTH

Job Title: **Referee-Youth**  
FLSA Status: Non-Exempt  
Reports to: Sports Director

Job Code:  
Job Grade:  
Revision Date: 05/01/2019

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### POSITION SUMMARY:

Seeking a dynamic and committed Youth Referee to supervise competitive and non-competitive activities and enforce the rules of various sports activities. Creates a safe and positive atmosphere that promotes member safety and engagement in accordance with YMCA policies and procedures. Ensure all activities and events are reflective of the YMCA's mission and promote character values including Caring, Honesty, Respect and Responsibility.

### OUR CULTURE:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

### ESSENTIAL FUNCTIONS:

1. Officiate at sporting events, games, or competitions, to maintain standards of play and to ensure that game rules are observed.
2. Must have good knowledge of all current rules and regulations of the sport hired to referee.
3. Signal participants or other officials to make them aware of infractions or to otherwise regulate play or competition.
4. Maintains effective, positive relationships with the members, participants and other staff.
5. Knows, understands, and consistently applies safety rules, policies and guidelines set forth by the YMCA.
6. Performs equipment checks and ensures appropriate equipment is available as needed.
7. Responsible for the set up and tear down of various equipment needed for activities.

### YMCA COMPETENCIES (LEADER):

*Mission Advancement:* Accepts and demonstrates the Ys values. Demonstrates a desire to serve others and fulfill community needs. Recruits volunteers and builds effective, supportive working relationships with them. Supports fund-raising.



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**Collaboration:** Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Builds rapport and relates well to others. Seeks first to understand the other person’s point of view, and remains calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others.

**Operational Effectiveness:** Makes sound judgments, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better member experience. Establishes goals, clarifies tasks, plans work and actively participates in meetings. Follows budgeting policies and procedures, and reports all financial irregularities immediately. Strives to meet or exceed goals and deliver a high-value experience for members.

**Personal Growth:** Pursues self-development that enhances job performance. Demonstrates an openness to change, and seeks opportunities in the change process. Accurately assesses personal feelings, strengths and limitations and how they impact relationships. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

**QUALIFICATIONS:**

1. Minimum age of 16.
2. CPR, First Aid, AED certifications, Child Abuse Prevention and Sexual Harassment training prior to first day of hire.
3. Previous experience with diverse populations preferred.

**Physical Demands:**

Ability to plan, lead and participate in a range of activities in a variety of outdoor/indoor settings. Outdoor temperatures may exceed 90 degrees.

**I have read and understand this position description and believe I am capable and qualified to handle the position as presented.**

\_\_\_\_\_  
**Applicants Name (printed)**

\_\_\_\_\_  
**Date**

**Signature:** \_\_\_\_\_