

# Guidelines for Selection of National Championship Chiefs & Deputies

These guidelines are intended to help the Regional Coordinators and Referee Committee select qualified referees to lead USRowing National Championship events as either the Chief Referee or the Deputy Chief Referee. As guidelines, we are not looking to “check each box”, rather they represent the breadth of skills and experience that a referee should have in order to lead these high profile events. We believe that attracting high quality Chief Referees will also lead to high quality juries because referees will want to work with these Chiefs.

Quantitative elements are intended to be easily measured and verified. Qualitative elements are more subjective and require more in-depth knowledge of the referee.

## Quantitative

- Minimum of 7 years as an active Referee with a Referee License without a service break of more than 1 year (7 because 5 is typically what it takes to get to full and start to take ownership at regattas)
- Consistently worked registered championship regattas and/or NRRs as part of their annual regattas (Championship regattas are ones that have multiple rounds and the word championship in the regatta name)
- Worked outside of their region at a championship level within 2 years of the regatta they are nominated to deputy or chief.
- Currently be acting as a Chief Referee or Deputy for at least 1 large single day or multi-day regatta (preference given to multi-day regattas) (Large is multi-round with multiple boat classes)
- Named and acted as Chief and/or deputy of at least 1 USRowing Regional Championship or the equivalent within the last 3 years. Other USRowing owned regattas may be considered as a substitute.
- Worked at the regatta that they are to chief within the last 6 years.
- May serve one or more years as a deputy at the championship event prior to becoming the Chief Referee. This is not required for all chief candidates as other regattas may have the size and complexity required (i.e. NCAA Championship, IRA, ACRA, SIRA, SRAA, Dad Vail). This does not count as working the regatta in the previous 4 years.
- Worked a regatta where electronic timing was used and were the Chief Judge dealing with the timing system.
- Worked a regatta where they participated in the weighing of boats
- Worked a regatta where they participated in refereeing a round of racing that was a time trial.
- If the regatta will have adaptive/para events, the Referee should have a general understanding of the needs of those athletes and, preferably, have worked at a regatta with those types of events.

## Qualitative

- Possesses a detailed working knowledge of the rules of racing and referee procedures
- Has a competitor focused values system and balances this with the practical considerations of the event such as control commission, timing, referee workload, length of days, etc.
- Demonstrates exceptional organizational capabilities in the eyes of fellow referees
- Demonstrates an understanding of balancing assignments to maintain the racing schedule.

- Demonstrates an ability to work with a deputy and delegate tasks as needed
- Has an innate understanding of how to deploy very experienced referees to ensure the success of the regatta while providing growth opportunities for other referees to build the next group of "top" referees.
- Demonstrates exceptional communications skills including:
  - Timely communications about the regatta prior to and during the regatta.
  - Clear and consistent communications with coaches and competitors
- Demonstrated ability to run effective referee meetings
- Demonstrated ability to run effective C&C meetings
- Demonstrated ability to work with an LOC to shape the regatta so that it is safe and fair
- Should be "known" to the majority of coordinators (should at least know the name and be able to name a regatta where they have seen this person work)
- Has a positive working relationship with USRowing Events staff that will be the LOC for the event
- Is an example to the referee corps - comes early, stays late, focuses on the needs of the jury
- Observes proper decorum
- Has common sense and can see the "big picture" without unnecessarily focusing on tiny details