



Regional Director of Umpiring (RDU)

Your position description

Reporting to	National Umpire in Chief
Location	Northern, Central, Southern
Team	National Umpiring Staff
Status	Volunteer

Your organisation

Who we are

The Softball New Zealand Umpires are the national convenor of officiating softball in New Zealand. We work with Softball New Zealand and the World Baseball Softball Confederation (WBSC) – Softball Division in the development of the sport by delivering quality and professional umpiring to the softball community.

The Softball New Zealand Umpiring Programme is represented by three regions – Northern, Central and Southern.

The role of the Softball New Zealand Umpires

As the national convenor of officiating we:

- Report on the participation rate of our members
- Report on the growth and development of our membership
- Ensure the tools and resources of the WBSC – Softball Division are readily accessible by our members
- Promote local, regional, national, and international opportunities for our membership and;
- Maintain the highest level of softball officiating throughout New Zealand

Your role

As the Regional Director of Umpiring (RDU) your primary purpose is to establish key relationships with your local association members, through your Umpire in Chiefs (UIC), and drive the growth and development of officiating in your region.

Your leadership is important to the effective running of the national programme. As a leader we encourage you to plan the future of officiating in your region.

Your focus will be to provide sound leadership to ensure your region operates effectively and efficiently and delivers WBSC – Softball Division's officiating world's best practices.

This appointment takes effect at the beginning of the softball calendar year – June 1st and is in place for a two year term.



You will be expected to:	To achieve this you will need to:	As a result, we will see:
<p>Provide sound leadership to ensure your region operates effectively</p>	<ul style="list-style-type: none"> • Help set and communicate the direction of the Softball New Zealand Umpiring Programme • Shape the culture of your region in line with the vision and values of the strategic plan • Provide leading edge thinking to influence and shape officiating in your region • Ensure an ongoing review is set in place for the region to identify issues and minimise any risks 	<ul style="list-style-type: none"> • You walk the talk of our values and behaviours in all you say and do • Our people understand the strategic direction and vision, and their role in achieving it • Your region delivers fit for purpose solutions and services to its members • Issues and risks are mitigated
<p>Provide operational management</p>	<ul style="list-style-type: none"> • Ensure quality development / training programs are delivered that contribute to the strengthening of your members within your region ie regional and local clinics • Submit annual reports to the NUS • Coordinate and administer the Softball New Zealand Umpiring Programme grading frameworks including assessing • Identify issues or risks, - eradicate/negate as appropriate 	<ul style="list-style-type: none"> • Your region meets the agreed needs of training and development and delivers on our core activities • Reporting reflects a true and accurate summation of activities in the region • Grading framework is implemented and meeting the needs of our members • Continuous review and improvement throughout all elements of your role
<p>Communicate effectively</p>	<ul style="list-style-type: none"> • Communicate ideas and information to different audiences in plain English. • Communicate clearly and concisely in all written and oral communications. • Share information and knowledge with others in a proactive, timely way that fits the purpose. 	<ul style="list-style-type: none"> • You are understood by our community in both written and oral communication. • You write clearly and concisely • You communicate with your peers and national staff heads regularly.



How you do it

Leadership Behaviour	
Role Specific Behaviours	You will need to:
Planning and organisation	<ul style="list-style-type: none"> • Demonstrate the ability to prioritise, plan, delegate, and co-ordinate the actions of self & others to achieve required objectives.
Communication	<ul style="list-style-type: none"> • Show you have the ability to clearly and confidently express and present ideas and information to individuals and/or groups.
Team building	<ul style="list-style-type: none"> • Demonstrate the ability to work harmoniously and effectively with others. • Build strong, high performing teams
Interpersonal skills	<ul style="list-style-type: none"> • Be open and honest and establish good rapport with people with whom you interact. • Be able to work effectively as a compatible member of the NUS.
Achievement drive	<ul style="list-style-type: none"> • Maintain a genuine desire to participate in the ongoing development of the sport of softball.
Knowledge	
Qualification	<ul style="list-style-type: none"> • WBSC – SD (ISF) qualification preferred but not essential
Knowledge and experience	<ul style="list-style-type: none"> • Have a minimum of five years softball umpiring experience • Be an SNZ umpiring badge holder with a minimum of level five grading • Have excellent communication skills – particularly oral and written - able to clearly express views in a variety of ways, adapt style to meet the needs of the audience and convince others to accept ideas/strategies. • Have excellent relationship management skills – able to establish, build and maintain effective working relationships. • Consistently demonstrate sound judgement and is pragmatic, adaptable, open-minded, and has a forward thinking style.
Recruitment and Appointment Process	
	<ul style="list-style-type: none"> • Applicants will be considered on merit and geographic location • Applicants will be considered by a Panel made up of members from the NUS group and the SNZ CEO (or delegate). • SNZ CEO will appoint three regional positions - Northern, Central and Southern.
	<ul style="list-style-type: none"> • On recommendation of the NUS an additional RDU at large may be appointed by the SNZ CEO. • Regional boundaries will be set by the NUS and may vary from time to time. • The NUS will set the responsibilities of the RDU at large.
Position Description Created and Review Dates	
Document Created by:	Wiremu Tamaki, National Umpire in Chief – June 2017
Next review date:	June 2018 - to coincide with the annual national umpiring staff meeting.