



JOB DESCRIPTION

Job Title: Youth Sports Referee

FLSA Type: Non-Exempt
Department: Sports

Reports to: Branch Director

GENERAL FUNCTION

Provides refereeing for Youth Sports games with participants from 3-4 year olds to 6th grade. Provides supervision of the whole site experience for players, coaches, and spectators. Develops connections among YMCA members and staff, resulting in development of friendships and YMCA advocates and volunteers. Maintains and organizes equipment and makes certain game site is left cleaner than they were found. Provides a point of contact for parents, program participants and members and performs retention activities.

ENTRY REQUIREMENTS AND TRAINING

- Must be 16 years of age or older.
- Must be able to engage strangers in conversations and make all people feel welcome.
- Ability to make friends with people from all walks of life.
- Have an understanding of the rules of sport and experience playing specific sport or on an organized team.
- Possess the ability to work with varying ages and to manage large groups.
- Needs to have knowledge of current fitness issues/trends.
- Ability to respond to safety and emergency situations.
- Strong interpersonal and communication skills.
- Ability to listen and discern members & guests wants needs and interests.
- Listen First Training.* *within 30 days of employment or first available training.
- Current First Aid certification, CPR.* *within 30 days of employment or first available training.

PRINCIPAL ACTIVITIES

Membership/Participant Engagement

- Actively performs with a "kid first" philosophy.
- Introduces him/herself to the coaches and players prior to each game.
- Gives the site intro to spectators and makes appropriate announcements prior to each game.
- Learns coach and player's names and uses them frequently.
- Introduces players to other players and staff.
- Compliments and encourage players & fans regularly. Gives appropriate positive feedback.
- Invites players to participate in other YMCA programs by cross promoting when appropriate.
- Educates fans and participants about the Partner with Youth Scholarship Campaign.
- Promotes the YMCA mission and philosophy in all interactions.



Sportsmanship Education

- Monitors players/coaches for proper positions and intensity levels and instructs players on correct positions and body alignment to prevent injuries, by explaining and demonstrating the correct and safe way to perform all exercises to members.
- Actively solicits feedback and makes suggestions to help players develop age appropriate skills and to help parents positive support all players.
- Follows up with players, coaches, & parents and ensures that needs are met.
- Role models and teaches the 4 core values – caring, honesty, respect, responsibility
- Creates an atmosphere of fun by engaging parents/fans as more than just spectators
- Corrects unsafe and contra-indicated exercises where necessary.
- Enforces YMCA policies and guidelines
- Responds to safety and emergency situations.
- Follows notification chain when equipment is broken or in need of repair or replacement.
- Solicit feedback of program through program surveys and participant/ parent feedback and relays all messages to supervisor.
- Records all accident/incident reports and participant statistics etc., as required by supervisor, and react immediately to member/participant comments/concerns

Gym/Field & Game Management

- Ensures that all pieces of equipment are prepped and ready for game.
- Validates the roster for each team and ensures that each player gets equal playing time.
- Manages the flow of the game by providing excellent, age/skill level appropriate refereeing in a professional manner.
- Manages the atmosphere at the site by engaging the crowd and defusing situations and behaviors before they escalate into conflicts.
- Ensures that the site is clean, organized, and safe prior to game start and leaves site in better condition than it was found.

WORKING CONDITIONS

- The physical ability to stand, run and walk for extensive periods of time, as well as the ability to lift up to 50 pounds.
- Ability to work irregular work hours including nights & weekends.
- Visual and auditory ability to respond to critical incidents and physical ability to act swiftly in emergency situations.
- Ability to interact with a diversity of people and various levels of personnel.
- Ability to handle multiple tasks simultaneously.

This job description may not be all inclusive and employees are expected to perform all other duties as assigned and directed by management. Job descriptions and duties may be modified when deemed appropriate by management.

Employee Signature: _____ Date: _____

Supervisors Signature: _____ Date: _____