



Progress the game, so everyone can share in its heritage and possibilities.

Role	Women in Umpiring Scholarship
Reporting to	Regional Umpire Association & AFL Tasmania
Location	North West, North, South

Position Overview

In alignment with the [AFL Women's Football Vision 2021-2030](#) of progressing women and girls involvement in football, with the intention of equal participation and inclusive environments, the AFL are offering Women in Umpiring Scholarship.

Recipients will gain opportunities to progress as leaders in the Tasmanian football landscape and while supporting new and emerging women and girls to explore umpiring.

Recipients will provide direct support to the regional Umpire Association and its members/stakeholders as well as assist AFL Tasmania to deliver on Women & Girls specific initiatives, including recruitment, retention and development of women and girls through umpiring.

Women in Umpiring Scholarships aim to encourage greater gender equity and opportunity through umpiring in their region by:

1. Delivering recruitment programs and development opportunities to women and girls
2. Increasing visibility and representation of Women & Girls in the umpiring association
3. Support new umpire recruits during their transition into the umpiring association
4. Be a voice for Women & Girls and liaise between participants and the association committee, to raise any concerns and/or opportunities
5. Connecting with other scholarship holders from around the state, sharing ideas and information
6. Improving the experience and retention of Women & Girls through all roles in umpiring by engaging individuals in initiatives and providing feedback

Recipients will receive learning and professional development opportunities throughout the year.

Key Relationships

Direct reports:

- Matt Phillips – Umpire Recruitment & Retention Lead (AFL Tasmania)
- Amy Bailey – Women & Girls Community Football Lead (AFL Tasmania)



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Other key relationships

- Regional Umpire Association Committee Members
- AFL Tasmania staff
- Umpires
- Umpire Coaches
- Schools and Students

Job Profile

- Assist AFL Tasmania in supporting Umpire Association/s through the AFL's Inclusive Umpire Clubs Program, specifically to follow up and deliver on their Action Plan
- Support AFL Tasmania staff in the delivery of Women & Girls School Programs
- Support and assist AFL Tasmania in the delivery of other Women & Girls inclusion/diversity initiatives, working closely with AFL Tasmania's Women & Girls Community Football Lead Amy Bailey

Act on behalf of their Umpire Association in the following roles:

- Women & Girls Umpire Liaison Officer
- Women & Girls Mentorship Facilitator
 - Coordinate AFLW Match Day Experience

Undertake a variety of PD opportunities, including but not limited to:

- Foundation level or equivalent, Umpire Coach Accreditation
- AFL Tasmania Women in Leadership Program
- Access to other AFL learning/development opportunities
- Exposure to aspects of the AFL/W behind-the-scenes (e.g. Game Day, The ARC, etc.)
- Mentoring in a specified area of interest (i.e. umpiring, coaching, administration, leadership, etc.)

Time requirements/allocation to fulfill the role will be varied and subject to the rollout of specific initiatives. Outside of pre-determined weekend events, weekly commitments may range from 2-3 hours max. at heightened periods during the recruitment phase, down to minimal or no weekly allocation during or out of season.



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Funding Allocation

AFL Tasmania will provide a funding grant to the successful recipients to the value of \$2,000 per recipient, to be paid via honorarium, in addition to providing Professional Development and covering any/all associated costs.

Core Competencies

The successful Women in Umpiring Scholarship holder/s should demonstrate the following:

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- Experience as a leader (either formal or informal) A passion for further self-development and an interest in progressing as a leader in AFL
- Be supported by the Regional Umpire Association to take on this position
- The ability to attend training sessions regularly and be a point of contact and support Women & Girls in umpiring
- Be comfortable meeting with Umpire Association Leadership, Coaches and Committee
- Empathy and the ability to build strong relationships built on trust
- Ability to deliver programs and initiatives during evenings and weekends

Desirable

- Previous involvement in umpiring and understanding of the industry



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