

PERFORMANCE REFEREE DEVELOPER - RECRUITMENT PACK



Who We Are

Some space. A ball. Your mates. A game.
Your team. A competition. Maybe a trophy or two.
Work hard. Develop skills. Get selected. Represent your nation.
Volunteer time. Pick up a whistle. Make a difference.
We are England Touch. Pick up a ball and play!

The England Touch Association (ETA) is a National Governing Body (NGB) for the sport of Touch (also referred to as Touch Rugby or Touch Football) in England. We are Sport England recognised and affiliated to the global governing body of Touch, the Federation of International Touch (FIT). The ETA has evolved from a committee of volunteers into a not-for-profit company limited by guarantee with an accountable board of Directors, a Senior Executive, a developing paid workforce of employees and an extremely loyal base of volunteers.

Our Vision

Our Purpose is to govern the sport of Touch.

Our Vision is to grow a more accessible, inclusive and enjoyable game, which delivers positive outcomes for physical, mental and social well-being.

Our Vision is achieved by:

- Growing the Game (increasing participation in playing, coaching, refereeing and volunteering)
- Developing the Sport (governing and developing participation from grassroots to elite level)
- Evolving as an organisation (expanding our infrastructure with a strong focus on Equity, Diversity and Inclusivity, as well as ensuring that Sustainability is also at the forefront of our thinking)

Our Vision is delivered through:

- Education (schools, colleges, universities and our educational courses and qualifications)
- Clubs (supporting club activity and engagement at all levels within our game)
- Competition (creating inclusive, diverse and accessible offers across wide ranging demographics)

PERFORMANCE REFEREE DEVELOPER - RECRUITMENT PACK



Why Do We Need You?

The Performance Referee Developer is responsible for leading the training, performance support, and ongoing development of the England Touch Association's (ETA) highest-level referees (Level 4 and Level 5). Reporting to the Head of Referee Development, this role ensures that Performance referees are prepared to officiate at the highest levels of the domestic and international game.

The post holder will design and deliver a structured Performance development programme delivered both virtually and at High Performance (HP) Camps, aligning with the Federation of International Touch (FIT) referee framework. This includes in-game analysis, collaborative workshops with coaches and players, physical preparation guidance, and wellbeing support to optimise performance at major tournaments, including events such as the European Touch Championships and the Touch World Cup.

Above all, the Performance Referee Developer fosters a high-performance, positive, and inclusive culture among Performance referees, promoting excellence, welfare, accountability, and continuous improvement at the top end of the referee pathway

Role Details

Department	Pathways & Performance
Supported by	Head of Referee Development
Supporting	Liaises with the National Referee Committee, Referee Coaches and Federation of International Touch (FIT) Officials.
Hours	Approx 2-4 hours / week
Key Activity Periods	N/A (All Year): Annual planning, training delivery, CPD workshops, end of season reviews
Role Duration	As desired.
Expenses	Pre-approved and allowable expenses (travel, accommodation, etc) will be reimbursed upon completion of the standard expenses form to Finance
Location	Work from home and various other locations as required - no requirement to attend Tournament Days or HP Camps, although this is desired

PERFORMANCE REFEREE DEVELOPER - RECRUITMENT PACK



What You'll Do

1. Programme Leadership

- a. Support the Performance referee development programme (Level 4 and 5) alongside the Head of Referee Development, aligned with the ETA's performance objectives.
- b. Deliver initiatives that grow and improve the standard of officiating at the highest level of the sport.
- c. Ensure alignment with the Federation of International Touch (FIT) referee framework.
- d. Work closely with the Head of Referee Development to support strategic planning and international preparation cycles.

2. Performance Training & Development

- a. Design and implement a blended development programme (virtual and in-person). Monitor the programme's success over time and manage continuous improvements, where required.
- b. Upskill a team of people to collaborate and successfully deliver this programme, ensuring that knowledge is successfully shared, and training outputs are of good quality.
- c. Coordinate workshops involving coaches and players to enhance game understanding and decision-making
- d. Facilitate structured in-game analysis, feedback sessions, and performance review processes.

3. Performance & International Preparation

- a. Prepare referees for domestic Performance appointments and international events.
- b. Support physical preparation in collaboration with appropriate specialists to ensure referees meet performance demands - in partnership with the Performance Support Services team (e.g. Strength & Conditioning Lead).
- c. Promote mental wellbeing and resilience strategies in preparation for high-pressure tournaments - in partnership with the Performance Support Services team (e.g. Performance Psychologists).
- d. Contribute to selection discussions and readiness assessments for major events.

4. HP Camp Delivery & Collaboration

- a. In partnership with the HP Camp Referee Coordinator, facilitate liaison between Performance referees and HP coaches to support analysis, feedback, and focus groups and ensure referees feel supported, challenged, and appropriately stretched within the HP environment.

5. Community & Culture

- a. Foster a positive and inclusive community for referees across all levels.
- b. Promote referee welfare, recognition, and retention strategies.

PERFORMANCE REFEREE DEVELOPER - RECRUITMENT PACK



- c. Represent referee interests within ETA committees and working groups.
- d. Where required, collaborate with Referee Development Leads from FIT / other NGBs to support the development of referees across Europe, and to ensure alignment with international referee standards.

Who You Are

Essential Qualifications, Skills & Experience

- Accreditation: Recognised accreditation as a Touch referee (FIT Level 4 minimum preferred) AND recognised accreditation as a Touch referee assessor (FIT Level 3 minimum preferred.)
- Touch Refereeing Experience: Significant experience officiating and mentoring within Touch, including domestic and international tournaments.
- Referee Development: Proven track record in referee development, education, or coaching.
- Leadership: Strong leadership skills and the ability to motivate others within the refereeing community.
- Organisation: Strong organisational skills and attention to detail.
- Communication: Excellent verbal and written communication and interpersonal skills.

Desirable Skills & Experience

- Coaching: Experience in delivering training and coaching to wide and varied groups of individuals
- NGB Experience: Familiarity with the structure and goals of National Governing Bodies (NGBs).
- Information Technology (IT) Skills: Experience in digital learning tools, referee performance software, or data management.
- Connections: Links to the European or International referee community.
- Referee Coaching Mentoring: Background in coach/referee education or mentoring.

Key Attributes

- Passion for officiating and the role of referees in Touch.
- Committed to upholding and improving referee standards at all levels.
- Approachable, supportive, and collaborative leadership style.
- Ability to inspire and mentor referees of all experience levels.
- Able to travel and to attend key domestic and international events when required.
- Commitment to the ETA's values: inclusivity, transparency, ambition, unity and respect.

Note - a DBS is not required for this role as we do not envisage working with or having access to the data of youth / vulnerable participants. If this changes over time, we will review the DBS requirement.

PERFORMANCE REFEREE DEVELOPER - RECRUITMENT PACK



What Can We Offer You

- Opportunity to utilise and develop your portfolio of skills and experience.
- Gain valuable hands-on experience in an NGB, which is also a sporting not-for-profit organisation.
- Training and development opportunities (induction, role-specific training, workforce development training, internal IT systems training, CPD courses and conferences).
- *#OneEngland* Workforce Induction Pack, on-boarding session with Line Manager and access to an ETA email address and shared Google Drive.
- Inclusion in the *#OneEngland* Workforce Recognition Scheme (as agreed by the sub-committee of the Board).
- Membership of the ETA (including access to discounts, savings and offers (e.g. AON Plus Scheme): <https://www.EnglandTouch.org.uk/play/membership/benefits/>)
- One England Workforce Kit Allowance

Our Commitment to Equity, Diversity & Inclusion

At England Touch, everyone is welcome!

You don't have to be sporty to be part of our community. What matters to us is that we have talented, enthusiastic and experienced people working with us who can help deliver our strategic outcomes.

Our dedication to inclusivity means that we actively welcome and support differences regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity.

We recognise that the diversity of our people is a source of strength and are taking positive steps to ensure that everyone involved in our game can bring their full selves, own unique experiences and perspectives. Together we can ensure that England Touch remains a welcoming and inclusive community for all!

If you need reasonable adjustments made to the recruitment process, please mention this during your application so we can advise and support you.

Note: All employees and volunteers hold a duty and commitment to observing ETA's [Equality, Diversity & Inclusion Policy](#) and procedures at all times.

PERFORMANCE REFEREE DEVELOPER - RECRUITMENT PACK



Our Values

<p>We are Inclusive</p> <p>We are committed to making our sport accessible to all by actively promoting and providing opportunities for widespread participation</p>	<p>We are Transparent</p> <p>Transparency underpins our sport. We prioritise openness, ethics and the highest standards on and off the field, through honesty, integrity and fair play</p>	<p>We are Ambitious</p> <p>We are driven to succeed in our sport. We will not limit our goals or imagination and aim for ambitious goals, pushing boundaries ourselves and the game</p>
<p>We are United</p> <p>Success in our sport is achieved by working together. We inspire unity and collaboration, operating as one team, with common goals and shared values</p>	<p>We are Respectful</p> <p>This is the basis of our sport. We promote respect for players, coaches, referees, volunteers and all others involved in our game at every level</p>	<p>We are England Touch</p> 

Ready to apply?

Alongside this recruitment pack is information about tournament dates - please ensure you check them and confirm you're able to attend.

Please complete the application form, [here](#). We will offer interviews as soon as suitable candidates are identified - and we will close applications once a suitable appointee has been selected. Please ensure you submit your application quickly, to ensure you don't miss your opportunity to apply.

For more information, contact: Jack Harris, Head of Referee Development
(jack.harris@englandtouch.org.uk)

England Touch Association:

% ST Accountancy Limited, 8 Clappentail Park, Lyme Regis, DT7 3NB

w: www.Englandtouch.org.uk

Instagram / Facebook / X: @Englandtouch

LinkedIn: www.linkedin.com/company/Englandtouch