



# IT0 and NT0 Selection Policy

Version 2



# World Bowls Selection Policy

## International and National Technical Officials

### Legend of Terms & Acronyms

- Tier 1 Events - Commonwealth Games & World Bowls Championships
- Tier 2 Events – All other World Bowls Events – e.g. World Singles Champion of Champions, World Junior under 25 Championships, World Bowls Challenge.
- Tier 3 Events – All other International events governed and sanctioned by World Bowls
- TD – World Bowls Technical Delegate
- CTO – Chief Technical Official
- DCTO – Deputy to Chief Technical Official
- ITO – International Technical Official
- NTO – National Technical Official
- MNA – Member National Authority

### World Bowls Policy

#### Tier 1 Events

The appointment of World Bowls accredited International Technical Officials (ITOs) will be mandatory at the World Bowls Championships and Commonwealth Games.

The mix of ITOs from within the host country / region and outside the host country / region will be determined on an event by event basis and be specified on the relevant application form.

The guiding principle for appointment is to ensure that the ITO's appointed to Tier 1 events are the best of the ITO's applying based on the knowledge, experience and competencies outlined in this document.

#### Tier 2 Events

A mix of ITOs and NTOs will be appointed by World Bowls for all other International events - eg World Singles Championships, World Junior under 25 Championships, World Bowls Challenge.

The mix of ITOs and NTOs from within the host country / region and outside the host country / region will be determined on an event by event basis and be specified on the relevant application form.

#### Tier 3 Events

A mix of ITOs and NTOs will be appointed by the Host MNA at other International events governed and sanctioned by World Bowls.

## Chief Technical Official & Deputies

The Selection of the Chief Technical Official (CTO) and Deputies (DCTO) for events will be as follows:

### Tier 1 Events

- World Bowls Championships – The World Bowls appointed Technical Delegate will appoint a World Bowls ITO Assessment Supervisor as the CTO and, in consultation with the CTO, the DCTO(s).
- Commonwealth Games – The World Bowls appointed Technical Delegate in consultation with the Organising Committee will appoint a World Bowls ITO Assessment Supervisor as the CTO and, in consultation with the CTO, the DCTO(s).

### Tier 2 Events

- The World Bowls appointed Technical Delegate will appoint a World Bowls ITO Assessment Supervisor as the CTO and, in consultation with the CTO, the DCTO(s)

### Tier 3 Events

- The MNA of the host country / region / governing body will appoint a CTO and ITO's for the management of the event.

The CTO will not be included on the officiating schedule. DCTO's will be included on the officiating schedule.

## Selection of ITO's

- The selection process for Tier 1 and Tier 2 Events will be managed by World Bowls. World Bowls will request applications from all accredited ITOs.
- The final selection of ITOs to officiate at Commonwealth Games will be undertaken by a Selection Panel comprising the World Bowls appointed Technical Delegate in consultation with the appointed CTO and the Organising Committee for the event.
- The final selection of ITOs to officiate at World Bowls Championships will be undertaken by a Selection Panel comprising the World Bowls appointed Technical Delegate in consultation with the appointed CTO.
- The selection process for Tier 2 Events will be undertaken by a Selection Panel comprising the World Bowls Technical Delegate in consultation with the appointed CTO and the MNA of the host country / region.
- The selection process for Tier 3 Events will be undertaken by a Selection Panel comprising the MNA of the host country / region / governing body.

## ITO Selection Criteria

- All applicants for consideration of appointment at an event must have the following minimum qualifications:
  - For Tier 1 Events have a current ITO qualification.
  - For all Tier 2 and Tier 3 Events must have a current ITO qualification or a recognised NTO current qualification.
- In making appointments the Selection Panel will ensure the following principles are adhered to:

- All appointees have suitable qualifications.
- There is a geographic spread of those from outside the host country / region.
- There is a mix of male and female appointees in accordance with event policies for example the Commonwealth Games Federation.
- The Selection Panel may also take the following factors into consideration:
  - Duration of the event (number of days).
  - Number of sessions per day (e.g. consideration of required fitness levels).
  - Projected weather conditions (e.g. extremes of heat).
  - Assessment ratings obtained from previous events.
- It is also expected that appointees will meet or exceed the following competencies:

| <b>Knowledge &amp; Specialist Skills</b>   | <b>Communication</b>   |
|--|--|
| <ul style="list-style-type: none"> <li>● Demonstrate knowledge of official sport laws, regulations, protocols and competition operational procedures.</li> <li>● Have demonstrated competency and performed efficiently in a similar role at previous major events.</li> </ul>   | <ul style="list-style-type: none"> <li>● Apply a range of communication strategies to develop effective partnerships, minimise conflict and deal with disputes effectively.</li> <li>● Be able to relate and communicate appropriately with international athletes.</li> <li>● Be competent in use of the English language.</li> </ul>                   |
| <b>Teamwork</b>  | <b>Deliver Results</b>   |
| <ul style="list-style-type: none"> <li>● Display professionalism, integrity and ethical conduct in their role as an official.</li> <li>● Be able to work collaboratively in a team orientated environment with other officials.</li> <li>● Be able to accept instructions and respond appropriately to the direction of the IF TD and those involved in competition management and delivery</li> </ul> | <ul style="list-style-type: none"> <li>● Have physical fitness appropriate to the requirements of the role</li> <li>● Demonstrate the ability to interpret data and perform efficiently in an environment with technical equipment and personnel</li> <li>● Be able to react quickly to changing circumstances in a high pressure environment</li> </ul> |

The selection process has both objective and subjective elements. It is at the discretion of the Selection Panel as to who they confer with when assessing the suitability of applicants for appointment. Examples of this include conversations with the CTO from previous events and conversations with applicants' MNAs and Umpiring Bodies. After appointment all those appointed will be required to commit to and adhere to the following event requirements:

- Must be available to officiate between the start times and end times of each session as determined by the competition schedule.
- Be subject to the event Organiser's arrival and departure guidelines.
- Be required to attend venue familiarisation training and technical rehearsals immediately prior to the start of the event.

- When uniforms meeting the needs of the competition are provided, they must be worn when on duty.

### ITO / NTO Expenses

The level of expenses paid to an ITO will be dependent on each event organising committee and will be detailed on the application form for each event.

### Working Assessments

- All ITO's must expect to be assessed whilst carrying out their duties during an event.
- The assessment will be carried out under the management of the CTO and by the DCTOs.
- The assessment criteria are defined by the World Bowls Accreditation procedures and the above competencies.

### Incidents of below standard performance by ITOs/NTOs during events

- Any incident of below standard performance (behaviour or green craft) either observed by or brought to the attention of the CTO or DCTOs during an event will be discussed with the ITO/NTO at the completion of the game in which it was observed, and action agreed to prevent a repetition.

### Event Reports

- The CTO for all Tier 1 and Tier 2 World Bowls events is required to produce a report at the completion of each event assessing the general performance of the Technical Officials and making recommendations for change in any area they think appropriate.
- An assessment report of the performance of each ITO will be completed.
- The report and the assessment information are to be sent to the appointed Technical Delegate and copied to World Bowls.
- The individual reports will be circulated to each ITO post-event after which the ITO may provide a response to the feedback given.
- The ITO assessment report will be treated as confidential to World Bowls and the Selection Panel of future events but it needs to contain the following:
  - Name of ITO.
  - How they performed their duties with a short narrative against criteria.
  - Rating over a scale of 1-5, with 1 being well below standard and 5 of well above standard. Ratings will be against each criterion and as a total rating.
  - Any significant performance deficiencies in carrying out their duties and in being part of a team.