



World Bowls Selection Policy International and Technical Officials





Selection Policy

International and National Technical Officials

Preamble

The following policy has been prepared to provide detail on the selection of Technical Officials for World Bowls events. The policy is approved by the World Bowls Board and implemented by the Chief Executive Officer.

Definitions

- **Tier 1 Events**
 - Commonwealth Games
 - World Bowls Championships
 - World Cup
 - World Bowls Series (WBS) Finals
- **Tier 2 Events**
 - World Singles Champion of Champions
 - World Bowls Indoor Championships
 - World Junior Championships
 - World Bowls Masters Singles.
 - All other World Bowls Events
- **Tier 3 Events**
 - Regional Bowls Championships
 - African States
 - Asian Lawn Bowls Championship
 - Oceania Challenge
 - Americas Challenge
 - European Championships
 - All other international events governed or sanctioned by World Bowls.
- **TD** – World Bowls Technical Delegate
- **CTO** – Chief Technical Official
- **DCTO** – Deputy Chief Technical Official
- **ITO** – International Technical Official
- **ITO Assessment Supervisor** – Member of World Bowls Laws Advisory Group
- **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 these events and determined by World Bowls.

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 ITOs appointed to Tier 1 events are the best of the ITOs applying based on the knowledge, experience and competencies outlined in this document.

Tier 2 Events

The appointment of World Bowls accredited International Technical Officials (ITOs) will be mandatory for Umpiring at Tier 2 events as detailed in the Terms above.

ITOs and/or NTOs will be appointed for marking singles matches at Tier 2 events.

ITOs for Umpiring and a mix of ITOs/NTOs for marking, will be appointed by World Bowls, in collaboration with host national authorities at Tier 2 events governed or sanctioned by World Bowls.

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 Controlling Body of the event, in collaboration with host national authorities, for all officiating at Tier 3 events governed or sanctioned by World Bowls.

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.

Chief Technical Official & Deputies

The Selection of the Chief Technical Official (CTO) and Deputies (DCTO) for events will be made by the World Bowls Technical Delegate in consultation with the World Bowls CEO and will be as follows:

Tier 1 Events

- World Bowls Championships and 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).
- World Cup - 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).
- WBS Finals - 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 2 Events

- The World Bowls appointed Technical Delegate will appoint a World Bowls ITO Assessment Supervisor, where possible, as the CTO, otherwise, in consultation with the host national authority an experienced ITO. DCTO(s) will be appointed by the CTO where necessary.

Tier 3 Events

- The Controlling Body of the event, in consultation with the host national authority will appoint an experienced ITO as the CTO and, in consultation with the CTO, the DCTO(s) where necessary



The CTO will not be included on the officiating schedule in Tier 1 events but maybe included in Tiers 2 & 3. DCTO's will be included on the officiating schedule across all Tier events.

Selection of ITO's

- The selection process for Tier 1 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, World Bowls Championships, World Cup and WBS Finals will be undertaken by a Selection Panel comprising the World Bowls CEO, the appointed Technical Delegate in consultation with the appointed CTO and a representative of the Organising Committee for the event.
- 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 must 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 and current 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:

Knowledge & Specialist Skills	Communication
<ul style="list-style-type: none"> • Demonstrate knowledge of official sport laws, regulations, protocols and competition operational procedures. 	<ul style="list-style-type: none"> • Apply a range of communication strategies to develop effective partnerships, minimise conflict and deal with disputes effectively.



<ul style="list-style-type: none"> • Have demonstrated competency and performed efficiently in a similar role at previous major events. 	<ul style="list-style-type: none"> • Be able to relate and communicate appropriately with international athletes. • Be competent in use of the English language.
Teamwork	Deliver Results
<ul style="list-style-type: none"> • Display professionalism, integrity and ethical conduct in their role as an official. • Be able to work collaboratively in a team orientated environment with other officials. • Be able to accept instructions and respond appropriately to the direction of the TD and those involved in competition management and delivery 	<ul style="list-style-type: none"> • Have physical fitness and ability appropriate to the requirements of the role • Demonstrate the ability to interpret data and perform efficiently in an environment with technical equipment and personnel • Be able to react quickly to changing circumstances in a high-pressure environment

The selection process will include both objective and subjective elements. When assessing the suitability of applicants for appointment, the selection panel may confer with the CTO from previous events and consult with applicants' MNAs and Umpiring Bodies. After appointment, 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.
- Wear the ITO uniform or the uniform that is provided by the host organising committee during the competition.

ITO / NTO Expenses

The amount and 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 may be assessed whilst carrying out their duties during a Tier 1 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. A written report will be provided to the ITO/NTO to outline the agreed actions to improve performance.

Event Reports

- The CTO for all Tier 1 World Bowls events will 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 needs to contain the following:
 - Name of ITO.
 - How they performed their duties with a short narrative against criteria.
 - Rating over a scale of 1-3, with 1 being below standard and 3 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.

More Information

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Approved by the World Bowls Board.

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