



Softball Australia

International Umpire Selection Process and Development Pathway

Overview

The following information sets out the selection process for International Events.

Dependant on accreditation requirements; umpires of Level 6+ accreditation and/or WBSC Certification, are invited to submit written applications for appointment, including a resume, activity diary and experience.

As a guide to the fitness requirement for international selection, the WBSC Fitness Technical Bulletin – 2018 Bulletin #5 – is referenced.

Softball Australia Technical Project Coordinator (TPC) is responsible for establishing an independent selection panel of three (3) people, plus the TPC for the umpire appointment for each event.

Event applicants are excluded from the selection panel, and also excluded from giving advice or direction to the panel.

Umpire Appointments are based on:

- Application submitted
- National Appraisal Reports
- International Reports
- TCU Reports
- Outcomes from the Rating Matrix
- Panel review

Selecting From Applicants

- All written applications are sent to Softball Australia and the panel for review
- Applicants are assessed using a selection matrix, rating both on and off field aspects (refer to sample Rating Matrix below)
- Individual Panel members rank each applicant against their tournament selection/s and send their findings to Softball Australia TPC
- All panel members ratings are merged into one matrix
- The matrix is then analysed for overall scores by the panel
- National and international on and off diamond reports are reviewed by the panel
- Panel discussion takes place around international exposure for development, level of performance, fitness, attitude, leading, mentoring, both on and off diamond, considering the tournament level and suitability.
- Applicants are rated against Softball Australia's Umpire Pathway (see below).
- Based on the outcome of the review, interviews are carried out only if:
 - the interviews will assist in the development of the umpire's application and experience
 - rankings are not clearly visible
 - the umpire has not been interviewed previously or within the last 2 years
 - the umpire has been frequently assessed and debriefed

Approval and Notification Process

1. Final rankings by the panel are sent to the Softball Australia Chief Operating Officer for approval.
2. Approved rankings are sent to WBSC Softball Division, if applicable.
3. WBSC may select from the Softball Australia nominations or choose from the WBSC active umpires list for the level of competition, for any World Cup, Qualifier or International event, if applicable
4. WBSC also reserve the right to appoint any number of umpires from any federation.
5. Softball Australia notifies by email, shortlisted umpires and umpires who did not make the shortlist.
6. WBSC Softball Division notifies Softball Australia of selected umpires, if applicable.
7. Softball Australia notifies successful and unsuccessful umpires for WBSC tournaments and/or international events.

Development Pathway

Non-WBSC Certified Umpires

(Level 6, Level 5 by appointment or WBSC Umpires initial development)

1. On-shore International Events i.e. International Challenges, Tri-Nations Tournaments, Trans-Tasman Tournaments, Japan Cup, European Exchanges, New Zealand Exchanges, Canadian Championships etc.

WBSC Certified Umpires

Although not mandatory, umpires are encouraged to follow the order of tournaments as listed below when submitting applications. Some umpires need the development at lower levels while some umpires develop very quickly.

1. WBSC Certified International Tournaments: Canada Cup, USA International Cup, etc.
2. WBSC U12 or U15 World Cup
3. WBSC Junior Women's World Cup
4. WBSC Junior Men's World Cup
5. WBSC Women's U23 World Cup
6. WBSC Men's U23 World Cup
7. WBSC Women's World Championship
8. WBSC Men's World Championship
9. Olympic Qualifiers
10. Olympic Games

Providing there are suitable umpires applying, Softball Australia would look to appoint umpires up to and including Junior tournaments on a one-off basis.

For Open Tournaments, the best applicants will be selected irrespective of the number of tournaments they have attended. This fosters continual improvement for all umpires striving to be their best and rewards umpires for a high level of performance, fitness, attitude, leading, mentoring, both on and off diamond.

If the rating of umpires to an international event cannot be split on points or ranking, then the umpire who has not attended the tournament may be selected.

Note: At WBSC level the importance of gender balance can lead selection of a lower ranked Softball Australia candidate.



MATRIX Example

Here below is an example of the selection matrix:

	Criteria	NAME	NAME	NAME	NAME	NAME	NAME	NAME	NAME	NAME	NAME	NAME	NAME	NAME	NAME	NAME	NAME	Source
1 Mandatory																		
1.1	Level 6 National Umpire accreditation/WBSC accredited (as applicable)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	UIC
1.2	Current theory pass of 90 or more on the Australian Rules Assessment	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	UIC
1.3	Current theory pass of 85 or more on the WBSC Rules Assessment (World Cup, Qualifier, or Olympics)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	UIC-WBSC
1.4	Is a current member of the Softball Australia International Umpire Development Program (if applicable)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	UIC
1.5	Attended at least one of the last two national championships	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	UIC
1.6	Has received a positive practical report for each national championship attended	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	UIC
1.7	Must hold Level 6 for a minimum of 12 months before being considered for selection for WBSC-SD international certification (if applicable)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	UIC
2 Essential																		
2.1	Has submitted a current development plan or detailed application	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	UIC- DEV
2.2	Ability to represent Softball Australia and promote the Australian Umpire Program	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Selector
2.3	Potential / capacity for development/learning/improvement	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Selector
2.4	Demonstrated ability to actively support the umpire programme	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Selector
2.5	Stage of development that an appointment would be the next level of development	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Selector
2.6	Adaptable and flexible	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Selector
2.7	Interpersonal skills	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Selector
2.8	Demonstrated behaviours' that are mature and socially acceptable	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Selector
2.9	Completes allocated projects successfully and on time	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	UIC- DEV

3 Desirable																
3.1	Participates in State training activities as a clinician+B48	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Diary/SDU
3.2	Currently serve on their State Assessment panel	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Diary/SDU
3.3	Umpired in the final series at National Championship/tournaments in the past 2 years	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Diary/SDU
3.4	Umpired in the final series at senior State Championship/tournaments in the past 2 years	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Diary/SDU
3.5	Contribute to the management of State Umpiring Program	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Diary/SDU
3.6	Umpired at a State Championship / tournament in the last two [2] years	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Diary/SDU
3.7	Participates in the national umpiring program.	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Diary/SDU
4 On Diamond Performance																
4.1	Calling balls and strikes	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Selector
4.2	Plate mechanics	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Selector
4.3	Base mechanics	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Selector
4.4	Game/player management	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Selector
4.5	Adaptable	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Selector
4.6	Presence	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Selector
4.7	Calling safes and outs	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Selector
4.8	Game awareness	8	8	8	8	8	8	8	8	8	8	8	8	8	8	Selector
TOTAL (Score out of 100)		80	80	80	80	80	80	80	+	80	80	80	80	80	80	

How To Use The Matrix

Complete the sections relevant to you

Note: Panel members and TPC will decide on the Mandatory, Essential and Desirable items for the event selected.

NUICs: complete - **Section 1 – Mandatory**

SDUs: complete - **Section 3 - Desirable**, marked SDU

Selectors: complete - **Section 2 - Essential, Section 4 – On Diamond Performance**

If you do not have any info or cannot rate a candidate in a particular area remove the default mark and leave the cell empty.

When ranking more than one umpire and there are differences in ability, or behaviour against one or more of the criteria, the differences must be reflected in the scores each umpire receives against the respective criteria.

The default mark is 8 (eg, if an umpire meets all expectations). Marks can be given in whole or half marks.

Weighting decides how much of each of the criteria go to make up an umpire.

Eg - Calling balls and strikes is half an umpire, each of the other criteria are either 5% or 10% of the total umpire.

Section 3 Desirable: The suggested scoring scale:

10 - Maximum appointments

8 - Minimum appointments

7 - Capable but not appointed

4 - Not capable