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# PIEDMONT FAMILY YMCA JOB DESCRIPTION

Job Title: **Flag Referee**  
Leadership Level: Leader  
Status: P/T  
Reports to: Sports Director

Pay Range: \$15-\$25  
FLSA Status: Non-Exempt  
Department: Sports  
Revision Date: 4/12/2022

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## **POSITION SUMMARY:**

The referee is responsible to referee, encourage sportsmanship and encourage players to build their confidence. To ensure the purpose, mission, and values of the YMCA Sports Department are being met.

## **ESSENTIAL FUNCTIONS:**

1. Ensures games runs on time.
2. Arrives to games at least 15 minutes prior to game start time. Gathers teams and coaches prior to game start time and recites the Players Creed prior to each game.
3. Ensures equal playing time for all players. Approaches coaches if there is a discrepancy.
4. Maintains a safe and fun game atmosphere. Enforces rules as outlined in the game rule book.
5. Maintains records as required (i.e. game scores, player playtime)
6. Builds effective, authentic relationships with players and parents; helps them connect with each other and the YMCA. Encourages parent involvement and identifies potential volunteers.
7. Attends staff meetings and trainings as scheduled.
8. Follows all YMCA policies, rules, regulations and procedures, including emergency and safety procedures. Completes incident and accident reports as necessary.
9. Other duties as assigned.

## **YMCA LEADERSHIP COMPETENCIES:**

***Mission Advancement:*** Accepts and demonstrates the Y's values. Demonstrates a desire to serve others and fulfill community needs. Recruits volunteers and builds effective, supportive working relationships with them. Supports fund-raising.

***Collaboration:*** Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Builds rapport and relates well to others. Seeks first to understand the other person's point of view, and remains calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others.

***Operational Effectiveness:*** Makes sound judgments, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better member experience. Establishes goals, clarifies tasks, plans work and actively participates in meetings. Follows budgeting policies and procedures, and reports all financial irregularities immediately. Strives to meet or exceed goals and deliver a high-value experience for members.

***Personal Growth:*** Pursues self-development that enhances job performance. Demonstrates an openness to change, and seeks opportunities in the change process. Accurately assesses

personal feelings, strengths and limitations and how they impact relationships. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

**QUALIFICATIONS:**

- Must be at least 18 years old.
- Must have at least 1- 2 years of experience working in a sports setting.
- Must possess oral, auditory and written communication skills appropriate for interacting with adults.
- Must be able to take initiative, have strong time management skills and work independently in performing the duties of a Referee.
- Must have flexible schedule to work evenings and weekends.

**WORK ENVIRONMENT & PHYSICAL DEMANDS:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Physical ability, including the strength, agility, and mobility, to perform the essential functions of the position and to supervise program activities.
- Ability to stand while maintaining alertness for several hours at a time.
- Ability lift and carry up to 50 pounds of equipment at times.
- The noise level for this position is moderate to loud.

**SIGNATURE:**

I have reviewed and understand this job description.

Employee's name \_\_\_\_\_ Employee's signature \_\_\_\_\_

Today's date: \_\_\_\_\_