

World ParaVolley POSITION DESCRIPTION



Position Title:	Team Leader, Standing Volleyball Referee Commission (Beach and Indoor)
Method of Appointment:	Following application, recommended by the Sport Director for Board approval
Period of Office:	Four (4) years
Responsible to:	Sport Director
Date Updated:	August 2026

Organisation statement:

World ParaVolley is the international federation that governs and promotes para volleyball for people with physical disabilities and is a member of the International Paralympic Committee (IPC). World ParaVolley is recognised by IPC as the sole International Federation with worldwide responsibility for volleyball for athletes with a physical impairment. World ParaVolley's Mission is to lead, develop, and grow para volleyball disciplines for people with physical disabilities, while promoting inclusion between athletes with and without disabilities — from grassroots to elite levels — by providing a safe, accessible, and fair sport environment.

Description of Position

The Team Leader of the Standing Volleyball Referee Commission is responsible for all ParaVolley refereeing matters relating to the provisions for the disciplines of Beach and Indoor in international competitions, including the education, training and development of referees, the appointment of referees to international events and the general administration of the Referee Commission.

Reporting and Working Relationships

The Team Leader of the Standing Volleyball Referee Commission reports to the Assistant Sport Director (Standing) and works in co-operation with the Sports Director, the Assistant Sport Director (Standing), the Rules of the Game Committees for standing volleyball (beach and indoor), the Coaches Commission, Referee Commission members and international referees.

Duties and Responsibilities

1. Regularly liaise and communicate with the Assistant Sport Director (Standing) and Sport Director by:
 - a. Providing advice on the education, training and development pathways for Referee Tutors, international referees, Referee Delegates and Referee Observers in standing volleyball (beach and indoor) in cooperation with the Standing Volleyball Assistant Sport Director;
 - b. Providing advice on the appointment of international referees to World ParaVolley-approved events;
 - c. Providing advice on the appointment of Referee Delegates and Referee Observers to World ParaVolley-approved events;
 - d. Providing advice on the Zone Confederation requirements for trained referee personnel over a 4-year period.
2. Regularly communicate with Standing Volleyball Referee Commission members by:
 - a. Seeking their advice on appropriate refereeing matters;
 - b. Providing information for their education and development.

3. Addressing potential World ParaVolley rule changes and refereeing interpretations for standing volleyball (beach and indoor) by:
 - a. Monitoring FIVB rule changes and refereeing interpretations;
 - b. Assessing the suitability of such changes for World ParaVolley;
 - c. Consulting with Standing Volleyball Referee Commission members, Rules of the Game Committee, and international coaches on potential changes to rules and interpretations;
 - d. Providing recommendations to the Sport Director and Standing Volleyball Assistant Sport Director.
4. Support the activities and involvement of international referees by liaising and communicating with them on refereeing matters.
5. Maintain an accurate and up to date Database for referees.
6. Work to meet the challenges listed below**.
7. Ensure proper processes are followed by complying with the constitution and policies established for the conduct of World ParaVolley activities.
8. Undertake any other reasonable duties as requested by the Sport Director.

Skills and Knowledge

Essential

1. An advanced technical and refereeing knowledge of the disciplines of ParaVolley.
2. A detailed and comprehensive knowledge of all refereeing matters relating to the delivery of international competitions in standing volleyball (beach and indoor).
3. Ability to provide leadership to the Standing Volleyball Referee Commission and to work within a team environment.
4. Efficient and effective English communication skills and a working knowledge of information technology, particularly as it relates to e-learning.
5. An understanding of the structure, processes and procedures of World ParaVolley.
6. A respect and appreciation of the cultural differences within the World ParaVolley community.

Desirable

1. The ability to develop, teach and instruct the content of the Refereeing Education Program, including the use of e-learning methodologies.
2. An understanding of world sport and the activities of the International Paralympic Committee and the FIVB.
3. An understanding of the current Strategic Plan of World ParaVolley and its relevance to this position.

Experience

Extensive experience in international Volleyball and/or ParaVolley refereeing in a variety of roles which may include International Referee, Referee Delegate and Referee Observer.

****Key Priorities**

1. Establish/review the Standing Volleyball Referee Commission (beach and indoor) and its Terms of Reference.
2. Develop a Commission Operational Plan for 2027 and each individual year onwards
3. Conduct at least 3 on-line meetings with your Commission members per year, including the relevant Zone personnel
4. Conduct at least 2 Webinars on topics of your choice for general education purposes

5. Review and update the Commission's membership by filling vacancies as required, with a focus on female recruitment, developing HR capital for each Zone and seek Board approval for any changes proposed.
6. Review and update the Commission's Terms of Reference and seek Board approval for
7. Become involved in the World ParaVolley e-learning movement for the education and training of Commission Officials
8. Provide policies after due consultation on the following issues:
 - a. A plan for the future HR requirements for officiating in all Zone Confederations, taking into account projected retirements.
 - b. The number of referees appointed to international events according to the number of matches in the competition schedule.
 - c. The definition of "neutral" or "independent" referees to events.
 - d. A new mentoring system to improve referee performance.
 - e. A new retirement system based on the 2021 FIVB model.