



## Position Description

### Touch Football Australia National Referees Independent Selector

Touch Football Australia (TFA) is the national governing body for the sport. TFA provides leadership to state organisations, drives participation and high-performance outcomes, and ensures the integrity and sustainability of the sport nationally and internationally.

TFA manages elite programs, teams, and match officials across a range of international events, including Opens, Youth, and Masters Test Series, as well as World Cup championships, where Australia is recognised as a leading nation in the sport.

#### Purpose of Role

The Independent Selector ensures a fair, transparent, and merit-based process for selecting athletes to represent TFA. The role requires impartial assessment of athlete performance, adherence to selection policies, and alignment with TFA's high-performance standards and values.

#### Key responsibilities include:

- **Squad Selection** – selecting athletes into the National Referee Squad and the National Youth Referee Squad.
- **Coach Selection** – selecting coaches from an EOI and interview process to lead roles for the 3 TFA HP Referee Panel portfolios

#### Definition

An Independent Selector is someone who does not have a conflict of interest. This includes, but is not limited to, having no direct family, coaching, or managerial relationship with any referee under consideration, nor any personal or professional interest that could influence selection decisions.

#### Principal Duties

- Attend and actively participate in selection trials, training sessions, competitions, and selection meetings as required.
- Evaluate referee performance objectively against defined selection criteria.
- Contribute to transparent, balanced, and evidence-based selection decisions.
- Act with integrity, objectivity, and impartiality always.
- Maintain independence and confidentiality throughout the selection process.
- Immediately declare any actual or potential conflicts of interest.





- Provide constructive feedback to athletes where appropriate and authorised.
- Support continuous improvement of TFA's selection processes, upholding the highest standards of fairness and professionalism.

### **Expectations/Tasks - Selection Process for National Squads**

- Observe and assess athletes during designated events.
- Meet as a panel to discuss observations and assessments.
- Independently complete the breakpoint assessment matrix for all athletes under consideration.
- Rate each skill component (1–5) and provide brief supporting comments.
- Meet collectively to review assessments and finalise selections.

### **Line Management**

- Reports to: National Referee Program Manager
- Accountability: Through GM Growth and Innovation

### **Essential Criteria**

- Former international Touch Football referee.
- Demonstrated expertise in elite-level Touch Football officiating.
- Proven ability to assess referee ability, performance, and potential objectively.
- Strong communication, interpersonal, and decision-making skills.
- High integrity and capacity to act independently without bias.
- Availability to attend all required trials, meetings, and events.

### **Desirable Criteria**

- Previous experience as a coach at national, state, or regional level.
- Coaching or officiating accreditation under TFA or FIT frameworks.
- Familiarity with TFA's selection and conflict of interest policies.
- Competence in using video analysis or performance data tools for athlete assessment.

### **Standards of Behaviour and Responsibilities**

- Demonstrates good organisational and time-management skills.
- Works effectively in a team and multi-skill environment.
- Self-motivated and able to motivate others.
- Maintains professional and respectful conduct at all times.
- Complies with TFA's Code of Conduct, Member Protection Policy, and Anti-Doping Policy.
- Maintains confidentiality and acts in accordance with TFA's values of integrity, fairness, and respect.





## Term of Appointment

Appointed for the duration of a defined selection cycle or as determined by TFA's Selection Policy.

## Remuneration

Voluntary (reimbursement of approved expenses, if applicable).

## Location

As required by the National Referee Program Manager schedule.

## Review and Performance in Role

Feedback and support will be provided by NRS Head Coaches, GM Growth and Innovation, and the National Referee Program Manager through the selection process.

## Acknowledgement and Sign Off

Name	Position	Signature	Date
	Independent Selector		
	National Referee Program Manager		
	GM Growth & Innovation		
	Chief Executive Officer		

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### Document Control

**Document Title** Touch Football Australia – Independent Selector Position Description

**Version** 1.0

**Date Approved** November 2025

**Review Date** November 2026

**Owner** GM Growth and Innovation

**Prepared By** High Performance and Pathways Department

