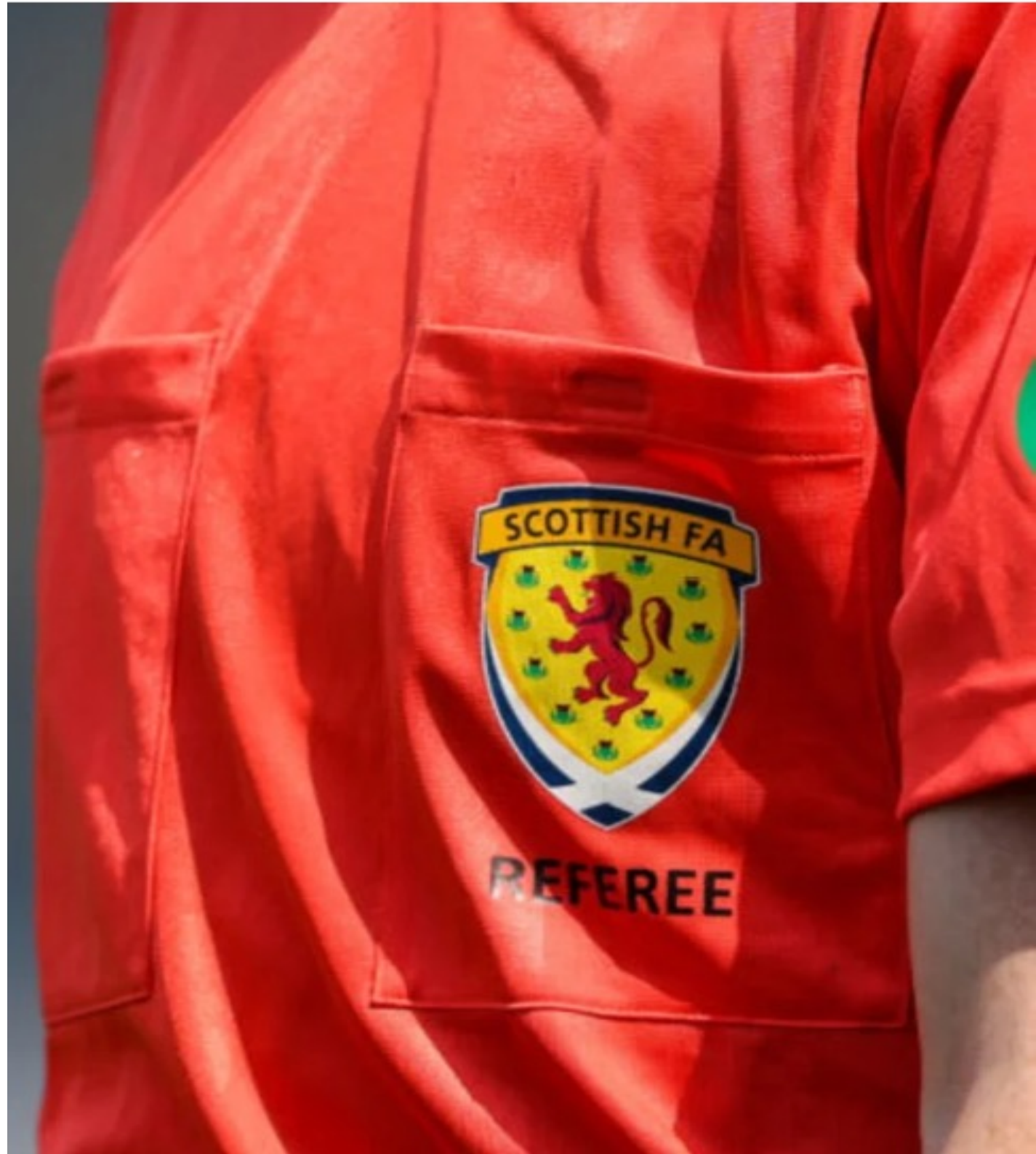




Candidate brief

# Head of Refereeing - Scottish FA





# Job Purpose

This role will drive the development of refereeing in Scotland and be responsible for delivering the highest standards of officiating, whilst supporting the recruitment and retention of match officials.

The Head of Refereeing will report to the Chief Governance Officer, but crucially will be a public spokesperson and advocate for refereeing, forging relationships with key football stakeholders especially in the evolution and optimisation of VAR in Scottish football.

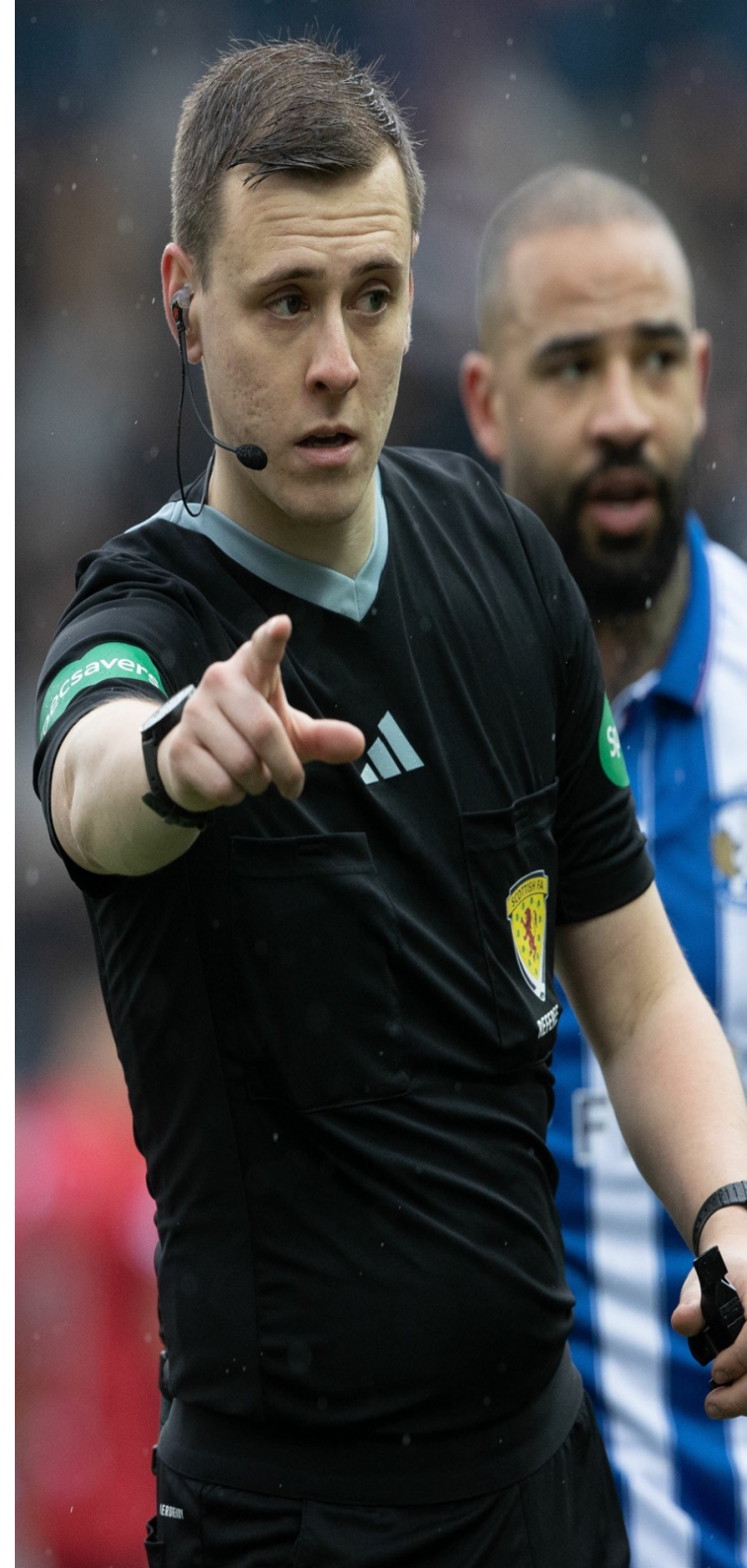
The Head of Refereeing must have extensive experience of the Laws of the Game and the UEFA Referee Convention. You will be also accountable for coaching, education and referee appointments.





# Main Duties and Responsibilities

- To continually review and improve the processes and implementation of VAR and its use in a Scottish context.
- To oversee the development and delivery of an annual Referee Development Programme for all categories of referees, including the provision of courses for elite referees, assistant referees, and developing referees.
- To promote and support the image of Scottish refereeing by developing and delivering positive relationships with external bodies, affiliated associations and the media.
- To develop and implement a strategy to improve the relationship between match officials, clubs, managers and players.
- To develop and implement a strategy to recruit and retain a sufficient number of referees to meet the requirements of Scottish football at all levels.
- To develop and enhance the role of the referee in Scottish and international football through the delivery of high-quality technical instruction and resources to ensure appropriate standards are maintained for all levels of the game
- To keep up to date with technological advances being proposed/utilised in refereeing and recommend and evaluate their impact in Scotland as appropriate.
- To oversee the content development and execution of the Introductory and Advanced Referee Courses and the accompanying examinations.



# Main Duties and Responsibilities

- To provide an annual Referee Observers course for educational and training purposes; to monitor the quality of Observers' reports to ensure that a uniform standard is achieved.
- To provide regular reports and specialist advice to the Referee Committee on all aspects of the continuous development of Referees.
- To use personal expertise on the Laws of the Game as a technical reference point for the Scottish FA, and to be its representative on the Sub-Committee of the International Football Association Board.
- To promote Scottish refereeing by developing and maintaining relations with FIFA, UEFA and other National Associations.
- To provide and deliver an annual educational programme for clubs and, in particular, those Scottish FA Licensed clubs to ensure their compliance with the requirements of the Club Licensing system.
- To provide support to local Referees' Associations.
- To prepare an annual budget ensuring that sufficient funds are available for the development of Referees.
- To carry out any other such reasonable duties that may arise from time to time as requested by the Chief Executive and/or Chief Governance Officer.





# Candidate profile

## Knowledge and Experience

- Proven experience as a match official at elite level
- Proven people management experience.
- Proven experience of budget management.
- Proven experience in the use of VAR either as a match official or in an operational capacity.
- Proven experience managing and building relationships with external stakeholders.
- Experience of dealing with the media
- Proven experience of presenting a wide range of information to varied audiences.
- Project management experience
- Knowledge of Scottish Football

## Skills

- An ability to communicate effectively on public and professional enquiries regarding technical refereeing matters.
- Ability to deliver projects and information within demanding timescales.
- Exceptional interpersonal skills coupled with high personal integrity.
- An ability to work autonomously.
- Developed analytical and problem-solving capability
- Proven planning and prioritizing skills.
- Fully conversant in Microsoft Office.



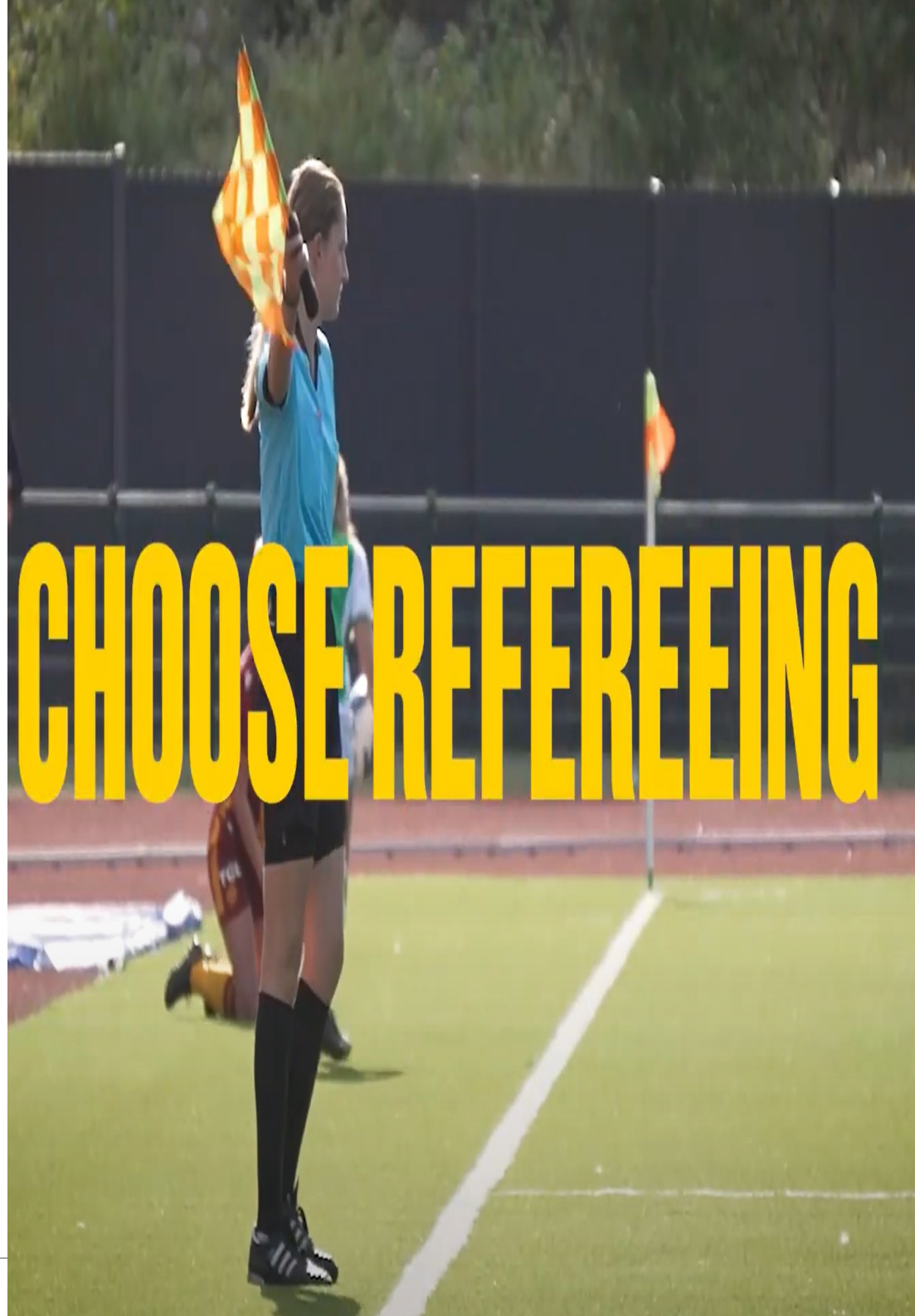
# Candidate profile

## Competencies

- An experienced and effective leader who is able to encourage maximum performance and engagement
- Confident leader who can make positive decisions
- Discrete and able to maintain confidentiality at all times
- Resilient, self-motivated and independent, able to work on own initiative and to drive tasks to conclusion
- Believes in and demonstrates the organisational values
- Open minded, is able to review decisions and operations in line of new situations or information
- A proven desire for constant improvement personally and professionally
- Committed to, and an understanding of, equality and diversity in sport

## Additional Related Requirements

- Flexibility towards working hours and travelling
- Basic Disclosure Check
- Driving License





# Elevate Talent – How to apply

Elevate Talent is a boutique global executive search and consulting firm, servicing the rapidly converging industries of media, entertainment, technology and sport.

We work as one partner-led team with staff based in key global markets across 11 offices on four continents. We offer dedicated and specific sector, function and region expertise. Our services include executive search, board assessment, succession planning, salary benchmarking, advising clients on their internal and external hiring strategy, new market entry and multi-vacancy projects.

To request a confidential discussion about the role or to submit an application please use the email below.

As part of the application please submit a Cover letter and up to date CV.

The closing date for applications is 1700 on Monday 22<sup>nd</sup> April.

[sfa@oneelevate.com](mailto:sfa@oneelevate.com)

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Diversity, equity & inclusion (DEI) is a fundamental priority for Elevate Talent. Our philosophy focusses on embedding inclusive behaviours and processes across every element of our business practices, internally and in our work with clients and candidates.

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