



International Sailing Federation

International Umpire  
Performance Assessment Criteria

## 1. Guidelines

1.1 To complete the PDF Acrobat form, please refer to the Filling out Reference Forms document in the package. Please mark the applicant in the following way:

- (a) For each overall category mark:
  - i) one of the ends (IU standard or NU standard) of the check mark row;
  - ii) a check mark in between the ends; or
  - iii) the “Don’t Know” check mark.
- (b) Complete the Comments/Needs Improvement/Special Strengths for each overall category.

1.2 Please keep the following in mind:

- (a) You should have been an IU at the event for which the reference is being provided, and you must have seen the applicant working on the water.
- (b) If you have a close personal or family relationship or financial association with the applicant, you should decline to provide a reference for the applicant, since you would have a conflict of Interest in doing so. Please notify the ISAF Secretariat before you arrive at the event to determine whether another source of reference could be arranged at the event.

### **IU Standard end**

You have evidence that the candidate meets the criteria listed below. Add your observations about special strengths and particular areas where the candidate would benefit from improvement.

### **NU standard end or Check mark in between the ends**

You have evidence that the candidate does not meet some of the criteria listed below. Record this on the form with a mark on the check mark row, but not at the IU Standard end; you can use the check marks in between the ends to mark how close to, or how far away from IU standard the candidate’s performance is.

Such a mark in any category means that the candidate is not yet on IU level, and the IUSC is unlikely to recommend that this candidate be appointed as IU.

### **Don't Know**

You have insufficient evidence to form a considered judgement. This may happen when the number of matches is insufficient or the matches observed do not have enough incidents. You should still provide any observations about the candidate’s performance.

### **Note:**

All marks, comments and suggestions must be shared with the candidate before the form is submitted. For all comments and suggestions, refer to the detailed criteria.

## 2. **Criteria** (*criteria in italics are new as of August 2013*)

### **A. Observation**

0. *Observes relevant issues, avoids other issues when these are distracting, and has a good overall understanding of own match as well as the whole flight.*
1. Identifies own boat 95% of the time.
2. Spots competitor activities: Y-flags, red flags, breakdowns and penalties taken.
3. Observes relevant race committee actions: start sequence, recalls, course changes.
4. Does not comment on irrelevant issues in own or other matches.
5. Observes other matches and reacts when other umpires need assistance.

### **B. Communication**

0. *Communicates effectively with fellow umpire and others involved in a match.*
1. Speaks English at umpire speed.
2. Is able to understand English at umpire speed.
3. Uses standard umpire terminology.
4. Is able to communicate clearly and calmly with fellow umpires.
5. Listens to and takes account of fellow umpire's opinions and observations.
6. Gives and receives proper wing boat calls.
7. Speaks the key facts and rule transitions concisely as they occur.
8. Predicts standard match /team racing manoeuvres and states most likely option 80% of the time.
9. Communicates decisions and reasons, only stating facts/rights/obligations when relevant.

### **C. Rules: Application and Decisions**

0. *Applies rules, cases and calls correctly and makes timely, accurate and consistent decisions on the water.*
1. Clear understanding of relevant definitions.
2. Identifies right-of-way boat and basic obligations and opportunities 95% of the time.
3. Recognises and applies the principles of rule 15 and 16.
4. Identifies when rule 17 applies and interprets proper course correctly.
5. Calls incidents at marks correctly and recognizes when rule 18 is relevant, and when it turns on and off.
6. Identifies obstructions when relevant and when these rules come into force.
7. Understands and correctly implements umpire-initiated, red-flag, double and twin penalties.
8. Is able to call and process multiple incidents occurring in rapid succession.
9. Is able to clearly describe an incident after the match and explain the umpires' perspective and why a particular call was made.
10. Demonstrates good knowledge of rules, cases and calls both afloat and in discussions and debriefings.

### **D. Boat Driving and Positioning**

0. *Drives the umpire boat well and consistently maintains a good position to call incidents.*
1. Is able to operate small powerboats: first preparation, leaving/returning to mooring/dock, going to and returning from the course safely, transferring personnel safely.
2. Minimum rushing around so that passengers are never at risk.
3. Is able to follow the basic position plan, modifying when appropriate.
4. Correct distance from and angle to race boats 90% of the time.
5. Smooth transition between scenarios.
6. Rapid response when out of position.
7. Low level of interference with any match and no unnecessary wash.
8. Anticipates possible manoeuvres and drives proactively (not reactively).

## **E. Procedures**

0. *Complies with ISAF procedures and code of conduct.*
1. Understands ISAF procedures and code of conduct for umpires.
2. Is well prepared both ashore and afloat.
3. Handles competitor-initiated and umpire-initiated penalties correctly.
4. Proper use of radio, including procedures and response to calls.
5. Understands and applies protest committee procedures.
6. No unauthorised communication with the media.

## **F. Temperament and Behaviour**

0. *Has the temperament and behaviour expected of an international umpire.*
1. Accepts ISAF rules, cases and calls.
2. No alcohol until the work of the day is done.
3. Is a team player and pulls own weight within the team.
4. Keeps to time.
5. Responds in a timely manner to pre- and post-event communication.
6. Has respect for other people's property and treats accordingly.
7. Consciously minimizes any adverse environmental impact from the sport of sailing.
8. Is able to establish and maintain good relations with fellow umpires, competitors, organisers and race committee.
9. Helps less competent umpires positively both afloat and ashore.
10. No prejudice to any competitors, either negative or positive.
11. Works well under pressure.
12. Is willing to learn, accepts change and has a positive attitude to suggestions from others.
13. Handles post-race de-briefings in a manner that encourages learning and improvement.

## **G. Physical Fitness**

0. *Is able to spend long days afloat in small boats in bad conditions and maintain focus.*
1. Mobility - adequate for transferring between small boats afloat in moderate conditions and able to stand in good position to umpire.
2. Hearing, eyesight and voice adequate to function as an umpire.
3. Is able to participate and contribute in meetings and debriefings after long days on the water.

## **H. Experience and Activity**

0. *Has experience to become/serve as an international umpire.*
1. Has umpired at an adequate number of high-level and lower level events.
2. Is familiar with the types of boats that are typically used for match or team racing.

The criteria below are primarily for assessment of existing IUs:

3. Is umpiring at an adequate number and appropriate level of events every year.
4. Has experience as a chief umpire or "lead" umpire.