

# RACINE FAMILY YMCA

## JOB DESCRIPTION

**Job Title:** Sports & Recreation Referee  
**Supervisor:** Sports & Recreation Coordinator  
**Employment Dates:** Seasonal

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### GENERAL FUNCTION

Under the supervision and guidance of the Sports and Rec Coordinator, the Referee is responsible for officiating Youth games for the Racine Family YMCA.

### JOB REQUIREMENTS

1. Minimum age: 16 years of age at time of employment
2. WIAA certification preferred

### KNOW HOW

To perform this job successfully, an individual must have reasonable knowledge of the game with emphasis on the rules specific to the Racine Family YMCA. This person:

- Must demonstrate the ability to work well with Adults of all ages as well as parents and volunteers.
- Must also demonstrate the ability to control all aspects of a game including spectators.
- Must be in reasonably good physical condition and be able to work extended periods of time on his/her feet.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:

The Racine Family YMCA reserves the right to add or delete essential job functions.

- Regular attendance and punctuality.
- Officiate youth games according to general rules of the sport as well as any rules specific to the Racine Family YMCA.
- Set-up, Take down, and clean up according to the specific regulations to the sport
- Complete all training deemed necessary by the Racine Family YMCA in order to perform well in this job and receive all certificates necessary for this job (i.e. CPR, First Aide).
- Show up to scheduled games on time and stay throughout the shift unless prior arrangements have been made with the Sports Director.
- There may be times when a referee will be responsible for opening and locking a gymnasium and/or building.

OTHER SKILLS AND ABILITIES:

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 essential functions.

While performing the duties of this job, the employee is frequently required to stand; run; walk; use hands to finger, handle or feel objects, tools, or control; reach with hands and arms; and taste or smell. The employee is occasionally required to sit; climb or balance; stoop, kneel, crouch, crawl, and talk or hear.

The employee must occasionally lift and/or move up to 100 lbs.

Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus.

#### WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

While performing the duties of this job, the employee frequently works in outside weather conditions. The employee is occasionally exposed to wet and/or humid conditions.

The noise level in the work environment is usually loud.

#### EFFECT ON END RESULTS:

This position has a primary impact on the YMCA Adult Sports Program. This position will have an impact on the success of the program and all participants that use it. Therefore, the effectiveness of the fulfillment of this position should be measured by:

1. YMCA participants will experience a safe and nurturing environment.
2. Meet performance standards.
3. All programs and program areas will be safe, ready and clean.
4. Programs will meet the needs of the Racine Family YMCA community, which includes mission of the Racine Family YMCA.
5. Games will be officiated well with relatively few mistakes and progress shall be shown as the season progresses.
6. Sports officials will receive positive evaluations most of the time.
7. Adults will report positive feedback most of the time.
8. Coaches and other volunteers will have positive feedback about the program and the staff member most of the time.
9. Parents will give positive evaluations of the program and the staff member most of the time.

Please mail resume and cover letter to [ksvendsen@ymcaracine.org](mailto:ksvendsen@ymcaracine.org).

This description has been prepared to assist in properly evaluating various classes of responsibilities, skills, working conditions, etc. present in the classification. It is intended to indicate the kinds of tasks and characteristic levels of work difficulty that will be required of positions that will be given this title. It is not intended as a complete list of specific duties and responsibilities, nor is it intended to limit or in any way modify the right of any supervisor to assign, direct and control the work of employees under supervision. The use of a particular expression or illustration describing duties shall not be held to exclude other duties not mentioned that are of similar kind or level of difficulty.