



Southern Nevada Soccer Association

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SNSA Referee Candidate,

First, we would like to congratulate you on being accepted as a Southern Nevada Soccer Association (SNSA) referee candidate. Soccer officiating can be a very rewarding and well-paying job, especially for a young person, but there are some guidelines we want you to consider before accepting this position and taking the USSF Grassroots referee certification and SNSA Referee Field Training classes:

- 1) **THIS IS A SERIOUS JOB!** For many of you, this will be your first real job. And make no mistake; it is a job, not a hobby or a game. If SNSA invests in your referee education, we expect that you will make a commitment to be available to referee, to make the job a priority, and to be responsible, reliable and accountable.
- 2) **THIS IS YOUR JOB, NOT YOUR PARENT'S JOB.** You are responsible for communicating your availability to the Referee Assignor, not Mom or Dad. You are responsible for confirming your game schedule, not Mom or Dad. And you are responsible for showing up on time for your game (some of you will need Mom or Dad's help with that!), dressed appropriately, ready both physically and mentally to officiate your games. The Referee Assignor will send the game assignment schedule to you, not to your parent.
- 3) **YOU NEED TO BE AVAILABLE.** The Referee Assignor will ask you to submit your availability at least one week prior to the following Saturday's games. We expect that you will be available for a four to six hour scheduling window on Saturday to referee, either a morning assignment (sometime between 8am-2:00pm) or an afternoon assignment (sometime between 2:00pm-8pm). We expect that you will be available for at least 75% of the Saturday game days. Referees who have more flexibility in their availability will be assigned more games. If your club team schedule or school activities preclude you from making this minimum level of commitment, you may want to reconsider accepting a position as an SNSA referee.
- 4) **YOU NEED TO CONFIRM YOUR GAMES.** The schedule for Saturday games will be distributed to you via email, usually on the prior Tuesday or Wednesday. You need to confirm your scheduled games via text or e-mail to the Referee Assignor within 48 hours of the release of the schedule. If you do not confirm your games in a timely manner, they may be given to another referee. The Referee Assignor should not have to chase you down to get your confirmation!
- 5) **YOU NEED TO KEEP YOUR COMMITMENT.** Once you confirm your game schedule, we expect you to keep your commitment. If you confirm your game, and your club or high school coach notifies you the next day that you have a practice on Saturday morning that conflicts with your scheduled games, we expect that you will show up to referee your games. You can check with the Referee Assignor to see if you can switch game times with another referee, and sometimes we are able to make a schedule change, but if we cannot find another referee to cover for you, you need to referee your games. Referees who pull out of scheduled games often find they are not included on the schedule the following week.
- 6) **YOU NEED TO BE RELIABLE.** Referees are expected to arrive at the field 30 minutes prior to the scheduled kickoff time for their first game. You will need to receive instructions from the field marshal and check-in team staff and players prior to each game.

- 7) **YOU NEED TO KNOW THE RULES.** Even the most experienced referees make mistakes of judgment – human error is part of the game. But there is no excuse for an SNSA referee to not know the rules of the game. In addition to taking the SAY Level 1 and field training courses, we expect that you will read the FIFA Laws of the Game, as well as the SNSA Modified Laws for the play format in which you will officiate. Don't rely on the fact that you have played the game and think you know the rules. Read them!
- 8) **YOU NEED TO DRESS APPROPRIATELY.** It is important for referees to conform to a uniform dress code. The SNSA Referee Assignor will send you a list of items you will need to purchase.
- 9) **YOU NEED TO HAVE A THICK SKIN.** This job is not for everyone. As much as we try to educate our coaches and parents about appropriate behavior, you will get criticized sometimes, and you will get yelled at sometimes, even if you get the call right! While having a thorough knowledge of the rules is important (see #7 above), the way you interact with players and coaches is just as important. You are the controlling authority for the enforcement of the Laws of the Game in the game to which you are assigned. You need to be polite and keep your emotions under control, but you cannot allow yourself to be bullied or to be influenced by overly aggressive coaches or parents. The more games you referee, the better you will get, and your field marshal or referee mentor will be there to help you if you feel like you are losing control. You will not step out on the field and immediately be an excellent referee, but with patience and perseverance, you will improve and gain confidence. Having said that, if you have difficulty asserting authority, or if you are sensitive to criticism and tend to take things personally, this may not be the job for you.
- 10) **YOU NEED TO BE PATIENT.** We have a lot of new referees at the start of the fall season, so you may not have more than two scheduled games each Saturday, and some Saturdays you may not be on the schedule at all, because we need to give all of our new referees an opportunity to work. As the season progresses we will evaluate our new referees for their performance on the field, for giving their availability in a timely manner, for confirming their games in a timely manner, and for their reliability. The referees who do well in these areas will start getting more games scheduled as the season progresses.
- 11) **WE WANT YOU FOR AT LEAST TWO SEASONS.** When SNSA reserves a spot for you in our training classes, we are making an investment in you. In return, we expect that you will referee for SNSA for a minimum of two seasons (fall and spring) before you quit or move to another league. Of course, if it turns out that you really don't like the job, we will not force you to continue. And if we decide that you are not very good at it, your tenure may end sooner rather than later. But we are committed to giving you the tools you need to succeed, and to help you work through your mistakes to become a quality referee and have a job that can be very rewarding and last for many years.

The point of these guidelines is not to discourage you from accepting the position of referee candidate. We just want to make sure you know what to expect, and what we expect from you as we prepare for the start of the season. We look forward to working with you as you start your job as an SNSA referee!

Good luck and welcome to the SNSA team!

Karen Stransky

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SNSA Director of Operations