



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

FREMONT FAMILY YMCA
810 N. Lincoln Avenue
Fremont, NE 68025
402-721-6952
www.fremontfamilyymca.org

Youth Sports Referees Job Description

Reports to: Director of Sports and Youth Programs

Position Summary

Youth Sports Officials impact the lives of youth and families through implementing the rules, direct care, organization, supervision and well-being of participants in the sports activity.

Core and Strategic Functions

- Shows emotional maturity
- Ability to work with participants of various ages with a focus on youth
- Ability to relate effectively to diverse groups of people from all social and economic segments of the community and successful clearance of background check
- Indoor/outdoor environment, regular walking and running required
- Sufficient strength, agility and mobility to perform essential functions required
- Reliable transportation and on-site, regular weekend schedule required
- Understands and implements rules of assigned sport, focusing on participant experience and safety at all times
- Provides interpretation and demonstration to all participants, including those with special needs
- Actively participates in department meetings and trainings

FFY Competencies

Mission and Community Oriented: Accepts and demonstrates FFY values. Works effectively with people of different backgrounds, abilities, opinions and perceptions. Demonstrates a desire to serve others and fulfill community needs. Recruits quality staff and builds effective, supportive working relationships with them. Provides assigned staff with orientation, training, development and recognition. Enrolls new staff in FFY onboarding sessions when hiring. Ensures high level services.

People Oriented: Takes initiative in developing others. Builds rapport and relates well to others. Speaks and writes effectively. Empathetically listens and communicates for understanding when negotiating and dealing with conflict. Effectively tailors communications to the appropriate audience. Provides staff with feedback, coaching, guidance and support.

Results Oriented: Strives to meet or exceed goals and deliver a high-value experience for members. Embraces new approaches and discovers ideas to create a better member experience. Makes sound judgements, transfers learning from one situation to another.

YMCA MISSION – God has given us the pathway to life and health through Jesus Christ and the Holy Scriptures.
It is the mission of the Fremont Family YMCA to help put these Christian principles into practice through programs that help build healthy spirit, mind and body for all.



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Establishes goals, clarifies tasks, plans work and actively participates in meetings. Holds staff accountable for high-quality results using a formal process to measure progress. Develops plans and manages best practices through the engagement of team. Effectively manages budgets.

Personal Development: Pursues self-development that enhances job performance. Demonstrates an openness to change, and seeks opportunities in the change process. Utilizes non-threatening methods to address sensitive issues and inappropriate behavior or performance. Shares new insights.

Working Schedule: This position requires night and weekend availability to deliver sports and non-sports programs on-site and at various locations within Fremont.

Position Qualifications

- Must be 15 years of age
- Knowledge of the game being officiated and previous officiating and/or trainings a plus
- Ability to communicate effectively with members of all ages
- Complete before first shift: YMCA sports official/referee training

This job description may not be all inclusive. Employees are expected to perform all other duties as assigned and directed by supervisor. This job description and duties may be modified when deemed appropriate by supervisor or top management.

Signature_____Date_____