

1. Introduction

This paper outlines the concepts for the Classes and Race Officials Committee, Organizing Authorities, Member National Authorities and others to work together with the Event Appointments Working Party to create a practical Events Appointment System to achieve the following purpose:

The appointment of race official teams to World Sailing events to provide high quality events for competitors and organizing authorities, now and in the future.

1.1 Each event team should:

- a. Have members with sufficient relative experience consistent with the event level.
 - b. Provide development opportunities to be able to meet the requirements for experience in the future.
 - c. Balance gender and geographical spread where possible.
 - d. Be mindful of event budgets.
 - e. Give opportunities to a wide range of officials.
 - f. Aid the development of race officials' programmes around the World.
- When these criteria are in conflict, priority will be given to the first listed, however, it is recognised that some smaller events have significantly lower resources to fund travel and the appointed team needs to reflect this, or the travel needs to be supported in other ways.

1.2 The roles of the Event Appointments Working Party, Classes, Race Officials Committee, the Board, the Organizing Authorities, and the Member National Authorities should avoid duplication and be consistent with their own terms of reference and World Sailing Regulations.

1.3 The Event Appointments Working Party will rely on the Classes and Race Officials Committee to provide updated lists of names of proven and potential race officials for appointment. This needs to be an ongoing activity.

1.4 Member National Authorities may recommend race officials to the Classes and the Race Officials Committee for inclusion in their lists.

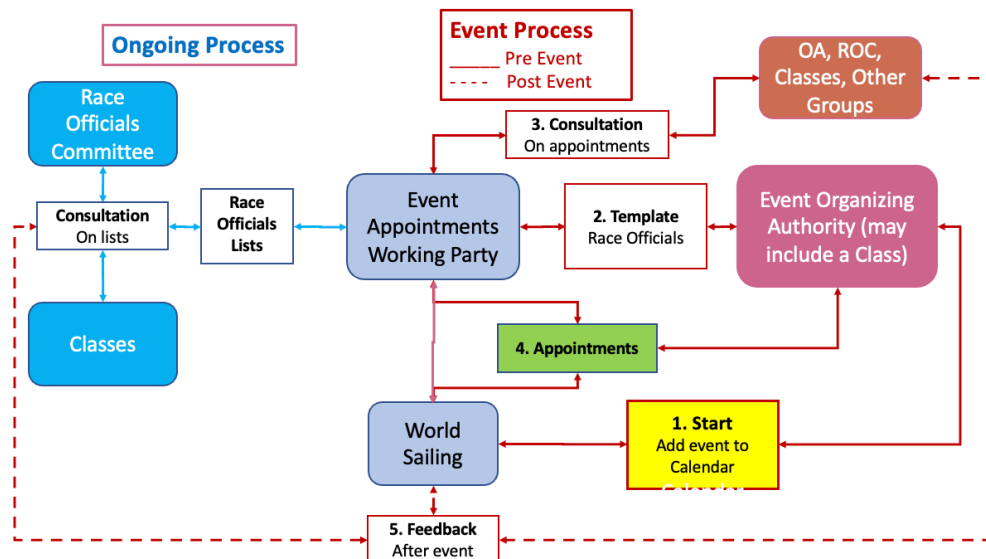
1.5 For specific events, some race officials may be nominated or appointed by the Organizing Authority or the host Member National Authority. This is to be agreed soon after the event has entered the World Sailing calendar and will need to comply with World Sailing Regulations.

1.5 How many officials, who nominates them and who appoints them will be clarified event by event, as soon as possible after the event has entered the World Sailing calendar and in accordance with the World Sailing Regulations 25.8 and 25.9, and any governing contracts to which World Sailing is a party.

- 1.4 There will be an interim period during 2022 (and maybe early 2023) while this system is implemented.

The Big Picture:

The World Sailing Events Appointment System



2. Race Officials Committee

The responsibility for training, appointment to international status, and development of race officials rests with the Race Officials Committee and its sub committees. It is for them to decide how to fulfil their role, but the event appointment system should help them with developing individuals through appropriate experience.

The role of Race Officials Committee in the World Sailing event appointment process is as follows:

- 2.1 The Race Officials Committee chair, or delegate, will be the primary contact with the Events Appointment Working Party, not the Race Officials Sub Committees. However, this does not exclude consultation between the Sub Committees and the Event Appointments Working Party.
- 2.2 Together with the Event Appointments Working Party and the Classes, decide the competence levels for officials appointed to World Sailing events.
- 2.3 Provide lists of officials to the Event Appointments Working Party, to be updated at any time, but at least annually using the template provided:
 - a. Those who currently meet these competence levels. (See later in this paper).
 - b. Those who have the potential to be developed to the next higher level within one Olympic cycle.
 - c. Those who have been reported as potential for the future within two Olympic cycles after the current cycle.

- 2.4 These lists will be shared with the appropriate Classes who may propose changes and additions to Race Officials Committee. This will enable Classes to:
 - a. Ensure that officials the classes identify as suitable are considered by Race Officials Committee.
 - b. Make appointments that not the responsibility of the Event Appointments Working Party to help the development of officials.
- 2.5 Provide a system for event feedback on race officials performance. This feedback is a matter for Race Officials Committee and may require assessment of capabilities against various criteria set by Race Officials Committee.
- 2.6 Provide a system for Member National Authorities, existing International Race Officials and others to identify potential race officials for World Sailing events.

3. The Classes

The classes are the direct link to our customers, the competitors, and the organizing authorities. It is noted that the Classes are frequently part of the Organizing Authority for their own events.

The role of the Classes in the World Sailing event appointment process is as follows:

- 3.1 To provide, with regular updates at any time but at least annually, a preferred list of international race officials, using the template provided.
(In the short term, the Classes may also make recommendations for specific World Sailing events defined in the World Sailing Regulations.)
- 3.2 The Classes will provide to the Event Appointment Working Party a single point of contact for communication regarding the appointment of race officials. A deputy may be appointed as needed.
- 3.3 For specific events as requested by the Events Appointment Working Party, make recommendations for appointment of local race officials, and aspiring international officials.
- 3.4 To make their own appointments to non-World Sailing events to contribute to the development of the overall programme.
- 3.5 To provide feedback after each event:
 - a. To Race Officials Committee regarding the performance of race officials, in the format requested by the Race Officials Committee.
 - b. To Event Appointments Working Party regarding the overall team performance in the format requested by the Event Appointments Working Party.

4. The Event Appointments Working Party

The principal role of the Event Appointments Working Party is to provide World Sailing with the names of race officials to be appointed to World Sailing events, or in the case of some

roles for the Olympic Games to make recommendations to the Board, all as provided for in the World Sailing Regulations.

Note: Regulation 25 states that the Event Appointments Working Party make appointments, except for the Olympic Jury and Technical Delegates. This should be updated so that World Sailing makes all appointments based on the Event Appointments Working Party decisions, but some may also be approved by the Board – to be decided)

The Event Appointments Working Party will

- 4.1 Provide a template for the team of officials to be appointed for each event. The template will be completed for each event in conjunction with the Classes and the Organizing Authorities. The completed templates will be stored by World Sailing to provide information for future events.
- 4.2 Follow the appointment process for each event:
 - 4.2.1 Work with the events and classes to agree the numbers and types of race officials to be appointed for each event for which World Sailing has appointment authority. This will use the template described in 4.1.
 - 4.2.2 Using the lists provided by the Classes and Race Officials Committee, the Event Appointments Working Party will propose to the Classes, the event Organizers, the Member National Authority, and the Race Officials committee the race officials, including alternates, to be appointed by World Sailing.
 - 4.2.3 Consult as required by Regulation 25.8.3 to determine if:
 - (a) There are alternates that would help with event appointments outside the jurisdiction of World Sailing.
 - (b) There are opportunities for officials to serve at multiple events at minimal additional travel costs.
 - (c) There are any other improvements that may be made to the race officials' team.However, it is important to note that this consultation process is not a negotiation of all officials to be appointed.
 - 4.2.4 Advise World Sailing of the appointments to be made by World Sailing.
 - 4.2.5 Review the feedback to the Event Appointment Working Party and follow up that feedback as needed.

The Events Appointment Working Party will also:

- 4.3 Consult regularly with the Classes and Race Officials Committee regarding the Event Appointments system.
- 4.4 Consult with any other specific interest groups and organizing authorities as required by the World Sailing Regulations (for Example: Para Sailing Committee, Regional Games etc.)
- 4.5 Consult with appointed event Chiefs.
- 4.5 Review feedback and make changes accordingly.
- 4.6 Regularly review and update the Events Appointment System as required.
- 4.7 Through World Sailing, make the Events Appointment System available for publication to any interested party to achieve transparency.

- 4.8 Review the World Sailing Regulations relating to event appointments and recommend submissions for changes.
- To achieve consistency of appointments for different disciplines.
 - To reflect any agreed ways to work with all the stakeholders of the appointment process.
- 4.9 The Event Appointment Working Party will not discuss the competency of individuals with the officials themselves other than in general terms, this is a matter for ROC.
- 4.10 While this process will be followed and alternates will be identified at the same time as primary appointments, there may still be occasions when a decision needs to be made in a much shorter timeframe than will permit full consultation. A late drop-out for reasons beyond the control of an official, for instance. In these cases, the Event Appointment Working Party will continue to consult as far as is practical, but may decide these appointments as it sees necessary. When this happens, the appointment will be reported to Race Officials Committee, the appropriate class and any other group with which the Events Appointment Working Party would normally consult.

5. Timeframes

Timeframes for appointments will be different for events. Generally, there are two levels of event that need different timeframes. The Olympic Games and the World Sailing Championships require a longer time frame. This will allow for consultation with the appointed Chiefs for those two events and enable other appointments ensure the officials for those events have the appropriate experience.

- 5.1 The final appointments are to be made in time to achieve the following:
- Compliance with the World Sailing/Classes contract (10 months prior to any event)
 - To allow classes and other organizations responsible for event appointments outside of the scope of the Event Appointment Working Party to be able to make those appointments in a timely manner.
 - Agreement with the Organising Authority regarding travel and accommodation.
 - Time to make travel arrangements.
 - Planning for personal diaries.
 - Preparation time for the officials.

There are several appointments not included in the table below, but this table sets out the timeframe for key appointments.

	Cat 1	Cat 2
	• Olympic Games • World Sailing World Championships	• Class World Championships. • Regional Games • Multi-class events • Single class multi events

		• Olympic Qualifier
Technical Delegates	30	18
Committee Chairs	30	12
Committee Vice Chairs	27	12
Committee Core Members	24	10
Committee Members	10	10

6. Competency Levels

These competency levels are specific to the event appointments process. They are not an alternate to any competency levels decided by Race Officials Committee for other purposes. How either Race Officials Committee or the Classes determine that an individual meets the competency level required for the appointment process is a matter for them, but consultation with the Events Appointment Working Party may cause their lists to be adjusted.

The establishment of competency levels needs to be done jointly between the Event Appointments Working Party, Race Officials Committee, and the Classes. Some levels will be common to all disciplines, while others will need to be specific.

Common Levels:

'Committee' refers to the race committee, technical committee, and international jury. The terminology used here may need to be changed for different disciplines.

- Chair/Vice Chair - Proven ability to chair or vice-chair a committee of World Sailing event.
- Chair/Vice Chair – Potential within one Olympic cycle to chair or vice chair a committee of World Sailing event – probably has been successful chair of non-World Sailing event.
- Core Member - Proven ability to be a committee member for World Sailing event.
- Member - Potential to be a core committee member within two Olympic cycles.

This is the template format, but it will be provided as an Excel Spreadsheet for completion.

	Chair/Vice Chair Proven	Chair/Vice Chair Potential	Core Member Proven	Core Member Potential 2 Cycles
Race Committee				
Technical Committee				
International Jury				

Other Specify				
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7. Appointed Teams

The appointment of event teams is quite complex:

- 7.1 The appointment of each individual event team needs to be part of a longer-term plan for the appointment of race officials over at least two Olympic cycles beyond the current cycle.
- 7.2 The size of each of the teams (Race Management, Jury, Technical Committee) and the number of Technical Delegates to be appointed, which depends upon:
 - 7.2.1 Number of events/classes and entry quotas within the event
 - 7.2.2 The number of course areas
 - 7.2.3 Number of competitors within each event/class
 - 7.2.4 The format of the event – including medal racing
 - 7.2.5 Specialist requirements, such as RRS 42 on water judging
- 7.3 Establishing a plan for the future – so including officials for development – this often means identifying deputies, that have historically not been appointed by World Sailing.
- 7.4 The size of the team (together with their travel needs) determines the overall cost of the officials.
- 7.5 The geographic location of the event relative to the availability of officials.
- 7.6 How many of these official appointments are to be decided by World Sailing and how many may be nominated by the Classes or Organizing Authority for World Sailing appointment and how many are appointed by the Organizing Authority.
(Note: Every mark layer is a member of the Race Committee and every person that measures a sail is a member of the Technical Committee – but unlikely to be appointed by anyone but the Organizing Authority!)
- 7.7 The team needs to meet the criteria set out in section 1 of this document.
- 7.8 We need to be sure that race officials are properly covered by event or World Sailing insurance. This will at least mean they need letters of appointment from the correct holder of the insurance policy.
- 7.9. The following template is to be completed as soon as possible after an event has entered the World Sailing calendar.
- 7.10. The appointments by World Sailing will be governed by the Regulations 25.8 and 25.9, but it is very helpful for everyone to understand who is responsible for the appointment, nomination, and approval of the race official team members.
- 7.11 It may be for some events that World Sailing will appoint some officials based on their own information and lists from Race Officials Committee or the Classes but will also accept nominations from the Organising Authority or the Member National Authority.

Event Officials Team – Template

Event Information						
Event: Title:				Organizing Authority:		
Type of Event:						
Medal Racing? Yes/No		Number of Course Areas:				
Dates:		Venue:		National Authority:		
Classes/Events	No of Boats	Classes/Events	No of Boats			
Race Officials						
Position	Class/Event	Status	Number	Nominated By	Approved By	Appointed By
TD		ITD				
TD						
Class Representative						
PRO		IRO				
Dep PRO		IRO				
Course Rep						
Course Race Officer		IRO				
Race Comm		NRO				
Jury Chair		IJ				
Jury V-Chair		IJ				
Jury Member		IJ				
Jury Member		NJ				
Tech Chair		IM				
Tech V-Chair		IM				
Tech Comm		IM				
Tech Comm		NM				
Chief Umpire		IU				
Dep C-Umpire		IU				
Umpire		IU				
Umpire		NU				
Digital ITO		DITO				
ITO Sec Chief						
ITO Sec						
EDIO		EDIO				
Scoring Delegate						
Safety – Integrity						
Tech Support (Branding)						

WS Olympic Manager						
Field of Play						

ITO: International Technical Official	NTO: National Technical Official
ITD: International Technical Delegate	NTD: National Technical Delegate
PRO: Principal Race Officer	CR: Course representative
IRO: International Race Officer	NRO: National Race Officer
IJ or IU: International Judge or Umpire	NJ or NU: National Judge or Umpire
IM: International Measurer	NM/CM: National/Class Measurer
DITO: Digital International Technical Official	EDIO Event Disciplinary Investigating Officer

8. Feedback

Feedback on the performance of individuals is a matter for Race Officials Committee and may cause their lists of officials to be updated. This feedback often needs to be completed by a person with specific training to do so and is often quite time consuming. It is therefore not possible to have one feedback system that satisfies both the requirements of the Race Officials Committee and the Event Appointments Working Party.

The Event Appointments Working Party needs feedback regarding the appointed teams, as a whole, to help improve future appointments. The initial feedback does not need to create a mass of data that requires analysis. Instead, general comments will be requested from the Organizing Authority, Classes, and event committee chairs. If issues are identified, these will be followed up by the Event Appointments Working Party to understand the feedback in greater detail. It may well be that this feedback is best achieved through an online questionnaire system, but will broadly follow this template.

Event Feedback to the World Sailing Event Appointments Working Party
Please use this form to give feedback, both positive and negative to the Event Appointments Working Party. Your feedback should indicate how each of the appointed functions carried out their responsibilities and any impacts on your organization, class or committee to raceofficials@worldsailing.org . The form may be submitted by the chair of the event organization authority, the event class representative, or the chair of the race or technical committees or the international jury. The feedback does not need to be detailed. If issues are identified, you may be contacted by a member of the Event Appointments Working Party to understand the issue fully.
Event: Organizing Authority: Venue: Dates of the Event:
Race Committee and Race Management:

International Jury Judging and Umpiring:
Technical Committee and Equipment Inspection:
Person giving Feedback: Name:
Function:
Date: