



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Job Title: Sports Referee

Department: Youth Development

Reports To: Sports Director

Salary: \$16-18 hourly

GENERAL FUNCTION

Under the supervision and guidance of the Sports Director, the Sports Referee is responsible for officiating youth, teen or adult sporting events including, but not limited to: basketball, soccer, flag football, volleyball, etc. This position requires individuals to monitor play, ensure safety of all coaches and participants. Provide direct supervision of participants in a safe, enjoyable, positive and inclusive environment that welcomes participants of all skill and activity level. Provide a quality experience to participants focused on YMCA core values: caring, honesty, respect and responsibility. Some weekdays for meeting/trainings, Saturdays vary 8a-4p

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Adhere to program standards including safety and cleanliness standards
- Follow and enforce YMCA policies and procedures, including those related to medical and disciplinary situations, child abuse prevention and emergencies
- Complete required training and certifications within established guidelines
- Arrive on time ready for shift, clock in/out within timekeeping system
- Check game area for unsafe situations and do pre/postgame equipment set-up and tear-down
- Introduce yourself to coaches and do a participant equipment check
- Keep the game area organized (i.e. equipment in proper places, remove lost items)
- Submit accident and incident reports to supervisor
- Be a mentor to young YMCA participants that need extra guidance
- Maintain a positive image at all points of contact with members of the public.
- Complete other projects assigned by the sports director and check in before leaving the game site
- Perform other duties as assigned.

QUALIFICATIONS

- Current CPR certification or willing to obtain
- General knowledge of recreation sports programs and equipment
- Must have willingness and desire to work with children and adults

Ability to perform essential job duties with or without reasonable accommodation and without posing a direct threat to safety or health of employee or others. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

PHYSICAL DEMANDS AND ADDITIONAL REQUIREMENTS

- While performing the duties of the job, the employee is often required to: climb stairs, bend, kneel, twist, walk, run, sit/stand for extended periods, lift or move up to 50 pounds, have finger dexterity, talk, hear and have visual acuity.
- Attend and actively participate in staff meetings and trainings.
- Follow and enforce all YMCA rules, policies, goals and philosophies.
- Comply with the organization's abuse risk management policies, maintain appropriate professional boundaries, complete required training, and promptly report any suspected abuse, neglect, or policy violations.
- Treat members, families, children, and staff with dignity and respect.
- Provide for the health and safety of members and participants at all times.

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 the essential functions.

Employee Signature: _____

Employer Representative: _____

Date: _____

The statements of this job description are intended to describe the general nature and the level of work being performed by people hired for this job title. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required for this position.

Prepared By: Sports Director

Prepared Date 9/10/2025

Approved By: Senior Operations Director

Approved Date 9/10/2025