

Officiating Manager

Job Description

Job Title:	Officiating Manager
Location:	England Hockey Head Office - Bisham Abbey National Sports Centre <i>Open to flexible arrangements but some travel to office will be required</i>
Salary:	£32,000 - £36,000 per annum (depending on experience) plus the use of a company car
Responsible to:	Head of Coaching and People Development
Hours:	Full-time

ENGLAND HOCKEY BACKGROUND

England Hockey's mission is to "share the love of hockey and work together to make hockey more visible, relevant and accessible to all". The current focus for the organisation is delivery of its 5 objectives within the 2023-2028 strategic plan which can be found [here](#).

England Hockey is the National Governing Body for the sport of Hockey in England and is responsible for the management and development of the sport from grass roots to elite activities. We:

- Have a membership comprising clubs (750+), counties (42), and Areas (8) that affiliate to it. Approximately 160,000 individuals play in the club system, with an estimated 20,000 playing at university/colleges. C.900,000 children play at school. More than 15,000 coaches, umpires and officials are supported / developed.
- Have an income/expenditure of average £9m p.a. The Chief Executive is directly responsible for the operational budget but the Board, chaired by the Non-Executive Chair, approves the annual plan and budget.
- Employ 75 staff and contract with approximately 100 part time consultants mostly in the performance and coaching area. Circa 50 volunteers work at national level to run the sport, with thousands more running the great bulk of grass roots hockey.
- Are currently the 'nominated country' on behalf of Great Britain Hockey to qualify and prepare the Great Britain squads for the Olympics.

ROLE SUMMARY

Reporting to the Interim Development Director / Head of People and Coaching Development, the Officiating Manager will be responsible for executing EH's strategic and operational plans for officiating. The Officiating Manager will concentrate on improving and maintaining officiating standards across the country through improved recruitment and retention rates of officials and the provision of high-quality learning opportunities and engaging content.

KEY TASKS AND RESPONSIBILITIES

- To oversee the smooth running of England Hockey Officiating (EHO), including its governance, operations and communications.
- Build strong relationships with key personnel from Area Officiating Committees (AOC), the Technical Appointments Panel (TAP) and the National Programme Umpiring Association (NPUA) to provide direction and guidance, and support the work of, the recruitment, retention, training and development of officials.
- Lead the execution of elements of EH's strategic and operational plans for officiating. This includes reviewing, updating and delivering the officiating pathway in line with recent structural changes in the sport.
- Lead the direction and support to clubs (inc Universities) in the recruitment, retention and development of their officials.
- Support the Officiating Working Group to devise and implement operational plans to make officiating in hockey more diverse and inclusive, with a focus on culturally diverse and female demographics.
- Support the EHO Young Umpire Programme and Area Young Umpire Leads with the development of their young umpires' programmes.
- Oversee the regular production of high quality, relevant and engaging content for EHO members.
- Actively keep up to date with changes in officiating and the game, including rules and regulations, and further develop their subject matter expertise.
- To support the Game Management System (GMS) Officiating requirements and operations, assisting with the provision for officials across the country.
- At all times, act as an ambassador for, and promote the best interests of EH.
- Undertake such other duties as may be required from time to time that are consistent with the responsibilities of the post and the needs of EH.

PERSON SPECIFICATION

We are a values-based organisation with a strong ethos to work with integrity and nurture an environment of inclusion. We are proud to employ enthusiastic, inspirational, and highly skilled individuals who demonstrate through their behaviour the values of England Hockey:

- Collaborate inclusively
- Care for people and places
- Play with spirit, win with grace
- Resilient in everything we do

Qualifications and Experience

- Educated to Graduate level or can demonstrate capability in terms of numeracy and literacy
- More than 3 years' experience of working in officiating, ideally within a hockey environment
- Experience of working with and managing multiple voluntary stakeholders and relationships
- Excellent understanding of current officiating opportunities and challenges
- Knowledge of the Rules of Hockey and their interpretation
- Experience of working in sports development, training and education
- Understanding of data protection and information sharing
- Full UK Driving Licence

Skills and Abilities

- Highly self-motivated and able to work under own direction and within a team, to achieve stated objectives within agreed timescales
- Ability to build and maintain relationships and partnerships internally and externally
- Ability to analyse problems, create solutions, be pro-active and flexible



- Excellent verbal and written communication and platform skills; ability to communicate and relate at all levels
- Ability to effectively plan, organise, manage budgets and prioritise with a keen attention to detail
- Effective team working skills with the sufficient flexibility and willingness to take on responsibilities
- IT literate and competent in the use of Microsoft Office applications
- Stamina and flexibility to cope with working unsociable hours, including evenings and weekends and travel across England
- Ability to work autonomously and flexibly

This job description is not intended to be regarded as inclusive or exhaustive and will be amended in the light of the changing needs of the organisation. All employees will be expected to support our major events.

To Apply:	Please submit your CV (no more than 2 pages) and a one-page covering letter to the Head of People, by email at careers@englandhockey.co.uk clearly identifying how your skills and experience are relevant to the requirements outlined in the job description. We would be pleased if you could also complete the Equality Monitoring Form – please use the following link: https://www.surveymonkey.co.uk/r/EDIMon
Closing Date:	Monday 2 nd March 2026
Interview Date:	Friday 13 th March 2026