



MAC Recreation District

1195 SE Kemper Way, Madras, OR 97741

541.475.4253 • www.macrecdistrict.com

REFEREE Job Description

Reports to: Recreation Programs Director
Pay Rate/Status: Starting wage \$14/hour, temporary/seasonal

General statement of duties: Officiate at recreational athletic and/or sporting events. Detect infractions of rules and decide penalties according to established regulations.

Essential Duties and Job Responsibilities: Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Officiate at sporting events, games, or competitions, to maintain standards of play and to ensure that game rules are observed.
- Judge performances in sporting competitions in order to award points, impose scoring penalties, and determine results.
- May assist with pre and post game organization, clean up, and crowd management duties.
- Handle complaints, settle disputes, and resolve grievances and conflicts, or otherwise negotiate with others.
- Analyze information and evaluate results to choose the best solution and solve problems.
- Develop constructive and cooperative working relationships with others, and maintain them over time.
- Use relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.
- Observe, receive, and otherwise obtain information from all relevant sources.
- Encourage and build mutual trust, respect, and cooperation among team members.
- Keep up-to-date technically and applying new knowledge to your job.
- Performs other duties as assigned.

Key Attributes

- Sound judgement and decision making, which includes considering the relative costs and benefits of potential actions to choose the most appropriate one.
- Social perceptiveness, including being aware of others' reactions and understanding why they react the way they do
- Active listening through giving full attention to what other people are saying, taking time to understand the points being made, asking appropriate questions, and not interrupting at inappropriate times.
- Work cooperatively with others and create a positive, constructive relationship with participants and the general public.

Work Environmental Elements

- May work indoors or outdoors, depending on the season
- Physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials.
- Requires mobility including the ability to move materials weighing less than 50 pounds on a regular basis.

Work Schedule

- Employees must work during off peak operations hours, including weekends and evenings.

Education/Experience Requirements

- Some previous athletic/sport or referee experience.
- Any satisfactory combination of experience and training which demonstrates knowledge, skills and ability to perform the above-described duties.

Equal Opportunity Employer