



**Enclosure 1: IBA R&J Instructor Preferences/Skill Set**

**IBA REFEREE AND JUDGE INSTRUCTOR REQUIREMENTS; PRIORITY – SKILL SET – SUPPORTING COMMENTS**

**General**

1. The table below lays down the basic fundamental requirements needed to deliver all Referee and Judge associated courses through 2022/23. Whilst all skills are not essential, preference is made to those with the respective KSE and an instructional background

Serial	Priority	Skill Set	Supporting Comments
a.	R&J 3-Star Certified.	Level of qualification required to become an instructor – this is a must.	<ul style="list-style-type: none"> <li>• Should be current with a high level of competency as an R&amp;J.</li> <li>• Someone who engages in their own development and seeks out opportunities to learn from others including external experts.</li> </ul>
b.	Minimum 5 years as a 3-Star R&J.  Possible recommendations made by National Federation, if an individual has been involved in NF development as an instructor.	Previous experience as an R&J – this is a must.	<ul style="list-style-type: none"> <li>• Aspired and has achieved a good level of experience, for example, has attended an Olympic Games or World Championships – World Series of Boxing in order to understand the rule changes over the past 10 years.</li> <li>• Ability to relate to possible technical questions.</li> <li>• Supporting evidence for the respective Confederation Chair is essential for both selection and progression moving forward.</li> </ul>





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c.	Experience both within or external to the sport of boxing, as either an instructor or teacher.	Personal development in an instructor/teaching capacity.	<ul style="list-style-type: none"> <li>Teaching and instructor experience is a must. Must have an exceptional knowledge of both technical and competition rules.</li> </ul>
d.	Teaching, or instructional qualifications are preferred. University Degree in Sports would be ideal, but not essential.	Educational experience and associated qualifications.	<ul style="list-style-type: none"> <li>Good strong leadership ability to deliver a course, confident.</li> <li>Effective working with others and demonstrating strong effective communication.</li> <li>Has a background in learning and development.</li> </ul>
e.	Ability to understand strengths and weaknesses of participants/students.  Preferred background in teaching adults – not essential.	Effective working with adult learners. Ability to understand the audience.	<ul style="list-style-type: none"> <li>Can build trusting relationships by developing skills and understanding the need for cultural management.</li> <li>Facilitates professional learning by actively encouraging participants.</li> <li>Make all lessons and assessments relevant.</li> </ul>
f.	Ability to command an audience and deliver a lesson.  Has a firm understanding of Zoom, Teams and e-learning platforms.	Communication and IT skills.	<ul style="list-style-type: none"> <li>Is able to build relationships through effective communication by maintaining objectivity, honouring diverse views and engaging in healthy discussions.</li> <li>Must be able to function around a system of IT, and the ability to operate effectively with Powerpoint, Excel and Sharepoint.</li> </ul>





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g.	Proven background in team leading. Strong team leadership and management preferred.	Leading a group.	<ul style="list-style-type: none"> <li>• Strong emotional intelligence – ability to manage individuals from different cultures and backgrounds.</li> <li>• Excellent organisational capabilities; oversee course delivery, timetables and planning requirements.</li> <li>• Problem solving is key should there be an unforeseen breakdown in communication, equipment or infrastructure.</li> <li>• Ability to make good sound decisions, with the skills to prioritise and allocate resources appropriately.</li> </ul>
h.	Key IBA languages: <ul style="list-style-type: none"> <li>• English;</li> <li>• Arabic;</li> <li>• Spanish;</li> <li>• Russian;</li> <li>• French.</li> </ul>	Linguistic skills.	<ul style="list-style-type: none"> <li>• Should reflect the language of the Confederation, National Federation. A good understanding of the English language preferred.</li> <li>• The capability to guide a course in different languages and the various levels of the languages.</li> </ul>

2. Questions pertaining should be directed to the IBA Education desk at [education@iba.sport](mailto:education@iba.sport)
3. Many thanks in advance for your continued support to the International Boxing Association (IBA).

