



Progress the game, so everyone can share in its heritage and possibilities.

Role	Umpire Sports Trainer
Reporting to	AFLNT Umpiring Lead, AFLNT Growth and Engagement Lead
Location	Darwin, NT
Duration	2024/25 NTFL Season
Status	Part Time – Fixed Term

Purpose – why is the role important

The *Umpire Sports Trainer* oversees both preventive and rehabilitative programs, aiming to optimize umpires' physical health and understanding of game mechanics. Responsibilities include conducting practical therapy sessions, delivering personalized care plans, and updating treatment protocols to ensure efficacy. Close collaboration with coaching staff and umpire leads will support smooth transitions between officiating levels. Strong communication skills are essential for providing clear instructions and constructive feedback, fostering a supportive rehabilitation environment. The Umpire Sports Trainer plays a vital role in promoting injury prevention, recovery, and professionalism among umpires within the sports organization.

Key Duties

- Design and implement comprehensive prehabilitation programs to optimize umpires' physical readiness and reduce injury risk.
- Conduct thorough assessments and develop personalized rehabilitation plans for injured umpires, focusing on timely recovery and safe return to officiating duties.
- Update and refine treatment protocols regularly to align with best practices and ensure effectiveness in injury management.
- Collaborate closely with coaching staff and umpire leads to integrate physiotherapy strategies into overall training programs.
- Provide hands-on therapy sessions that include manual techniques, therapeutic exercises, and modalities to facilitate recovery and improve performance.
- Monitor umpires' progress through ongoing evaluation and adjustment of treatment plans as necessary.
- Educate umpires on proper body mechanics, injury prevention strategies, and self-care techniques to support long-term health and performance.



Play as one team



Play fair



Play with passion



Play to win



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- Maintain accurate documentation of treatment sessions, injury histories, and rehabilitation outcomes to inform decision-making and track progress.
- Promote a culture of wellness, fair play, and professionalism among umpires by advocating for injury prevention initiatives and comprehensive health management strategies.

Key Relationships

- NTFL Umpire Coaches
- NTFL Umpires
- AFLNT Umpiring Staff

Core Competencies:

- Leadership: Proven ability to lead, motivate, and inspire a diverse group of individuals, fostering an environment of respect, collaboration, and continuous improvement.
- Umpiring Knowledge: Extensive understanding of AFL rules and game mechanics, along with experience in umpiring or umpire coaching.
- Communication Skills: Strong verbal and written communication skills are crucial, both for conveying complex concepts clearly and for providing constructive feedback to umpires.
- Mentoring and Development: Demonstrated ability to identify individual strengths and weaknesses, and to design and implement effective personal development strategies.
- Analytical Skills: The ability to critically evaluate and analyze umpire performance, and to develop strategic plans for improvement.
- Team Building: Proven experience in fostering a positive and cooperative team environment, promoting camaraderie and collective growth.

Child Safety Standards

The AFL has a commitment to ensure we provide professional, safe and enjoyable environments for children and young people who participate in our game.

The executive and management of our organization are responsible for undertaking recruitment and ensuring that our processes and systems are robust and thorough, as well as being communicated and understood internally. Our recruitment process is a 5-step process and includes meeting and engaging with a variety of key people from across the organization as well as completing thorough verification checks.

As part of our comprehensive recruitment process, we ensure that all safety and legislative checks such as working with children checks, Criminal background checks, employment and personal reference checks are completed to ensure anyone working for the AFL is fit for the role they are employed in, prior to commencing employment.

The AFL takes the safety of children and young people very seriously and reviews all processes and procedures in line with current state and federal legislation.

AFL Values



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Play to Win

We pursue excellence in everything we do to deliver great outcomes. We are forward thinkers, driven by curiosity, innovation and an ambition to be the best. We show humility, valuing the giving and receiving of feedback to continuously learn, grow and perform. We adopt an ownership mindset – taking responsibility for both our actions and the collective success of the AFL.

Play as One Team

We proactively collaborate. We trust, care and support for one another. We find strength in our differences. We celebrate our wins.

Play with Passion

We love what we do. We care as much as our fans do, always giving our very best, always finding a way. We bring passion, energy, pride, and a sense of fun. We consistently work on our wellbeing to thrive personally and professionally.

Play Fair

We do the right thing. We make a positive difference. We are good communicators- we listen, we seek to understand, are open and respectful. We champion diversity, inclusion, and an equitable playing field.



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