

INTERNATIONAL SKATING UNION

Communication No. 1656

Recruitment of new Speed Skating and Short Track Speed Skating Officials

Recognizing a current need, and with the future in mind, the ISU Council has authorized a program to encourage former international competitors, who recently stopped their competitive skating career, to become trained Officials (Referees, Starters, Competitor Stewards) for Speed Skating and Short Track Speed Skating.

Financial support will be made available by the ISU, but an active participation of the ISU Speed Skating Members and current Officials will be essential to ensure the success of this program.

Basic concept

- ISU Members shall contact former competitive Skaters and provide the ISU with the names and other relevant information regarding candidates who have expressed interest in the program. **The names and information of between 3 and 8 former Speed and/or Short Track Speed Skaters per Member recommended as candidates shall be forwarded to ISU Secretariat and Technical Committees by December 31, 2010. A form is attached hereto for that purpose (Appendix 1).**
- Skaters who have competed in the Olympic Winter Games or ISU Championships or ISU World Cups are considered by the ISU to have the required experience for this program. International and national competitive skating experience is a minimum requirement. Competitive skating experience along with other relevant qualities and experience will be taken into consideration in the evaluation and selections made by the respective Technical Committees.
- Candidates must have a good level of the English language and should be preferably minimum 24 and maximum 45 years old as of June 30, 2010.
- The candidates shall be from ISU Members active in Speed Skating or Short Track Speed Skating or both.
- The candidates must have a good knowledge of the ISU General Regulations & Special Regulations/Technical Rules for Speed Skating and/or Short Track Speed Skating.
- Candidates who will be approved by the Technical Committees for participation in the program are considered “Trainee-participants” and as such must be instructed and guided by mentors who shall act as their teachers and moderators at national seminars and/or national competitions. These mentors should have preferably reached the age of 60 and not passed the age of 75 and shall have acted as Officials (Referee, Starter or Competitors Steward) within the past 3 years in an ISU sanctioned competition.
- The mentors shall be on the list of ISU or International Officials and shall preferably be members of the same Member as the trainee-participants.
- The names of the Officials proposed as mentors shall be forwarded to the ISU Secretariat by December 31, 2010. A form is attached hereto for that purpose (Appendix 2).

- While it is anticipated that the mentors will work with the same Trainee-participants for a period of three-years, if termination of that relationship becomes necessary in any case, the Member concerned will provide the relevant ISU Technical Committee with all details and a recommendation as to an alternative fulfillment of the program goals.
 - The ISU Members shall provide training through national seminars, regional courses and assignments at national competitions. Annual reports on such training shall be submitted by the respective mentor through the respective Member to the ISU Secretariat in Lausanne each year by January 1st. A report form is attached hereto for that purpose (Appendix 3).
 - After a three years period (within the 1st of January 2014) the Members shall forward a detailed report of the activities of each Trainee-participants with the request that his/her name be evaluated by the respective Technical Committee for inclusion in the list of ISU or International Officials.
 - The evaluation of the skills and performances of these Trainee-participants shall remain at the discretion of the respective Technical Committees in consultation with the Speed Skating Sports Director. The Technical Committees for Speed Skating and Short Track Speed Skating may, based on the report, accept all, part or none of the proposed names within the limits of the Council approved budget.
 - Trainee-participants who have demonstrated an extraordinary level of commitment and experiences (based on the yearly report i.e. high number of assignments at national competitions, participation at several seminars etc) over a period considered as adequate by the respective Technical Committees, may be considered to be included in the ISU Officials list before receipt of the Report due after the 3 years period.
- **ISU financial support**
As an incentive and in order to contribute to the success of this program as well as in recognition of the importance of active and *effective* participation by mentors, the ISU will make a *one-time* financial payment for mentors under the following conditions:
 - The ISU financial support amounts to CHF 2'000 per successful mentor but is limited to 3 mentors or CHF 6'000 per Member and a maximum budget of CHF 120'000. A successful mentor means a mentor having monitored one or several Trainee-participants who ultimately has been included in the ISU or International Officials list.
 - Evaluation and approval to be eligible for this program and the related ISU financial support is at the discretion of the respective Technical Committee who periodically reports to the ISU Council who may take corrective action if necessary.
 - The ISU financial support will become payable when the Trainee-participants of the mentor are accepted by the respective Technical Committee as "International" or "ISU" Officials (see Rule 121). The mentor payments will be made to the respective Member for further disbursement to the designated mentor without deductions of any kind.

Milano,
November 1, 2010
Lausanne,

Ottavio Cinquanta, President

Fredi Schmid, Director General