

World Sailing Race Management Grouping System 2023

General

The purpose of this grouping is to assist the Event Appointment Working Party in their work of appointing IROs to events as part of the race official team. This will be used by the EAWP to appoint international race officers to events where it exercises the right of appointment. The grouping list shall be published on the World Sailing website and shall be available for Organising Authorities, MNAs and Classes to assist with event appointment.

This grouping system will be subject to approval by the Race Officials Committee (ROC) and the Board under regulation 31.17. The grouping system will be administrated by a Grouping Panel under the oversight of the World Sailing Race Management Sub Committee (RMSC). The Grouping Panel will be comprised of experienced World Sailing IRO with World Sailing appointments with geographical and gender diversity.

The grouping system will be used to identify Standard, Developing Lead, Lead and Chief IROs as further defined below. The system will also allow for the identification of Race Officers with the potential to reach this level. It is envisaged that a grouping process that is based on objective, performance-driven criteria will also encourage continuing professional development within the IRO community. As such, all IROs who apply are to be grouped.

Race official appointments made by World Sailing to the events listed above also include officials who are not grouped. Therefore, IROs who choose not to apply for grouping, or are not grouped, will still be eligible for an appointment to the above events as this is the role of the EAWP.

Principles

1. The grouping process will be entirely voluntary. Only IROs who elect to participate in the system will be grouped.
2. While the grouping of each IRO will be public, all other information regarding individual IROs will remain strictly confidential within the Grouping Panel and the administration of the system.
3. The decision on a grouping application will be based upon the IRO application, the information that WS already holds (e.g. test passes, seminar attendance etc.), previous IRO application forms and input from performance assessors who have worked with the applicant IRO.
4. The Grouping Panel will use their best judgement to give input on the ability of an IRO.
5. All members of the Grouping Panel shall immediately declare any conflict of interest to the Chairman of RMSC and will not take part in the consideration of any grouping application for which they have a conflict of interest. A known conflict of interest from the IRO applying to be grouped will not be taken into account during the grouping process.
6. The Grouping Panel shall also consider gender and geographic location to expand and encourage the growth of IROs.
7. There is no requirement to be associated with any Olympic Class to be grouped as an IRO as experienced IROs should be capable of running any races for classes.

Groups

The IROs qualifying to be grouped will be assessed against the criteria below to determine which of the following groups they shall be placed in.

Standard IRO
A standard IRO is an IRO who has a proven ability to carry out the roles required of the discipline. All International Race Officers and therefore capable of being appointed as an ITO at a World Sailing event as they have met and maintained the requirement to be World Sailing Race Officers.
Developing Lead
A developing lead has the attributes to be the Course Representative at a World Sailing event (e.g., Multi-class regattas, Regional Games, Youth Games etc).

If the IRO has also indicated a desire to be grouped as a Lead or Chief, then the grouping panel will also assess the application against the criteria below.

Lead
The IRO has the experience and attributes to be the Course Representative at any World Sailing event including Olympics and Olympic qualifying.
Chief
The IRO is an experienced Course Representative who can lead a team and act as the PRO at a World Sailing event.

The RMSC Grouping Working Party will also consider in each group gender and geographic reason for their grouping.

Developing Lead, Lead – or Course Representative

The role of the Course Representative appointed by a class or World Sailing to oversee a race management team is not an easy one, as the team will normally have in place its own delegation of responsibilities and decision-making structure. The team is often prejudiced against an outsider who they see as likely to disrupt their way of doing things. The primary purpose of the role is to ensure fairness of competition with no bias or perceived bias and to ensure the policies outlined in either class documentation or World Sailing's Race Management Policies for World Sailing Events are adhered to. All race management should be predictable, consistent and fair.

The role should be performed in the background, mainly by watching and advising the local team, supporting their self-confidence. While World Sailing's policies do outline the decisions that are the responsibility of the Course Representative, it will often be the case that it is unnecessary to act on this responsibility in a forceful manner. When the local race management team have done their work properly, their decision-making structure will tend to find themselves in natural alignment with the Course Representative.

Those Course Representatives who wish to take over the role of course race officer and make all the relevant race management decisions are doing their role and race management in general a disservice. At the end of the event the invited officials leave. The local teams whether together or as part of other teams will organise and run many more events in their area. The good Course Representative will have empowered them to make better decisions in the future and helped them to understand the rationale behind World Sailing's policies.

The attributes of a good Course Representative include:

- Good listener
- Good at observation and anticipation of what could happen
- Patient, calm and unflappable
- Able to clearly explain situations or pending issues without being dictatorial
- Polite, soft-spoken and respectful
- Knowledgeable about World Sailing policies and race management in general

Chief – or Principal Race Officer

This will be an experienced Course Representative who has earned the confidence and respect of the wider sailing community. The person needs to be a confident public speaker, able to defuse sensitive or difficult situations and with the ability to make the right decision for the greater good of the event and of World Sailing.

The attributes of a Principal Race Officer include being:

- an articulate English speaker, able to be understood by those whose first language is other than English
- empathetic towards all, regardless of their role
- able to think through and anticipate the outcomes of situations and decisions
- able to make decisions after having weighed up the consequences for all parties.

Criteria

To be considered for grouping in a discipline, an IRO shall be a current active International Race Officer. This criteria represents the expected minimum level of experience required to maintain a level of race management experience ability. It is not important the IRO is linked to an Olympic Class as we need to expand the requirements to allow all that apply to be big given the opportunity to be allowed into World Sailing events. RMSC will apply the criteria from the Race Officials Competency and Qualifications document (RQC) in deciding on whether an event is a principal event etc.

		Criteria
Rules Knowledge	Standard	1. Demonstrates good rules knowledge and a proper understanding of their application, particularly Definitions, Race Signals, Part 1, 3, 6, 7 and Appendix A
	Standard	2. Demonstrates a familiarity and understanding of an event's NoR and SIs
	Standard	3. Able to write NoR and SIs in standard format
	Developing Lead	4. Follows the relevant World Sailing race management policies.
	Lead	5. Understands and is able to administer Addendum Q.
	Lead	6. Promotes World Sailing's Race Management Policies
	Chief	7. Understands and can think through the implications of changes to the rules
	Chief	8. Demonstrates rules knowledge of special rules and regulations e.g. International Olympic Committee's Olympic Charter and rules. International Paralympic Committee's rules
	Standard	1. Has experience in large multi-fleet regattas
	Standard	2. Able to give timely concise direction to mark layers to enable suitable courses to be laid with respect to wind direction and target times
	Standard	3. Start line recordings tell the story of the start and are informative and clear
	Standard	4. Able to record large fleet finishes without error

Race Management Skills	Developing Lead	5. Able to anticipate issues and calmly initiate change
	Developing Lead	6. Able to manage urgent situations concerning safety on the water calmly and decisively
	Developing Lead	7. Shows evidence of striving for excellence
	Lead	8. Continually challenges the team to strive for excellence in every aspect
	Chief	9. Ensure all team members understand their role in the on-the-water safety of all those involved
	Chief	10. Ensure timely information is given about pending safety issues
	Chief	11. Technologically adept and able to adapt to the latest developments
Communication	Standard	1. Speaks and understands English and uses internationally acceptable terminology
	Standard	Speaks and understands English and uses internationally acceptable terminology
	Standard	2. Is a good listener, taking into account the views of others, including competitors, organisers, and other officials
	Standard	3. Demonstrates proper use of radio, including procedures and response to calls
	Developing Lead	4. Articulate in describing incidents that occur both afloat and ashore
	Developing Lead	5. Communicates clearly and calmly with competitors, and other officials
	Developing Lead	6. Is discreet, that is, careful and prudent in their speech or actions, especially in order to keep something confidential or to avoid embarrassment
	Developing Lead	7. Inclusive of all team members
	Lead	9. Able to convey an idea quickly and concisely
	Lead	10. Inclusive in sharing information and giving feedback
	Lead	11. Initiates redress appropriately
	Lead	12. Able to impartially assist the jury and technical equipment members as required.
	Lead	13. Able to resolve disagreements and provide direction on what actions to take
	Chief	14. Articulate and concise in public speaking
	Chief	15. Calm and authoritative when speaking with the media
	Chief	16. Communicates in a way that gives the team confidence that they are valued and are being kept well informed
	Chief	17. Demonstrates through action their respect for the expertise of other team members and consults with them whenever possible before making decisions that affect them

	Standard	1. Accepts World Sailing Rules and Cases and complies with World Sailing's code of conduct
	Standard	2. Is willing learn, accept change, be punctual and to work in a team
	Standard	3. Keeps calm under stress, able to make timely and accurate decisions
	Standard	4. Is open-minded and accepts the point of view of others and is empathetic towards competitors
	Standard	5. Behaves with discretion and decorum, is free of prejudice and unbiased in decision making
	Standard	6. Has respect for other people's property and uses equipment in the proper manner

Temperament and Behaviour	Standard	7. Shows respect for and values other team members
	Standard	8. Has appropriate dress code at all times (on the water, ashore and at social occasions)
	Standard	9. Abstains from alcohol while working
	Standard	10. Has a sense of humour and able to laugh and have fun
	Developing Lead	11. Respects and abides by venue-specific requirements
	Developing Lead	12. Refrains from unauthorised communication with the media
	Developing Lead	13. Owns up to mistakes and learns from them, accepts critique graciously
	Lead	14. Able to anticipate situations while they develop and acts before issues become more serious
	Lead	15. Able to think and act quickly and decisively
	Lead	16. Able to bring a team together to work effectively, finding and eliminating weaknesses
	Lead	17. Actively uses praise to affirm good practice and raise standards
	Lead	18. Able to cope calmly with simultaneous events
	Lead	19. Able to manage multiple facets at the same time quickly and efficiently
	Lead	20. Bring out the best in people by supporting and developing their skills to be the best they can be
	Lead	21. Is able to work well with other stakeholders (OA, Jury, Umpires, Measurers, WS Staff) Coaches, Sailors, Media) and understands fully the needs, roles and responsibilities of each
	Chief	22. Initiates debate for change
	Chief	23. Is able to work with external stakeholders – port authorities, coastguard, etc.
Physical Fitness	Standard	1. Able to work long days
	Standard	2. Good eyesight particularly for long distance
	Standard	3. Has served as a Course Race Officer responsible for the management of the races at least four events for which World Sailing makes appointment
	Developing Lead	4. Agile and able to work on an unstable platform for long periods
	Lead	5. Has significant experience in a range of events
	Lead	6. Usually has been an IRO for a minimum of 5 years
	Chief	7. Has significant experience as the PRO
	Chief	8. Usually have been an IRO for a minimum of 9 years
Experience	Standard	1. Able to name and let show race management team members' skills
	Developing Lead	2. Has the courage and confidence to promote and implement change
	Lead	3. Helps other race management team members develop their skills
	Chief	4. Implements effective procedures for team development
	Chief	5. Provides World Sailing with feedback on the performance of race management team members
	Standard	1. Can name the strengths and weaknesses of team members
	Developing Lead	2. Recognises the strengths and weaknesses of team members, using their strengths and helping them with weaknesses

Assessment	Lead	3. Provides feedback to team members about their strengths and areas that they need to work on
	Chief	4. Gives constructive feedback to team members and provides input on team members' skills when relevant
Leadership	Standard	1. Act with self-confidence and a high degree of integrity
	Developing Lead	2. Inspire team members and support/give them basic training
	Lead	3. Be inclusive in sharing information and giving feedback
	Chief	4. Is a role model
	Chief	5. Leads a team in a respectful manner
	Chief	6. Delegates suitable tasks to team members
	Chief	7. Makes team members feel that they are contributing

Process

- Initially, all IROs will be contacted by the World Sailing Executive Office and asked to indicate whether they wish to be grouped.
- Any IRO who elects to be grouped will be asked to provide:
 - an indication of which of the four groups they would like to be considered for grouping in.
 - any information that they wish the Grouping Panel to have (e.g. list of recent events, World Sailing appointments).
 - An indication if they consider they have a conflict of interest with any member of the Grouping Panel.
- The applications shall be forwarded to the Grouping Panel. Where there is any doubt as to whether an application meets the basic criteria, or whether an event is a principal event, this shall be decided by RMSC.
- The Grouping Panel will then proceed to consider the applications.
- Members of the Grouping Panel will provide input on each IRO by allocating them to one of the four groups. Input will be based on experience with the IRO and the factual information they provide
- In cases where there are varying opinions about an individual, the Panel will be requested to provide further input on why they think this IRO should be allocated to a particular group.
- The Executive Office will collate the information and liaise with the Chair of RMSC. If the grouping panel has been unable to agree on the grouping of an IRO by a clear majority, the RMSC Chair will make the final decision.
- The list of grouping decisions will be published on the WS website.
- Any IRO that requested to be grouped may request information on the reasons for their grouping. In these cases, the Grouping Panel may be asked to provide feedback to the IRO.
- Any IRO that is dissatisfied with their grouping decision, whether or not they asked for feedback, may request that the decision be reconsidered by contacting the Executive Office. In such cases, World Sailing will use its reasonable endeavours to arrange for the IRO to be reassessed the Grouping Panel will be advised of the outcome of this assessment and will proceed to reconsider their grouping decision.
- The grouping process will be conducted continuously, and IRO may request to be grouped at any time, with the grouping panel making updates to grouping at least every six months.
- The RMSC requests all IROs applying to consider carefully if you wish to apply and which group you wish to be considered as being placed.
- The RMSC also understands that when the list is first published some of you may be disappointed with the group you have been allocated. This is not a reflection on your ability as you are all World Sailing Race Officers as all are of the highest standard. The grouping system is only one of the guides for the EAWP to assist them in making World Sailing appointments.

14. The EAWP may choose a race officer in any role, and there will be many considerations taken into account when making appointments. The grouping system is just one of the considerations when making World Sailing appointments.