



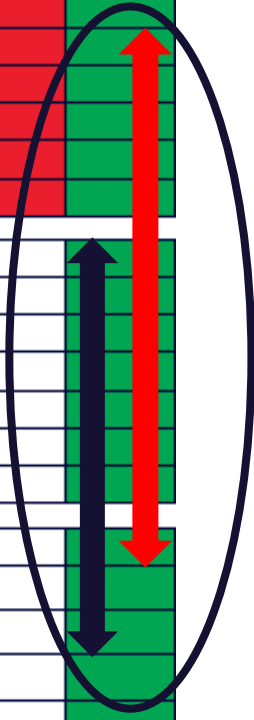
## How to use the Pathway

This Pathway document allows an umpire to be placed in the area which best fits their current development progress and gives them some perspective as to what range of appointment opportunities may be in the future and what they can aspire towards.

There are a few key aspects to be clear on, when determining what the road ahead for an umpire may look like:

- Determine where the umpire's current reality is, i.e. If the umpire is a Club umpire who has also been selected on your current Regional Top 10 panel, then the umpire's current pathway is on the Regional Umpire Pathway, which also covers any representative and club cricket.

	COMPETITIONS	NZC INTERNATIONAL PANEL	NZC NATIONAL PANEL	NZC RESERVE PANEL	NZC WOMEN'S EMERGING PANEL	NZC WOMEN'S DEVELOPMENT PANEL	REGIONAL UMPIRE PANEL
<b>NATIONAL</b>	International Men's Test						
	International Men's ODI and T20's						
	International Women's ODI and T20's						
	New Zealand A						
	New Zealand XI						
	NZ U19 International						
	Plunket Shield						
	Super Smash Men						
	Ford Trophy						
	Super Smash Women						
	Hallyburton Johnstone Shield						
	Provincial A Men						
	Hawke Cup Challenge matches						
	National U19 Men's tournament						
	National U19 Women's tournament						
	National U17 Men's tournament						
	Gillette Cup						
Gillette Venus Cup							
<b>REGIONAL</b>	Hawke Cup Elimination matches						
	Regional Representative						
	Regional Representative Womens						
	National Club Championships						
	Club Finals						
	Regional Club Championships						
	Regional Age Group Tournaments						
<b>CLUB</b>	Premier Club Competitions						
	Club Grade Competitions						
	Secondary Schools 1st XI Competitions						
	Club Lower Grade & Social Competitions						
	Junior Club & School Competitions						



- The umpire will also now fit in within that group, by way of opportunities and at what level the umpire is currently umpiring.
  - As an example: Umpire A (black arrow in the above image) currently is at a level where they umpire Secondary Schools 1<sup>st</sup> XI cricket and has umpired numerous Zone 3 and Zone 4 Hawke Cup elimination matches and are aspiring to go further, so looking at their pathway, over time they could be given the opportunity to umpire at some NZC tournaments, based on their performance and what opportunities are available.
  - Similarly, Umpire B (red arrow in the above image) umpires Premier cricket and has umpired at NZC tournaments, but potentially by way of performance and opportunity, could umpire Hawke Cup Challenge matches if the opportunity arose.
- It is important to note that each panel has a ceiling of opportunities and a finite number of opportunities available, so each umpire will reach their own ceiling within their panel and over time may move over to the next panel by way of performance and meeting the selection philosophy and standards set by each panel.

## New Zealand Umpiring Pathway

This pathway structure accounts for all umpires from Youth umpiring to our International Representatives. It shows the levels of umpiring available and also the potential opportunities an umpire may be exposed to. It allows an umpire to see where they fit in by looking at the following:

- Age (separate from performance e.g. a youth umpire could be standing in Premier cricket)
- Gender (there is a new female development pathway in support of the existing umpire pathway)
- Aspiration (to what level of umpiring an umpire wants to get to over time)
- Level of performance (based upon grading and appointments)
- Current reality (where an umpire is at in their umpiring career)

The umpiring opportunities listed will vary region by region, due to there not being certain levels of cricket played in those regions, but they are broad enough to be relevant. This may be the perfect time to look at cross-border reciprocal opportunities between MA's (e.g. a Wellington umpire standing in a Zone 4 Hawke Cup elimination match in Oamaru and an Otago umpire reciprocating by standing in an equivalent level of cricket in Wellington).

Key aspects to make this successful, is that this needs to be a reciprocal opportunity. Each MA could host a visiting umpire for the following reasons:

- With New Zealand Cricket only able to offer a finite number of appointments at NZC governed fixtures, this may be another step forward to developing your umpires, outside of the limited existing exchanges with other MA's and give more opportunities to develop.
- This would be a good way to develop your emerging umpires and create an opportunity to measure them outside of their comfort zones.
- This could help the umpire associations with a smaller number of standing umpires, to fill up some fixtures.