



FIA OFFICIALS COMPETENCY FRAMEWORK

TECHNICAL AND BEHAVIOURAL
COMPETENCIES

FOREWORD

Dear ASN Presidents,

The FIA Volunteers & Officials Commission has spent the last year working on the FIA Officials Competency Framework which I am very pleased to launch today. This document has been prepared especially for your organisation to assist you in managing our Volunteers & Officials and it presents the various roles that officials hold during motor sports competitions as well as the technical and behavioural competencies required to perform these roles.

Furthermore, these competencies are also applicable to FIA appointed officials and help to determine the aptitude of an individual in relation to the responsibility and / or seniority of the role they are potentially undertaking.

Safety is in the heart of every motorsports competition and it is our duty to ensure that each of our Volunteers & Officials are capable of performing the tasks that they must and may have to perform.

The FIA Officials Competency Framework is a living document and will be periodically updated by the commission to reflect best practice. So we welcome any comments that you may have as it is only with your feedback that we are able to consolidate experiences and share best practice and learning.

Thank you.

Yours in Sport,

Colin Syn

President, FIA Volunteers & Officials Commission



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TECHNICAL AND BEHAVIOURAL COMPETENCIES

- 1.1 Race Director (RD)
- 1.2 Steward (S)
- 1.3 Technical Delegate (TD)
- 1.4 ASN Observer (ASNO)
- 1.5 Circuit Inspector (CI)
- 1.6 COVID Officer (CO)
- 1.7 Safety Delegate (SD)
- 1.8 Medical Delegate
- 1.9 Media Delegate
- 1.10 FIA Observer
- 1.11 Sporting Delegate

1.1 RACE DIRECTOR (RD)



RACE

The Race Director has overriding authority to control the practice and the actual race. He/she works closely with the Clerk of the Course (who can give the relevant orders only with the express agreement of the Race Director) and the Stewards.



TECHNICAL COMPETENCIES

Planning and organisation	Possesses strong organisation and planning skills to undertake the necessary preparation required for the organisation of an effective competition including post event evaluation.
Knowledge of safety rules	Has a good understanding of emergency management protocols and seeks, anticipates, meets and (whenever possible), exceeds the needs and expectations in terms of safety.
Knowledge of motor sport regulation and judicial procedures	Has a thorough understanding of all the relevant regulations required to run the competition inclusive of the sporting, technical and judicial rules. Understands also any applicable civil and/ or legal requirements relevant to a competition.
Event Intelligence	Has a thorough understanding of the circuit and/ or rally course that the competition will be conducted on, inclusive of the required resources and equipment. Understands the Officials roles and responsibilities within the teams to safely conduct the competition.
Technical Awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions
Problem solving	Has the ability to analyse all the information presented to him, to apply creative thinking and logic before making considered, logical, timely and creative decisions in a consistent manner.
Analysis skills	Has the ability to: - Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors. - Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	Identifies any potential hazards and actively engages in finding solutions and applying appropriate measures to minimise those identified. Identifies risks in a dynamic situation and implements control measures associated with those risks to ensure that the risk to individuals is minimised.



1.1 RACE DIRECTOR (RD)



RACE

The Race Director has overriding authority to control the practice and the actual race. He/she works closely with the Clerk of the Course (who can give the relevant orders only with the express agreement of the Race Director) and the Stewards.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication, including public speaking and presentation skills. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with and manage the members of his/her team to ensure that a harmonious relationship exists between all parties. Fosters his/her team members' engagement and motivation.
Working under pressure	Makes focussed decisions when confronted with intensified periods of demand upon his/her time and/or abilities.
Delegation	Clearly and confidently delegates tasks to others without need for further supervision.
Leadership	Has the ability to be a leader, set an example for others, has empathy for volunteers and provides clear and concise direction.
Liaison skills	Possesses extensive liaison skills and is capable of working with stakeholders
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Conflict resolution	Manages conflict in a non-confrontational way and bring about a satisfactory and balanced resolution.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.
Impartiality and confidentiality	Remains impartial in all matters relating to the competition and deals with each situation on its merits. Respects confidentiality in all matters.

1.2 STEWARD (S)



RACE & RALLY

The Stewards have supreme authority over the competition, as well as authority for the enforcement of the Code and national and Supplementary Regulations and Official Programmes. They may settle any matter that might arise during an event, subject to the right of appeal provided for in the Code.



TECHNICAL COMPETENCIES

Knowledge of motor sport safety and judicial procedures

Has a thorough understanding of all the relevant regulations required to run the competition inclusive of the sporting, technical and judicial rules. Understands any applicable civil and/ or legal requirements relevant to a competition.
Has a thorough knowledge of the motor sport judicial process.

Knowledge of motor sport

Has a level of understanding of motor sport and the particular type of event

Technical awareness

Knows pertinent applications, software, devices, or other technology required to effectively perform job functions

Problem solving

Has the ability to analyse all the information presented to him/her to apply creative thinking before making considered, logical, timely and creative decisions in a consistent manner.

Analysis skills

Has the ability to look for, analyse and summarize information from various sources including the competitors, the results team, other Senior Officials and external factors.



BEHAVIOURAL COMPETENCIES

Communication skills

Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication.
Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.

Team working

Works within a team in a collaborative and productive way.

Self confidence

Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.

Conflict resolution

Manages conflict in a non-confrontational way and bring about a satisfactory and balanced resolution.

Integrity

Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals.
Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

Impartiality and confidentiality

Remains impartial in all matters relating to the competition and deals with each situation on its merits.
Respects confidentiality in all matters.

1.3 TECHNICAL DELEGATE (TD)



RACE & RALLY

The FIA Technical Delegate is responsible for all technical matters, including scrutineering and has full authority over the national scrutineers.



TECHNICAL COMPETENCIES

Planning and organisation	Has the ability to anticipate and interpret both the individual and event needs in order to allocate the resources to satisfy those needs using delegation as appropriate.
Knowledge of motor sport regulations and judicial procedures	Has a thorough understanding of all the relevant regulations required to run the competition inclusive of the sporting, technical and judicial rules. Understands also any applicable civil and/ or legal requirements relevant to a competition.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions
Problem solving	Reacts dynamically to rapidly changing situations and coordinates the resources available to him/her as required. Has the ability to analyse all the information presented to him/her before making considered, logical and creative decisions.
Analysis skill	Has the ability to: - Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors. - Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	Identifies any potential hazards and actively engages in finding solutions and applying appropriate measures to minimise those identified. Identifies risks in a dynamic situation and implements control measures associated with those risks to ensure that the risk to individuals is minimised.



BEHAVIOURAL COMPETENCIES

Communication skills	Expresses his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with and manage the members of both his/her team and the event organisers to ensure that a harmonious relationship exists between those parties.
Decision making under pressure	Makes focused decisions when confronted with intensified periods of demand upon his/her time and/or abilities.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

1.4 ASN OBSERVER (ASNO)



ROLE DESCRIPTION

The ASN Observer provides a full evaluation report covering all aspects of the event in order to enable the ASN/FIA to take whatever action as it may see fit. He/she also assists the organiser to develop its event.



TECHNICAL COMPETENCIES

Knowledge of safety rules	Has a good understanding of emergency management protocols to establish event organiser's compliance with best safety practice
Knowledge of motorsport regulations and judicial procedures	Has a thorough understanding of all the event regulations inclusive of the sporting, technical and judicial rules. Understands all applicable civil and/ or legal requirements relevant to a competition, as well as the range of potential implications and liabilities that the organisers, ASN and the FIA may face as a result of poor event management.
Event intelligence	Has a thorough understanding of the circuit and/ or rally course on which the competition will be conducted, inclusive of the required resources and equipment. Understands the Officials roles and responsibilities within the teams to safely conduct the competition.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions.
Analysis skills	Has the ability to rapidly analyse and summarize information and establish to which extent the applicable regulations are followed and the safety plan is executed.
Evaluation and monitoring	Has the ability to make, evaluate and comment constructively on organiser's event management competencies and compliance with applicable regulations and efficiency of safety plan execution.
Risk awareness	Identifies any potential risks to organisers, ASN and the FIA, reports and advises on applying appropriate measures to minimise those identified.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication, including public speaking and presentation skills. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with the organisers and ASN to ensure that a harmonious relationship exists between all parties.
Working under pressure	Makes focused decisions when confronted with intensified periods of demand upon his/ her time and/or abilities.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.
Impartiality and confidentiality	Remains impartial in all matters relating to the organisers' performance. Respect confidentiality in all matters.
Role awareness	Recognises that his or her role lies outside of the competition organisers' team, and involves a constant awareness and monitoring of the sporting side of the event and compliance with applicable regulations. Ensures that objective, factual and impartial information is reported to ASN.

1.5 CIRCUIT INSPECTOR



ROLE DESCRIPTION

The role of the ASN Circuit / Road Inspector is to ensure that the track / route conforms with the relevant ASN/FIA relevant regulations.



TECHNICAL COMPETENCIES

Planning and information management	Possesses strong planning skills to undertake the necessary preparation required for circuit/road inspection visits. He/she obtains, studies and understands complete circuit/route dossier prior to the visit and then compiles circuit/route inspection report, following the approved format.
Knowledge of the regulations	Has a thorough understanding of the safety rules and circuit licencing regulations. He/she has a thorough understanding and is able to establish conformity of the track surface, permanent features and safety installations to ASN / FIA safety standards and regulations. He/she reports to ASN/ FIA with recommendation on inclusion of the concerned competition on the national or FIA calendars and validation of ASN/ FIA circuit grade.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions. He/she has a thorough understanding of technical characteristics related to track/road surface, circuit/route features and safety installations.
Analysis skills	Has the ability to analyse and summarize information supplied in circuit/route dossier and establish conformity or deviation during on-site inspection. He/she is capable of sharing his/her observations with concerned parties in a clear and concise manner. He/she has the ability to make clear, informed recommendations to venues, ASN or FIA based on the analysis of available information.
Risk awareness	Identifies any potential hazards and risks, documents them and makes recommendations to eliminate those identified.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication, including public speaking and presentation skills. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Liaison skills	Is capable of working with external and internal stakeholders such as motorsport venues, suppliers, ASN and FIA.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.
Impartiality and confidentiality	Remains impartial in all matters relating to circuit inspection and licencing and deals with each situation on its merits. Respects confidentiality in all matters.

1.6 COVID OFFICER (CO)



ROLE DESCRIPTION

The COVID Officer conducts pre- and on-event risk assessment and ensures compliance of the delivery of event with the applicable national and ASN COVID-19 guidelines.



TECHNICAL COMPETENCIES

Planning and information management	Has a thorough understanding of risk assessment and all applicable national / ASN COVID-19 event regulations. Possesses strong planning and information management skills to undertake the necessary preparation and consideration of all pre-event processes and documentation required for the organisation of an effective competition. Is capable of conducting thorough monitoring of compliance with COVID-19 regulations during the event. Has the ability to process information rapidly and share feedback with the Stewards / Clerk of the Course / ASN.
Event intelligence	Has a thorough understanding of the circuit and/ or rally course that the competition will be conducted on, inclusive of the required resources and equipment. Understands the Officials roles and responsibilities within the teams to safely conduct the competition.
Prevention and mitigation strategies	Has a thorough understanding of methods to prevent or mitigate the risks associated with holding events during COVID-19 based on applicable national and ASN guidelines.
Knowledge of risk management	Has a thorough knowledge of all aspects of risk management, and their application in a motorsport and COVID-19 context.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions.
Problem solving	Has the ability to rapidly look for, analyse and summarize information from various sources. He/she has the ability to pass information on to concerned individuals and parties rapidly in a clear and concise manner.
Evaluation and monitoring	Has the ability to make, evaluate and comment constructively on event compliance with COVID-19 protocols, consider pre-event documentation, monitor implementation, assess and report during and post-event.
Risk awareness	Identifies any potential COVID-19 associated risks to organisers, ASN and the FIA, reports and advises on applying appropriate measures to minimise those identified.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity, constantly looks for up-to-date information and shares his/her feedbacks with appropriate stakeholders.
Team working	Possesses and demonstrates the ability to work closely with all the event's stakeholders to ensure that a harmonious relationship exists between all parties.
Working under pressure	Makes focussed decisions when confronted with intensified periods of demand upon his/her time and/or abilities.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.
Role awareness	Recognises that his or her role lies outside of the competition itself, and involves a constant awareness and monitoring of event compliance with applicable COVID-19 guidelines. Ensures that objective, factual and impartial information is reported to Stewards / Clerk of the Course / ASN in order to sustain motorsport activities during COVID-19 pandemic.

1.7 SAFETY DELEGATE



RACE & RALLY

The Safety Delegate is appointed for FIA Championship competitions. He/she develops safety regulations and oversees their implementation during all the events in a Championship, while working closely with Race Director and/or Clerk of the Course.



TECHNICAL COMPETENCIES

Planning and organisation	Possesses strong planning and organisation skills to undertake assessment of safety plan alignment with the respective FIA Championship safety regulations. He/she monitors its implementation during the event, while working closely with Race Director and/or Clerk of the Course. He/she conducts event safety evaluation, develops recommendations for improvement and incorporates applicable lessons learnt into FIA Championships safety regulations.
Knowledge of safety rules	Has a good understanding of safety rules and emergency management. He/she ensures organiser's compliance with relevant Championship safety regulations and precise implementation of the event's safety plan.
Knowledge of safety rules and regulations	Has a thorough understanding of all the relevant rules and regulations, event organisation structure, roles and responsibilities of officials. Has the capacity to monitor and enforce compliance with the applicable FIA Championship's safety regulations.
Event Intelligence	Has a thorough understanding of the circuit and/ or rally course that the competition will be conducted on, inclusive of the required and available safety resources and equipment. Understands the Officials roles and responsibilities within the teams to safely conduct the competition.
Prevention and mitigation strategies	Has a thorough understanding of strategies, methods and tools that may be used to prevent or mitigate the risks associated with safety of competitors, officials and general public.
Knowledge of risk management	Has a thorough knowledge of all aspects of risk management and their application in motorsport context.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions.
Problem solving	Has the ability to analyse all the information presented to him/her before making considered, logical and creative decisions. Reacts dynamically to rapidly changing situations and works closely with Race Director and/or Clerk of the Course to coordinate timely and efficient response using the appropriate and available safety resources.
Analysis skills	Has the ability to rapidly look for, analyse and summarize information from various sources. He/she has the ability to pass information on to Race Director and/or Clerk of the Course and other relevant parties rapidly in a clear and concise manner.
Evaluation and monitoring	Has the ability to evaluate and comment constructively on event compliance with relevant safety regulations pre-, during and post-event, monitor and intervene as necessary to ensure accurate implementation of the event's safety plan.
Risk awareness	Identifies any potential safety hazards and actively engages in finding solutions and instructs on applying appropriate measures to minimise those identified. Identifies risks in dynamic situations and oversees implementation of control measures associated with those risks to ensure that the risk to individuals is minimised.



1.7 SAFETY DELEGATE



RACE & RALLY

The Safety Delegate is appointed for FIA Championship competitions. He/she develops safety regulations and oversees their implementation during all the events in a Championship, while working closely with Race Director and/or Clerk of the Course.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity, constantly looks for up-to-date information and shares his/her feedback with appropriate stakeholders.
Team working	Possesses and demonstrates the ability to work closely with Race Director and/or Clerk of the Course and other event officials as may be required, to ensure that a harmonious relationship exists between all parties.
Decision making under pressure	Makes focused decisions when confronted with intensified periods of demand upon his/her time and/or abilities.
Delegation	Clearly and confidently delegates tasks to others without need for further supervision.
Leadership	Has the ability to be a leader and to provide clear and concise direction and supervision.
Liaison skills	Is capable of working efficiently with the FIA, ASN and event officials.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Conflict resolution	Is capable of ensuring all relevant parties understand the rationale supporting the application of various safety measures during the event. Manages conflict in a non-confrontational way.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

1.8 MEDICAL DELEGATE (MD)



RACE & RALLY

The Medical Delegate supervises the medical services of a competition. He/she makes sure that the medical service on site corresponds to the rules and he makes suggestions for the improvement of the medical services for future competitions.



TECHNICAL COMPETENCIES

Planning and information management	Possesses strong planning and information management skills. Oversees the necessary preparation of the medical coverage for an event and medical dossier / questionnaire. Conducts pre-event medical facilities inspection visits, if required. He/she is capable of understanding local motorsport specific medical requirements and emergency protocols. Has the ability to analyze all the information presented to him/her prior to and during the event and prepare post-event reports.
Knowledge of rescue techniques and safety rules	Has a comprehensive understanding of the applicable event regulations. Ensures the event organiser possesses the adequate resources and skills to meet the requirements. He/she approves organiser's readiness for an event by validating FIA Medical Questionnaire. He/she monitors the availability of the declared and approved medical resources on event and their correct placement, management and deployment.
Knowledge of motor sport regulation and judicial procedures	He/she has a thorough understanding of all relevant event regulations and related medical implications that may occur. He/she ensures that all documentation related to medical services is in place and medical operations are conducted in compliance with local, event and FIA regulations.
Medical knowledge	He/she is a qualified doctor, preferably with experience in trauma, emergency and pre hospital medicine. Also has a background and up-to-date understanding of the equipment, skills and procedures required to align the medical coverage of an event with FIA safety regulations. He/she works closely with the event CMO pre and during event.
Technical Awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions
Problem solving	Has the ability to analyze all the information presented to him/her pre event. Liaises with CMO in a proactive and constructive manner to eliminate any deviation from the regulations and/or resolve any matters. On event, anticipates and reacts dynamically to changes.
Analysis skills	Has the ability to: <ul style="list-style-type: none">- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	Identifies any potential hazards and engages in applying appropriate measures to minimise those identified. He/she may advise CMO and/or intervene as may be required. He/she identifies risks in a dynamic situations and oversees implementation of control measures associated with those risks to ensure that the risk to individuals is minimized.



1.8 MEDICAL DELEGATE (MD)



RACE & RALLY

The Medical Delegate supervises the medical services of a competition. He/she makes sure that the medical service on site corresponds to the rules and he makes suggestions for the improvement of the medical services for future competitions.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work with FIA, ASN, Race Director, CMO and medical team in a collaborative and productive way.
Decision making under pressure	Is capable of making instant critical decisions and communicating them clearly in pressured situations, especially as an incident escalates.
Delegation	Clearly and confidently delegates tasks to CMO and/or medical team without need for further supervision.
Leadership	Has the ability to be a leader and to provide clear and concise direction and supervision.
Liaison skills	Possesses extensive liaison skills and is capable of working with stakeholders.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Conflict resolution	Is capable of ensuring all relevant parties understand the rationale supporting the application of various medical safety measures during the event. Manages conflict in a nonconfrontational way.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.
Impartiality and confidentiality	Remains impartial in all matters relating to the competition and deals with each situation on its merits. Respects confidentiality in all matters.

1.9 MEDIA DELEGATE (MDT)



RACE & RALLY

Reporting to the Director of Communications, the Media Delegate takes overall responsibility for all media activities and works closely with the Press Officer at an event. He/she is also responsible for protecting, monitoring and enhancing the image of the FIA, the sport and its events and is the day-to-day link between the FIA, media and event organisers.



TECHNICAL COMPETENCIES

Planning and information management	Possesses strong planning and information management skills. Oversees the work of the event's media office and event communications. He/she acts as the day-to-day link between the FIA, media and event promoters / organisers.
Management of communications	Is able to provide media guidance, crisis management and general support to all event stakeholders as required.
Knowledge of the regulations	He/she is familiar with the FIA technical and sporting regulations and is able to brief the media when required.
Knowledge of motorsport	Has a good level of understanding of motorsport, the particular discipline and participating teams. Has a thorough understanding of FIA, ASN, promoter's and event organiser's roles and responsibilities.
Prevention and mitigation strategies	Has a thorough understanding and experience in application of risk mitigation techniques associated with the media. He/she acts to exonerate reputational damage to the FIA and motorsport.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions
Problem solving	Has the ability to analyse all the information presented to him/her and to apply creative thinking and logic before making considered, timely and creative decisions. On event, anticipates and reacts dynamically to changes.
Analysis skills	Has the ability to: - Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors. - Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Evaluation and monitoring	He/she monitors event activities and media coverage. In case of major incidents or force majeure of any nature, he/she controls all crisis communication.
Risk awareness	Identifies any potential risks that may affect the FIA and the sport through the media. Applies appropriate measures to prevent or minimise those identified.

1.9 MEDIA DELEGATE (MDT)



RACE & RALLY

Reporting to the Director of Communications, the Media Delegate takes overall responsibility for all media activities and works closely with the Press Officer at an event. He/she is also responsible for protecting, monitoring and enhancing the image of the FIA, the sport and its events and is the day-to-day link between the FIA, media and event organisers.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate. Must also have excellent written and spoken English and knowledge of other languages is a strong advantage.
Team working	Possesses and demonstrates strong ability to work with the FIA, ASN, promoters, event organisers and international media in a collaborative and productive way.
Working under pressure / Decision making under pressure	Is capable of making timely critical decisions regarding communication strategy in pressured situations. He/she controls all crisis communications with the media on behalf of the FIA and its stakeholders.
Delegation	Clearly and confidently delegates tasks to the team without need for further supervision.
Leadership	Has the ability to be a leader and provide clear direction and supervision.
Liaison skills	Possesses extensive liaison skills and is capable of working with all stakeholders. Has ability to work in multinational and multicultural environments.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Proactive and solution driven	Approaches problems in a proactive and solution driven manner. Has the ability to handle conflict and reconcile diverse interests.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.
Impartiality and confidentiality	Has the ability to manage confidential information. Respects privacy and confidentiality while engaging with stakeholders.
Role awareness	Recognises that his/her role lies outside of the actual competition. Ensures that any controversial or sensitive matters are identified and managed before they receive media attention. Has a thorough understanding of the importance of positive image for the FIA and the sport.

1.10 FIA OBSERVER



RACE & RALLY

The FIA Observer is appointed to oversee FIA Championships and Series events and report on compliance with FIA event organisation criteria. He/she evaluates candidate events and recommends on their suitability for inclusion in the particular FIA Championships or Series.



TECHNICAL COMPETENCIES

Planning and information management	Possesses strong planning and information management skills to prepare for event assessment. He/she prepares detailed schedule to ensure observation of all the relevant assessment elements. Prepares post event report, including recommendations to the FIA (for candidate events) and event organisers.
Knowledge of safety rules and regulations	Has a thorough understanding of all the relevant regulations required to run the competition inclusive of the sporting, technical and judicial rules.
Event Intelligence	Has a thorough understanding of the route and itinerary, as well as the required resources and equipment. Understands the Officials roles and responsibilities.
Technical Awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions.
Analysis skills	Has the ability to: <ul style="list-style-type: none">- Rapidly look for, analyse and summarize information from various sources- Summarize this information and produce a balanced evaluation report, recognising strengths of the organisers and areas for improvement
Problem solving	Conducts thorough monitoring and evaluation of the event. Applies fair and non-bias judgement while ranking the organiser's performance against the criteria set by the FIA. He/she advises the FIA regarding the event's status. Provides feedback to the organizer on areas for improvement.
Risk awareness	Identifies any potential hazards and advises organisers on finding solutions and applying appropriate measures to minimise those identified.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate. Must have excellent command of English language.
Leadership	Has the ability to be a leader, set an example for others and provide clear and concise direction.
Liaison skills	Possesses extensive liaison skills and is capable of working with all stakeholders. Has ability to work in multinational and multicultural environments.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the FIA.
Impartiality and confidentiality	Remains impartial in all matters relating to the event. Respects confidentiality in all matters.

1.11 SPORTING DELEGATE



RACE & RALLY

Sporting Delegate is appointed by the FIA to oversee a Championship or Series and act as a day-to-day link with organizers.



TECHNICAL COMPETENCIES

Planning and information management	Possesses strong planning and information management skills to oversee sporting matters for a specific FIA Championship or Series. Has the ability to process information rapidly and share with appropriate stakeholders. He/she is a day-to-day liaison between the FIA and event organisers / promoters.
Knowledge of safety rules and regulations	Has a good understanding of the FIA safety rules and regulations. Provides informational support to event organisers and monitors compliance with relevant regulations. Keeps his/her knowledge on latest safety research and trends that may affect the discipline. He/she is actively seeking ways or measures to improve event safety. Takes active part in the FIA's regulations review and development.
Knowledge of motorsport	Has a high level of understanding of motorsport and the particular discipline. Understands roles, responsibilities and dynamics of stakeholder involvement.
Technical Awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions.
Problem solving	Has the ability to analyse all the information presented to him/her and apply creative thinking before making considered, logical, timely and creative decisions in a consistent manner.
Analysis skills	Has the ability to: <ul style="list-style-type: none">- Rapidly look for, analyse and summarize information from various sources- Facilitate exchange of information between concerned parties in a clear and concise manner
Evaluation and monitoring	Monitors implementation of the existing FIA's sporting and safety regulations. On behalf of the FIA, addresses any challenges the organisers may have. Is capable of understanding long-term implications of any regulatory changes on the discipline and the sport.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate. Must have excellent command of English language.
Team working	Possesses and demonstrates the ability to work closely with all stakeholders in a collaborative and productive way.
Leadership	Has the ability to be a leader, set an example for others and provide clear and concise direction.
Liaison skills	Possesses extensive liaison skills and is capable of working with all stakeholders. Has ability to work in multinational and multicultural environments.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Proactive and solution driven	Approaches problems in a proactive and solution driven manner. Has the ability to handle conflict and reconcile diverse interests.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the FIA.
Impartiality and confidentiality	Respects privacy and confidentiality while engaging with stakeholders. Remains impartial and acts in the best interests of the FIA and the sport.



TIER

2

TECHNICAL AND BEHAVIOURAL COMPETENCIES

- 2.1 Clerk of the Course (CC)
- 2.2 Secretary of the Event (SE)
- 2.3 Chief Medical Officer (CMO)
- 2.4 Chief Safety Officer (CSO)
- 2.5 Safety Car Driver (SCD)
- 2.6 Safety Car Communicator (SCC)
- 2.7 Chief Scrutineer (CS)
- 2.8 Chief Pit / Grid (CPG)
- 2.9 Chief Marshal (CM)
- 2.10 Chief Rescue (CR)
- 2.11 Chief E-Safety Specialist (CESS)
- 2.12 Medical Car Driver
- 2.13 Chief Paddock

2.1 CLERK OF THE COURSE (CC)



RACE & RALLY

The Clerk of the Course is responsible for conducting the event in accordance with the applicable regulations and should remain in permanent communication with the Race Director, if any.



TECHNICAL COMPETENCIES

Planning and organisation	Possesses strong organisation and planning skills to undertake the necessary preparation required for the organisation of an effective competition including post event evaluation.
Knowledge of motor sport safety and emergency management	Has a good understanding of emergency management protocols and seeks, anticipates, meets and (whenever possible), exceeds the needs and expectations in terms of safety.
Knowledge of the regulations	Has a thorough understanding of all the relevant regulations required to run the competition inclusive of the sporting, technical and judicial rules. Understands also any applicable civil and/ or legal requirements relevant to a competition.
Event intelligence	Has a thorough understanding of the circuit and/ or rally course that the competition will be conducted on, inclusive of the required resources and equipment. Understands the Officials roles and responsibilities within the teams to safely conduct the competition.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions
Problem solving	Has the ability to analyse all the information presented to him/her to apply creative thinking before making considered, logical, timely and creative decisions in a consistent manner.
Analysis skills	Has the ability to: - Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors. - Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	Identifies any potential hazards and actively engages in finding solutions and applying appropriate measures to minimise those identified. Identifies risks in a dynamic situation and implements control measures associated with those risks to ensure that the risk to individuals is minimised.

2.1 CLERK OF THE COURSE (CC)

RACE & RALLY

The Clerk of the Course is responsible for conducting the event in accordance with the applicable regulations and should remain in permanent communication with the Race Director, if any.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity, constantly looks for up-to-date information and shares his/her feedback with appropriate stakeholders.
Team working	Possesses and demonstrates the ability to work closely with and manage the members of his/her team to ensure that a harmonious relationship exists between all parties. Fosters his/her team members' engagement and motivation.
Working under pressure	Makes focused decisions when confronted with intensified periods of demand upon his/her time and/or abilities.
Delegation	Clearly and confidently delegates tasks to others without need for further supervision.
Leadership	Has the ability to be a leader, set an example for others, has empathy for volunteers and to provide clear and concise direction.
Liaison skills	Is capable of working with external and internal stakeholders such as authorities, emergency management centres, local communities, media, competitors and officials.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Conflict resolution	Manages conflict in a non-confrontational way and bring about a satisfactory and balanced resolution.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

2.2 SECRETARY OF THE EVENT (SE)



RACE & RALLY

The Secretary of the Event is responsible for the coordination of an event's administrative activities, during the planning, delivery and closure of a sporting meeting. The main purpose of the role is to support the Clerk of the Course by producing documentation for an event, communicating it with the FIA, and with key functional areas of the event organizing team.



TECHNICAL COMPETENCIES

Planning and organisation

Possesses strong organisation, planning and time management skills to undertake :

- The necessary timely preparation and submission of the documentation required for the organisation of an event.
- The efficient and timely circulation and distribution of the documentation during the event.

This includes managing a small team of deputies and assistants, preparation of post-event documentation.

Knowledge of safety rules

Has a good understanding of the safety rules and regulations which must be reflected accordingly in the official documentation of an event.

Knowledge of the regulations

Has a thorough understanding of all the relevant regulations and understands any applicable civil and/or legal requirements of the country required to run the competition and prepare the official event documentation according to the International Sporting Code (ISC) and its appendices.

Event intelligence

Has a thorough understanding of motor sport and the particular type of event.

Has a thorough understanding of the circuit and/ or rally course that the competition will be conducted on, inclusive of the required human resources and equipment.

Technical awareness

Knows pertinent applications, software, devices, or other technology required to effectively perform job functions

Problem solving

Anticipates changes and reacts dynamically to situations by timely preparation and circulation of updates, changes or additional information.

Analysis skills

Has the ability to look for, analyse and summarize information from various sources and present it accordingly in the event documentation in a manner that makes documentation exchange clear and convenient for all the stakeholders.

Team training and development

Maintains team knowledge of current appropriate trends by communicating these effectively to the team directly on scene and indirectly through developing and delivering training and mentorship. Makes the team benefit from his/her own past experience in motor sport to increase the team's skills. Takes responsibility for assessing the competence of his/her team when required and provides detailed feedback. Is conscious of the need for developing future leaders in order to provide continuity and succession planning.



2.2 SECRETARY OF THE EVENT (SE)



RACE & RALLY

The Secretary of the Event is responsible for the coordination of an event's administrative activities, during the planning, delivery and closure of a sporting meeting. The main purpose of the role is to support the Clerk of the Course by producing documentation for an event, communicating it with the FIA, and with key functional areas of the event organizing team.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with all the event's stakeholders to ensure that a harmonious relationship exists between all parties.
Working under pressure	Is able to stay focused and perform the duties under pressure.
Leadership	Has the ability to be a leader, set an example for others, has empathy for volunteers and to provide clear and concise direction.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

2.3 CHIEF MEDICAL OFFICER (CMO)



RACE & RALLY

A doctor of medicine, the Chief Medical Officer is responsible for the organisation of the medical service connected with all activities generated by a competition organised by the FIA or by an ASN. He is approved by his ASN. For FIA world championships, he must also be approved by the FIA.



TECHNICAL COMPETENCIES

Planning and organisation	Possesses strong organisation and planning skills to undertake the necessary preparation required for the organisation of an effective competition including post event evaluation.
Management of medical operations	<p>Develops and implements medical team plans for events using his/her extensive experience and his/her capacity to recognise and use specialist knowledge and draw on skills of others.</p> <p>Oversees and directs operations at the scene of an incident in co-operation with the Chiefs of Rescue and Fire.</p> <p>Demonstrates command and control of individuals and teams at operational incidents and allocates resources as needed.</p>
Knowledge of rescue techniques and safety rules	Has a comprehensive and current understanding of the core skills and capabilities of his/her operational teams and including safety rules, equipment, facilities and intervention techniques. Assumes responsibility for the safety of persons, equipment, and facilities in connection with the incident being handled by his/her team.
Medical knowledge	<p>Has a thorough knowledge of pre-hospital medicine and evidence base medicine.</p> <p>Has a comprehensive and up-to-date understanding of the core skills and capabilities of his/her operational medical teams including safety rules, equipment, facilities and intervention techniques.</p> <p>Assumes responsibility for the safety of persons, equipment, and facilities in connection with the incident being handled</p>
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions
Problem solving	<p>Reacts dynamically to rapidly changing situations and coordinates the resources available as required.</p> <p>Uses own experience and evidence from others to identify problems, understand situations, and develop plan of action.</p>
Analysis skills	<p>Has the ability to:</p> <ul style="list-style-type: none">- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	<p>Identifies any potential hazards and actively engages in finding solutions and applying appropriate measures to minimise those identified.</p> <p>Identifies risks in a dynamic situation and implements control measures associated with those risks to ensure that the risk to individuals is minimised.</p>
Team training and development	<p>Maintains medical team knowledge of current trends in pre-hospital medicine and extrication, by communicating these effectively to those directly on scene and indirectly through developing and delivering training and mentorship.</p> <p>Ensures team benefits from his/her own past experience of practical medical activities in motor sport to increase their skills.</p> <p>Takes responsibility for assessing the competence of his/her medical team when required and provides detailed feedback.</p> <p>Is conscious of the need for developing future leaders in order to provide continuity and succession planning.</p>



2.3 CHIEF MEDICAL OFFICER (CMO)



RACE & RALLY

A doctor of medicine, the Chief Medical Officer is responsible for the organisation of the medical service connected with all activities generated by a competition organised by the FIA or by an ASN. He is approved by his ASN. For FIA world championships, he must also be approved by the FIA.



BEHAVIOURAL COMPETENCIES

Communication skills	Expresses his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with and manage the members of both his/her team and the event organisers to ensure that a harmonious relationship exists between those parties. Fosters his/her team members' engagement and motivation.
Decision making under pressure	Is capable of making critical decisions in pressured situations which ensure the deployment of additional resources as an incident escalates.
Delegation	Delegates tasks effectively during an incident having identified the optimal and optional solutions; and communicates these to the relevant team members.
Leadership	Understands and applies appropriate leadership and management skills to encourage building of high performing teams.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Conflict resolution	Manages conflict in a non-confrontational way and bring about a satisfactory and balanced resolution.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

2.4 CHIEF SAFETY OFFICER (CSO)



RACE & RALLY

The Chief Safety Officer is responsible for all aspects of safety on the special stages, producing a safety manual and ensuring that it is adhered to during the competition. He/she will report directly to the Clerk of the Course and work with the Chief Medical Officer, Chief Marshal and Chief Rescue Officer.



TECHNICAL COMPETENCIES

Planning and organisation	Is capable of making and writing a comprehensive, easily accessible and comprehensible safety plan, using mapping, graphics, and photographic material to convey the requirements in a manner which will be easily understood.
Knowledge of motor sport safety and emergency management	Has a good understanding of emergency management protocols and seeks, anticipates, meets and (whenever possible), exceeds the needs and expectations in terms of safety.
Knowledge of the regulations	Has a thorough understanding of all the relevant regulations and best practice with regard to all safety issues relevant to the competition, including the requirements for and of a safety plan. Understands also any applicable civil and/ or legal requirements relevant to a competition.
Event intelligence	Has a thorough understanding of the circuit and/ or rally course that the competition will be conducted on and the hazards associated therewith, and the measures available for their avoidance or mitigation, inclusive of the required resources and equipment. Understands his or her and other relevant Officials roles and responsibilities within the teams to safely conduct the competition.
Knowledge of risk management	Has a thorough knowledge of all aspects of risk management, and their application in a motorsport context. Has sound knowledge of available resources and how to source them.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions?
Problem solving	Reacts dynamically to rapidly changing situations and coordinates the available resources as required.
Analysis skills	Has the ability to: - Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors. - Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	Has developed a strong awareness for the potential hazards posed by motorsport and actively engages in finding solutions to prevent or minimise the risks identified. Is able to effectively incorporate both the identified hazards and the solutions required in terms thereof into a safety plan.
Team training and development	Maintains team knowledge of current appropriate trends by communicating these effectively to the team directly on scene and indirectly through developing and delivering training and mentorship. Makes the team benefit from his/her own past experience in motor sport to increase the team's skills. Takes responsibility for assessing the competence of his/her team when required and provides detailed feedback. Is conscious of the need for developing future leaders in order to provide continuity and succession planning.



2.4 CHIEF SAFETY OFFICER (CSO)



RACE & RALLY

The Chief Safety Officer is responsible for all aspects of safety on the special stages, producing a safety manual and ensuring that it is adhered to during the competition. He/she will report directly to the Clerk of the Course and work with the Chief Medical Officer, Chief Marshal and Chief Rescue Officer.



BEHAVIOURAL COMPETENCIES

Communication skills	Expresses his/her thoughts, decisions and instructions, be they written or verbal in a manner which is non-confrontational while being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate. Has training and presentation skills to effectively communicate the requirements of the safety plan.
Team working	Possesses and demonstrates the ability to work closely with the other senior officials and his team and to manage the members of his/her team to ensure that a harmonious relationship exists between all parties. Fosters his/her team members' engagement and motivation.
Decision making under pressure	Is capable of making critical decisions in pressured situations which ensure the deployment of additional resources and management of an incident as it escalates.
Delegation	Clearly and confidently delegates tasks to others without need for further supervision.
Leadership	Has the ability to be a leader, set an example for others, has empathy for volunteers and to provide clear and concise direction.
Liaison skills	Develops and maintains strong contacts with external civilian authorities, (Fire and Rescue, Ambulance, Disaster Management, Hospital and similar), to facilitate easy access to additional resources in the event of a major disaster. Understands how a disaster management centre (Joint Operations Command or similar) operates and how to effectively work with it in the event of a major disaster.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

2.5 SAFETY CAR DRIVER (SCD)



ROLE DESCRIPTION

The Safety Car Driver operates the safety car, dispatched by Race Director or Clerk of the Course to, neutralize a race, start a race in exceptional conditions, pace a rolling start or resume a suspended race.



TECHNICAL COMPETENCIES

Knowledge of safety rules and regulations

Has a thorough understanding of all the relevant regulations required to run the competition and safety car procedures applicable to that type of competition. Has a good understanding of emergency management protocols and appreciates the safety car's role while race control is handling race emergencies.

Event intelligence

Has a thorough understanding of the circuit that the competition will be conducted on and experience of driving safety car of the category that suits the competition.

Technical awareness

Has ability for high performance circuit driving and lead competition vehicles without compromising their race-worthiness. Knows pertinent applications, software, devices, or other technology required to effectively perform job functions.

Risk awareness

Identifies risks in dynamic situations and performs his/her duties to ensure that no further risks arise.



BEHAVIOURAL COMPETENCIES

Communication skills

Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity, constantly looks for up-to-date information and shares his/her feedback with appropriate stakeholders.

Working under pressure

Has the ability to remain focused and to safely and efficiently carry out his/her activities without becoming confused or intimidated by the environment he/she is working in.

Self confidence

Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.

Integrity

Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.



2.6 SAFETY CAR COMMUNICATOR (SCC)



ROLE DESCRIPTION

The Safety Car Communicator is responsible for radio communication with Race Control. Communicates with competitors through lights signaling when safety car is dispatched to neutralize a race, start a race in exceptional conditions, pace a rolling start or resume a suspended race.



TECHNICAL COMPETENCIES

Knowledge of safety rules and regulations

Has a thorough understanding of all the relevant regulations required to run the competition and safety car procedures applicable to that type of competition. Has a good understanding of emergency management protocols and appreciates the safety car's role as part of race emergency procedures. Is able to recognise all competition vehicles when Race Director or Clerk of the Course gives instruction to signal a competitor.

Event intelligence

Has a thorough understanding of motorsport, the type of event and participating competitors. Has a thorough understanding of the circuit on which the competition will be conducted.

Technical awareness

Knows pertinent applications, software, devices, or other technology required to effectively perform job functions.

Risk awareness

Identifies risks and potential hazards in dynamic situations, communicates those to race control, advises if necessary and follows instructions. He/she has the ability to remain focused while performing the duties.



BEHAVIOURAL COMPETENCIES

Communication skills

Communicates clearly and succinctly over the radio. Shows a high listening capacity and demonstrates calm demeanour in stressful situations.

Working under pressure

Has the ability to remain focused and to safely and efficiently carry out his/her activities without becoming confused or intimidated by the environment he/she is working in.

Self confidence

Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.

Integrity

Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

2.7 CHIEF SCRUTINEER (CS)



RACE & RALLY

The Chief Scrutineer examines the competition vehicles and the drivers' personal protective equipment, in order to ensure their conformity with the regulations. Additionally, provides reports and advice on all vehicles involved in accidents, including assessing their suitability to resume competition activity.



TECHNICAL COMPETENCIES

Planning and organisation	Has the ability to anticipate and interpret both the individual and event needs in order to allocate the resources to satisfy those needs using delegation as appropriate.
Knowledge of motor sport regulations and judicial procedures	Has a thorough understanding of all the relevant regulations required to run the competition inclusive of the sporting, technical and judicial rules. Understands also any applicable civil and/ or legal requirements relevant to a competition.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions
Problem solving	Reacts dynamically to rapidly changing situations and coordinates the resources available to him/her as required. Has the ability to analyse all the information presented to him/her before making considered, logical and creative decisions.
Analysis skills	Has the ability to: - Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors. - Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	Identifies any potential hazards and actively engages in finding solutions and applying appropriate measures to minimise those identified. Identifies risks in a dynamic situation and implements control measures associated with those risks to ensure that the risk to individuals is minimised.
Team training and development	Maintains team knowledge of current appropriate trends by communicating these effectively to the team directly on scene and indirectly through developing and delivering training and mentorship. Makes the team benefit from his/her own past experience in motor sport to increase the team's skills. Takes responsibility for assessing the competence of his/her team when required and provides detailed feedback. Is conscious of the need for developing future leaders in order to provide continuity and succession planning.

2.7 CHIEF SCRUTINEER (CS)



RACE & RALLY

The Chief Scrutineer examines the competition vehicles and the drivers' personal protective equipment, in order to ensure their conformity with the regulations. Additionally, provides reports and advice on all vehicles involved in accidents, including assessing their suitability to resume competition activity.



BEHAVIOURAL COMPETENCIES

Communication skills	Expresses his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with and manage the members of both his/her team and the event organisers to ensure that a harmonious relationship exists between those parties. Fosters his/her team members' engagement and motivation.
Decision making under pressure	Makes focussed decisions when confronted with intensified periods of demand upon his/her time and/or abilities.
Delegation	Clearly and confidently delegates tasks to others without need for further supervision.
Leadership	Has the ability to be a leader, set an example for others, has empathy for volunteers and to provide clear and concise direction.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Conflict resolution	Manages conflict in a non-confrontational way and brings about a satisfactory and balanced resolution.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

2.8 CHIEF PIT / GRID (CPG)



ROLE DESCRIPTION

The Chief Pit/Grid manages the operation of Pit and Grid area to ensure that safe environment is established and maintained throughout the event for protected operations of all the authorized parties. His/her responsibility is to ensure competitors have a safe passageway through Pit Lane, teams can work in a safe environment and their actions comply with relevant pit lane regulations. Also ensures only authorized personnel have access to Pit Lane and the Grid and his/her team members are duly trained to work in a safe environment. The Chief Pit/Grid is responsible for the correct starting order for the vehicles on the Grid and for removal of those that will not start. Additionally, he/she ensures the team provides reports on any incidents taking place in the Pit Lane.



TECHNICAL COMPETENCIES

Planning and organisation	Has the ability to anticipate and interpret both the individual and event needs in order to allocate resources to satisfy those needs, using delegation as appropriate. Organises efficient team work according to the event timetable. Ensures the team members are duly trained and experienced to work in potentially high risk environment.
Management of Pitlane operations	Manages a team to ensure participants comply with regulations in a manner which best preserves a safe environment in the Pit Lane and on the Grid. Ensures the team remains focused on performing their duties and the roles are clearly defined within the team.
Knowledge of motorsport safety and emergency management	Has a good understanding of risks associated with pit/grid operations and emergency management protocols. Seeks, anticipates, meets and (whenever possible), exceeds the needs and expectations in terms of safety in the Pit Lane and on the Grid.
Event intelligence	Has a thorough understanding of the circuit and Pit Lane, inclusive of the required resources and equipment. Understands the nature of competitors operations within Pit Lane and on the Grid and manages his/her team to create a safe environment for the efficient conduct of the competition. Understands the risks associated with Pit Lane operations and mitigates as much as possible by monitoring access and activities that take place during the event.
Technical awareness	Is able to understand the range of technology available to the organisers and teams and how such technology can be deployed to maintain safety in this environment.
Problem solving	Reacts dynamically to rapidly changing situations and coordinates the resources available to him/her as required. Has the ability to analyse all the information presented to him/her before making considered and logical decisions. Can appreciate when insufficient information is available and has the ability to seek further information from the Race control.
Analysis skills	Has the ability to: <ul style="list-style-type: none">- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	Has a profound understanding of the dangers that may be associated with running Pit and Grid operations. Identifies any potential hazards and actively engages in finding solutions and applying appropriate measures to minimise those identified. Identifies risks in a dynamic situation and implements control measures associated with those risks to ensure that the risk to individuals is minimised.
Team training and development	Maintains team knowledge of current appropriate trends/regulations by communicating these effectively to the team directly on scene and indirectly through developing and delivering training and mentorship. Enhances the teams' skills from the benefit of his/her own past experience in motor sport. Takes responsibility for assessing the competence of his/her team, when required and provides detailed feedback. Is conscious of the need for developing future leaders in order to provide continuity and succession planning.



2.8 CHIEF PIT / GRID (CPG)



ROLE DESCRIPTION

The Chief Pit/Grid manages the operation of Pit and Grid area to ensure that safe environment is established and maintained throughout the event for protected operations of all the authorized parties. His/her responsibility is to ensure competitors have a safe passageway through Pit Lane, teams can work in a safe environment and their actions comply with relevant pit lane regulations. Also ensures only authorized personnel have access to Pit Lane and the Grid and his/her team members are duly trained to work in a safe environment. The Chief Pit/Grid is responsible for the correct starting order for the vehicles on the Grid and for removal of those that will not start. Additionally, he/she ensures the team provides reports on any incidents taking place in the Pit Lane.



BEHAVIOURAL COMPETENCIES

Communication skills

Expresses his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational while being clearly understood by others. Has the ability to convey important messages in a purposeful manner in a high stress arena and organise efficient teamwork. Has the ability to handle potentially confrontational or adversarial situations in a diplomatic manner. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.

Team working

Possesses and demonstrates the ability to work closely with and manage the members of his/her team to ensure a harmonious relationship exists between all parties. Possesses and demonstrates the ability to work closely with the members of his/her pit/grid team, the event organisers and competitors to ensure a cooperative relationship. Fosters his/her team members' engagement and motivation.

Working under pressure

Makes focused decisions when confronted with intensified periods of demand upon his/her time and/or abilities. Manages his/her team efficiently in high pressure situations and ensures the tasks are completed while maintaining safe working practices.

Delegation

Clearly and confidently delegates tasks to others without need for further supervision.

Leadership

Has the ability to be a leader, set an example for others, has empathy for volunteers and to provide clear and concise direction.

Self confidence

Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations they may face.

Conflict resolution

Manages conflict in a non-confrontational way and brings about a satisfactory and balanced resolution.

Integrity

Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

2.9 CHIEF MARSHAL (CM)



RACE & RALLY

The Chief Marshal manages the securing, allocation and deployment of all Marshals at the event in compliance with the regulatory requirements, in order to maintain the required level of safety cover.



TECHNICAL COMPETENCIES

Planning and organisation	Has the ability to anticipate and interpret both the individual and event needs in order to allocate the resources to satisfy those needs using delegation as appropriate.
Knowledge of safety rules	Comprehensively knows and performs safety operations in accordance with the defined procedures in case of incident.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions
Problem solving	Reacts dynamically to rapidly changing situations and coordinates the resources available to him/her as required. Has the ability to analyse all the information presented to him/her before making considered, logical and creative decisions.
Analysis skills	Has the ability to: <ul style="list-style-type: none">- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	Seeks to identify any potential hazards and actively engages in finding solutions and applying appropriate measures to eliminate or minimise those identified.
Team training and development	Maintains team knowledge of current safety trends by communicating these effectively to the team directly on scene and indirectly through developing and delivering training and mentorship. Makes the team benefit from his/her own past experience in motor sport to increase the team's skills. Takes responsibility for assessing the competence of his/her team when required and provides detailed feedback. Is conscious of the need for developing future leaders in order to provide continuity and succession planning.

2.9 CHIEF MARSHAL (CM)



RACE & RALLY

The Chief Marshal manages the securing, allocation and deployment of all Marshals at the event in compliance with the regulatory requirements, in order to maintain the required level of safety cover.



BEHAVIOURAL COMPETENCIES

Communication skills	Expresses his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with and manage the members of both his/her team and the event organisers to ensure that a harmonious relationship exists between those parties. Fosters his/her team members' engagement and motivation.
Working under pressure	Makes focussed decisions when confronted with intensified periods of demand upon his/her time and/or abilities.
Delegation	Clearly and confidently delegates tasks to others without need for further supervision.
Leadership	Has the ability to be a leader, set an example for others, has empathy for volunteers and to provide clear and concise direction.
Liaison skills	Is capable of establishing efficient communication and liaising with officials and Race Control. Ensures a harmonious relationship exists between all parties.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Conflict resolution	Manages conflict in a non-confrontational way and brings about a satisfactory and balanced resolution. Uses his/her knowledge of motorsport and strong communication skills to prevent and resolve conflict.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

2.10 CHIEF RESCUE (CR)



RACE & RALLY

Supervises the safe accessing and/or extrication of competitors involved in incidents, either directly, or through delegation to the leaders of individual rescue teams.



TECHNICAL COMPETENCIES

Management of rescue operations

Develops and implements rescue and extrication plans for events using his/her extensive experience and his/her capacity to recognise and use specialist knowledge and draw on skills of others.

Oversees and directs operations at the scene of an incident in co-operation with the Chief Medical Officer.

Demonstrates command and control of individuals and teams at operational incidents and allocate resources as needed.

Knowledge of rescue techniques and safety rules

Has a comprehensive and up-to-date understanding of the core skills and capabilities of his/her operational rescue teams and including safety rules, equipment, facilities and intervention techniques.

Assumes responsibility for the safety of persons, equipment, and facilities in connection with the incident being handled.

Technical awareness

Knows pertinent applications, software, devices, or other technology required to effectively perform job functions

Problem solving

Reacts dynamically to rapidly changing situations and coordinates the resources available as required.

Uses own experience and evidence from others to identify problems, and understand situations, and develop plan of action.

Analysis skills

Has the ability to:

- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.
- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.

Risk awareness

Identifies any potential hazards and actively engages in finding solutions and applying appropriate measures to minimise those identified.

Identifies risks in a dynamic situation and implements control measures associated with those risks to ensure that the risk to individuals is minimised.

Team training and development

Maintains rescue team knowledge of current trends in rescue and extrication, by communicating these effectively to them directly on scene and indirectly through developing and delivering training and mentorship.

Makes them benefit from his/her own past experience of practical rescue activities in motor sport to increase the team's skills.

Takes responsibility for assessing the competence of his/her rescue team when required and provides detailed feedback.

Is conscious of the need for developing future leaders in order to provide continuity and succession planning.



2.10 CHIEF RESCUE (CR)



RACE & RALLY

Supervises the safe accessing and/or extrication of competitors involved in incidents, either directly, or through delegation to the leaders of individual rescue teams.



BEHAVIOURAL COMPETENCIES

Communication skills	Expresses his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with and manage the members of both his/her team and the event organisers to ensure that a harmonious relationship exists between those parties. Fosters his/her team members' engagement and motivation.
Decision making under pressure	Is capable of making critical decisions in pressured situations which ensure the deployment of additional resources as an incident escalates.
Delegation	Delegates tasks effectively at the scene of an incident having identified the optimal and optional solutions; and communicated these to the relevant team members.
Leadership	Understands and applies appropriate leadership and management skills to encourage building of high performing teams.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

2.11 CHIEF E-SAFETY SPECIALIST



RACE & RALLY

The Chief E-Safety Specialist is a qualified electrical and/or electrical engineering / HV specialist with motorsport knowledge, who assumes technical and supervisory roles for all matters regarding e-safety during e-series competitions. He/she has authority over all e-safety matters and decision making in critical situations.

He/she is based in the Race / Rally control and works closely with the Race Director and/or Clerk of the Course.

He/she manages the team of e-safety specialists, including relevant pre-event training.



TECHNICAL COMPETENCIES

Planning and organisation	Possesses strong organisation, planning and administration skills to undertake the necessary preparation for the organisation of a safe e-series competition including post event evaluation
Management of e-safety matters	Has authority, control and responsibility over all e-safety elements of the event.
Knowledge of rescue techniques and safety rules	Has a comprehensive understanding of the rescue procedures involving EV/ HVs and ability to organize and direct electric operations during intervention and the decommissioning process.
Knowledge of safety rules and regulations	Has a thorough understanding of all the relevant regulations, event organisation structure, roles and responsibilities. Has the capacity to monitor and enforce compliance with FIA and e-safety regulations.
Event intelligence	Has a thorough understanding of the circuit / course that the competition will be conducted on, inclusive of the required resources and equipment. He/she is competent in the implementation of standard operations procedures.
Knowledge of risk management	Is experienced in conducting e-safety hazard analysis, controlling and supervising electronelectrical work prior to and during the competition.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions
Problem solving	Has the ability to analyse all the information presented to him/her, apply creative thinking before making considered, logical, timely and creative decisions in a consistent manner.
Analysis skills	Has the ability to: <ul style="list-style-type: none">- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.- Pass this information on to concerned individuals and parties rapidly, in a clear and concise manner.
Risk awareness	Identifies any potential electrotechnical hazards and actively engages in finding solutions and applying appropriate measures to minimise them, noting lessons learned for future events. Identifies e-safety risks to individuals in dynamic situations and implements control measures associated with those risks to ensure that individuals' risk is minimised. Promptly communicates these solutions to all concerned.
Team training and development	Enhances e-safety specialists' knowledge through developing and delivering training and mentorship. Ensures his/her team have undertaken appropriate training/coaching/briefing as required. Ensures the team benefits from his/her own e-safety experience in motor sport . Takes responsibility for assessing the competence of e-safety specialists when required and provides detailed feedback. Responsible for e-safety briefing and/or instruction to all other relevant event officials. Is conscious of the need for developing future leaders in order to provide continuity and succession planning.



2.11 CHIEF E-SAFETY SPECIALIST



RACE & RALLY

The Chief E-Safety Specialist is a qualified electrical and/or electrical engineering / HV specialist with motorsport knowledge, who assumes technical and supervisory roles for all matters regarding e-safety during e-series competitions. He/she has authority over all e-safety matters and decision making in critical situations.

He/she is based in the Race / Rally control and works closely with the Race Director and/or Clerk of the Course.

He/she manages the team of e-safety specialists, including relevant pre-event training.



BEHAVIOURAL COMPETENCIES

Communication skills	Is able to communicate accurately and succinctly with others. Is able to express his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with the members of his/her team and other event officials. Is able to recognise his/her own position in the overall team managing the event.
Decision making under pressure	Has the ability to remain focused and carry out his/her briefed e-safety activities without becoming confused or intimidated by the surrounding environment.
Delegation	Clearly and confidently delegates tasks to others without need for further supervision.
Leadership	Has the ability to be a leader, set an example for others, has empathy for volunteers and ability to provide clear and concise direction.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Acts always in accordance with the code of Ethics of the relevant club, ASN and FIA.

2.12 MEDICAL CAR DRIVER (MCD)



RACE

The Medical Car Driver operates the medical car, dispatched by Race Director or Clerk of the Course to an incident scene to oversee medical intervention.



TECHNICAL COMPETENCIES

Knowledge of motorsport safety and emergency management

Has a thorough understanding of emergency management protocols, anticipates and meets the needs and expectations in terms of safety. Appreciates the medical car's role in handling race emergencies and performs his/her defined duties in accordance with set procedures.

Knowledge of motorsport

Has a thorough understanding of the circuit that the competition will be conducted on. He/she is experienced in driving the medical car of the category that suits the competition.

Technical Awareness

Has ability for high performance circuit driving. Knows pertinent applications, software, devices, or other technology required to effectively perform job functions.

Risk awareness

Identifies risks in dynamic situations and performs his/her duties to ensure that no further risks arise.



BEHAVIOURAL COMPETENCIES

Communication skills

Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity, constantly looks for upto-date information and shares his/her feedback with appropriate stakeholders.

Working under pressure

Has the ability to remain focused and carry out his/her activities safely and efficiently without becoming confused or intimidated by the environment he/she is working in.

Self confidence

Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.

Integrity

Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Acts always in accordance with the code of Ethics of the relevant club, ASN and FIA.

2.13 CHIEF Paddock



RACE

The Chief Paddock Manager oversees the operation of the Paddock area to ensure that a safe environment is established and maintained throughout the event, in particular the movement of vehicles within the paddock and assembly area. He/she is responsible for the correct starting order for competition vehicles on the dummy grid and their safe and timely departure to the start line.



TECHNICAL COMPETENCIES

Planning and organisation	Has the ability to anticipate and interpret both the individual and event needs, in order to allocate resources, using delegation as appropriate. Organises efficient team work according to the event timetable.
Management of paddock operations	Manages a team to ensure participants comply with event timetable and regulations, along with establishing a safe environment in the Paddock. Ensures the team remains focused on performing their duties and their roles are clearly defined.
Knowledge of safety rules	Has a good understanding of risks associated with paddock operations and emergency management protocols. Seeks, anticipates, meets and (whenever possible), exceeds the needs and expectations in terms of safety in the Paddock.
Event intelligence	Has a thorough understanding of the Paddock, inclusive of the required resources and equipment. Understands the nature of competitors operations within the Paddock and manages his/her team to create a safe environment for the efficient conduct of the competition. Understands the risks associated with Paddock operations and mitigates as much as possible by monitoring access and activities that take place during the event.
Technical awareness	Is able to understand the range of technology available to the organisers and teams and how such technology can be deployed to maintain safety in this environment.
Problem solving	Reacts dynamically to rapidly changing situations and coordinates the resources available to him/her as required. Has the ability to analyse all the information presented to him/her before making considered and logical decisions. Can appreciate when insufficient information is available and has the ability to seek further information from Race control.
Analysis skills	Has the ability to: - Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors. - Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	Has a profound understanding of the dangers that may be associated with Paddock operations. Identifies any potential hazards and actively engages in finding solutions and applying appropriate measures to minimise those identified. Identifies risks in a dynamic situation and implements control measures associated with those risks to ensure that the risk to individuals is minimised.
Team training and development	Maintains team's knowledge through developing and delivering training and mentorship. Enhances the teams' skills from the benefit of his/her own past experience in motor sport. Takes responsibility for assessing the competence of his/her team, when required and provides detailed feedback. Is conscious of the need for developing future leaders in order to provide continuity and succession planning.

2.13 CHIEF PADDOCK



RACE

The Chief Paddock Manager oversees the operation of the Paddock area to ensure that a safe environment is established and maintained throughout the event, in particular the movement of vehicles within the paddock and assembly area. He/she is responsible for the correct starting order for competition vehicles on the dummy grid and their safe and timely departure to the start line.



BEHAVIOURAL COMPETENCIES

Communication skills	Expresses his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational while being clearly understood by others. Has the ability to convey important messages in a purposeful manner in a high stress arena and organise efficient teamwork. Has the ability to handle potentially confrontational or adversarial situations in a diplomatic manner. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with and manage the members of his/her team to ensure a harmonious relationship exists between all parties. Possesses and demonstrates the ability to work closely with other teams and competitors to ensure a cooperative relationship. Fosters his/her team members' engagement and motivation.
Working under pressure	Makes focused decisions when confronted with intensified periods of demand upon his/her time and/or abilities. Manages his/her team efficiently in high pressure situations and ensures the tasks are completed, while maintaining safe working practices.
Delegation	Clearly and confidently delegates tasks to others without need for further supervision.
Leadership	Has the ability to be a leader, set an example for others, has empathy for volunteers and provides clear and concise direction.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations they may face.
Conflict resolution	Manages conflict in a non-confrontational way and brings about a satisfactory and balanced resolution.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.



TIER

3

TECHNICAL AND BEHAVIOURAL COMPETENCIES

- 3.1 Chief Vehicle Recovery (CVR)
- 3.2 Stewards Secretary (SS)
- 3.3 Chief Fire (CF)
- 3.4 Chief Flag - Starter (CFS)
- 3.5 Emergency Controller (EC)
- 3.6 Competitor Liaison Officer (CRO)
- 3.7 Chief Of Radio Communication (CRC)
- 3.8 Chief Timekeeper (CT)
- 3.9 Sector Marshal / Stage Commander (SM/SC)
- 3.10 Environmental Officer (EO)
- 3.11 Post Chief (PC)
- 3.12 Chief Marshal Logistics, Welfare (CML)
- 3.13 Media Officer

3.1 CHIEF VEHICLE RECOVERY (CVR)



RACE & RALLY

The Recovery Chief manages and directs recovery operations at the scene of an incident (in cooperation with the Rescue Chief where appropriate) to ensure safe and controlled recovery of damaged or broken-down vehicles using appropriate technical equipment and in compliance with recovery plans developed for the competition.



TECHNICAL COMPETENCIES

Management of recovery operations

Develops and implements recovery plans for events using his/her extensive experience and his/her capacity to recognise and use specialist knowledge and draw on skills of others.

Oversees and directs recovery operations at the scene of an incident in co-operation with the Chief Rescue.

Demonstrates command and control of individuals and teams at operational incidents and allocate resources as needed.

Knowledge of motor sport safety and emergency management

Has a comprehensive and up-to-date understanding of the core skills and capabilities of his/her operational recovery teams and including safety rules and equipment

Assumes responsibility for the safety of recovery personnel, equipment, and facilities in connection with the incident being handled.

Technical awareness

Knows pertinent applications, software, devices, or other technology required to effectively perform job functions.

Problem solving

Reacts dynamically to rapidly changing situations and coordinates the resources available as required.

Uses own experience and evidence from others to identify problems, and understand situations, and develop plan of action.

Analysis skills

Has the ability to:

- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.
- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.

Risk awareness

Identifies any potential hazards and actively engages in finding solutions and applying appropriate measures to minimise those identified.

Identifies risks in a dynamic situation and implements control measures associated with those risks to ensure that the risk to individuals is minimised.

Team training and development

Maintains rescue team knowledge of current trends in recovery by communicating these effectively to them directly on scene and indirectly through developing and delivering training and mentorship.

Makes them benefit from his/her own past experience of practical recovery activities in motor sport to increase the team's skills.

Takes responsibility for assessing the competence of his/her rescue team when required and provides detailed feedback.

Is conscious of the need for developing future leaders in order to provide continuity and succession planning.



3.1 CHIEF VEHICLE RECOVERY (CVR)



RACE & RALLY

The Recovery Chief manages and directs recovery operations at the scene of an incident (in cooperation with the Rescue Chief where appropriate) to ensure safe and controlled recovery of damaged or broken-down vehicles using appropriate technical equipment and in compliance with recovery plans developed for the competition.



BEHAVIOURAL COMPETENCIES

Communication skills	Expresses his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with and manage the members of both his/her team and the event organisers to ensure that a harmonious relationship exists between those parties. Fosters his/her team members' engagement and motivation.
Decision making under pressure	Makes focussed decisions when confronted with intensified periods of demand upon his/her time and/or abilities.
Delegation	Clearly and confidently delegates tasks to others without need for further supervision.
Leadership	Understands and applies appropriate leadership and management skills to encourage building of high performing teams.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

3.2 STEWARDS SECRETARY (SS)



ROLE DESCRIPTION

The Stewards' Secretary is responsible for preparation and submission for circulation of all Stewards' documentation during the event, along with compiling complete electronic and hard copy dossiers post event.



TECHNICAL COMPETENCIES

Planning and information management

Possesses templates relevant to the type of the event for timely preparation of Stewards' documentation. In conjunction with the Chairman of Stewards defines the timetable and location of the Stewards' meetings and ensures the other Stewards are duly informed. Understands the system for numbering, signing, filing and submitting the documentation for timely circulation and publication, both electronically and physically. This includes working closely with Stewards and the Secretary of the Meeting.

Knowledge of safety rules and regulations

Has a reasonable understanding of the relevant event regulations and prepares the official event documentation using correct terminology

Knowledge of motorsport

Has a good understanding of motor sport and the particular type of event to produce Stewards' documentation in accurate and timely manner.

Technical awareness

Profound user of applications, software and devices required to effectively perform job functions.

Problem solving

Anticipates changes and reacts dynamically to situations by timely preparation and submission of updates, changes or additional information.

Analysis skills

Has the ability to look for, analyse and summarize information discussed during Stewards' meetings and present it accordingly and clearly, in written form.



BEHAVIOURAL COMPETENCIES

Communication skills

Is able to communicate accurately with others. Has the ability to convey important messages in a purposeful manner in a high stress arena. Has the ability to avoid confrontational or adversarial situations as far as possible. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.

Team working

Possesses and demonstrates the ability to work closely with the members of his/her scrutineering team, the event organisers and competitors to ensure a cooperative relationship. Is able to recognise his/her own position in the overall team managing the event. Fosters his/her team members' engagement and motivation.

Working under pressure

Has the ability to remain focussed and to carry out his/her assigned activities without becoming confused or intimidated by the environment they are working in or by competitors and their team members.

Self confidence

Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.

Integrity

Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

3.3 CHIEF FIRE (CF)



ROLE DESCRIPTION

The Chief Fire is responsible for planning and allocation of firefighting assets for the event, along with conducting risk assessment of fire hazards. He/she supervises firefighting operations, if any, to ensure safety and rescue of people and/or property on site.



TECHNICAL COMPETENCIES

Planning and organisation	Has the ability to understand, anticipate and interpret event needs and potential fire hazards in order to allocate appropriate resources to minimize risks and efficiently deal with fire, if necessary.
Management of fire operations	Manages his/her team to provide immediate fire safety cover and rescue, if required, in line with all appropriate guidance and regulations.
Knowledge of rescue techniques and safety rules	Has a comprehensive and current understanding of the core skills and capabilities of his/her operational teams and including safety rules, equipment, facilities and intervention techniques. Assumes responsibility for the safety of persons, equipment, and facilities in connection with the incident being handled by his/her team.
Event intelligence	Has a thorough understanding of the circuit and/ or rally course on which the competition will be conducted and the associated hazards. Successfully applies measures available for avoidance or mitigation of potential risks. Understands the event timetable and chain of command to safely deliver fire safety cover for the competition.
Prevention and mitigation strategies	Has a thorough understanding of national fire safety cover regulations that apply to events and additional risks associated with delivery of motorsport competitions.
Knowledge of risk management	Has a thorough knowledge of all aspects of risk management related to fire and its application in a motorsport context. Has sound knowledge of how to source, use and manage all available and appropriate resources.
Technical awareness	Is able to identify, source and strategically allocate sufficient quantities of appropriate firefighting equipment to provide adequate fire safety cover for the event. Ensures his/her team is able to understand the firefighting technology employed and at their disposal. Has the ability to demonstrate awareness of, and understand the limitations of personal protection equipment appropriate to his/her role.
Problem solving	Has the ability to make use of all the information presented to him/her before making considered, logical and creative decisions. Reacts dynamically to rapidly changing situations and coordinates the resources available to him/her as required. Appreciates when insufficient resources are available and has the ability to seek further resources to assist in the process, if necessary.
Analysis skills	Has the ability to: <ul style="list-style-type: none">- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	Seeks to identify and prevent any potential hazards and actively engages in finding solutions. Applies appropriate measures to minimise the hazards identified, using any or all resources at his/her disposal. Is fully aware of the risks of fire and has solid firefighting experience.
Team training and development	Makes his/her team benefit from his/her own past experience of planning, prevention and practical firefighting activities in motor sport environment to increase the team's skills. Takes responsibility for assessing the competence of his/her team, when required and provides detailed feedback. Is conscious of the need for developing future leaders in order to provide continuity and succession planning. Is actively involved in delivering training and mentorship.



3.3 CHIEF FIRE (CF)



ROLE DESCRIPTION

The Chief Fire is responsible for planning and allocation of firefighting assets for the event, along with conducting risk assessment of fire hazards. He/she supervises firefighting operations, if any, to ensure safety and rescue of people and/or property on site.



BEHAVIOURAL COMPETENCIES

Communication skills	Is able to communicate accurately and succinctly with others. Is able to express his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with and manage the members of both his/her team and the event organisers to ensure a harmonious relationship exists between those parties. Fosters his/her team members' engagement and motivation.
Working under pressure / Decision making under pressure	Is capable of making time-critical decisions in high pressure situations that ensure the correct deployment of assets. Capable of summarising complex situations and information to brief race/rally control succinctly. Capable of maintaining a calm demeanour at all times regardless of circumstances and ability to manage the team.
Delegation	Delegates tasks effectively at the scene of an incident, or over the radio, having identified the options and optimal solutions.
Leadership	Understands and applies appropriate leadership and management skills to encourage building of high performing teams.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations they may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

3.4 CHIEF FLAG - STARTER (CFS)



ROLE DESCRIPTION

The Chief Flag/Starter conducts start and finish procedures for each race in accordance with regulations. He/she communicates with the driver of a competing vehicle, by means of appropriate coloured flags and/or equivalent electronic devices.



TECHNICAL COMPETENCIES

Knowledge of the regulations	Has a thorough understanding of all the relevant regulations and applicable start / finish procedures. Understands the importance of managing start / finish of each race correctly.
Knowledge of motorsport	Has a thorough understanding of motor sport and the particular type of event. Is able to recognise all competition vehicles and rapidly acts upon Race Director/ Clerk of the Course instructions to signal a competitor. Has a thorough understanding of the circuit on which the competition will be conducted.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions, due to the critical nature of this position
Analysis skills	Has the ability to rapidly look for, analyse and summarize information, pass information to Race Control in a clear and concise manner and rapidly act following instructions.
Risk awareness	Identifies any potential risks to implementing correct start / finish procedures in dynamic situations and communicates with Race Control to minimise those identified.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity, constantly looks for up-to-date information and shares his/her feedback with Race Control.
Team working	Possesses and demonstrates the ability to work closely with Race Control and his/her assistants to ensure a harmonious relationship exists between all parties. Fosters his/her team members' engagement and motivation.
Working under pressure	Has the ability to remain focused and carry out his/her briefed activities without becoming confused or intimidated by the surrounding environment.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

3.5 EMERGENCY CONTROLLER (EC)



ROLE DESCRIPTION

Emergency Controller facilitates liaison and co-operation between Event HQ/ Command/Race or Rally Control and external emergency services in case of a critical incident, injury to a member of the public or large-scale emergency. He/she coordinates the overall and formal response to incidents.



TECHNICAL COMPETENCIES

Planning and information management

Is experienced in liaising with authorities and understands national and motorsport specific emergency protocols. Demonstrates ability to collect information from multiple sources, process and share as required with Clerk of the Course, Event HQ and authorities. Is capable of preparing all-inclusive evidence-based reports. He/she demonstrates great attention to detail while performing duties. Has the ability to analyse all the information presented to him/her before taking action. Demonstrates command and control while securing incident scenes.

Knowledge of motorsport safety and emergency management

Has a good understanding of both national and motorsport specific emergency management protocols and seeks, anticipates, meets and (whenever possible), exceeds the needs and expectations in terms of delivering the appropriate emergency response. Understands any applicable civil and/ or legal requirements and implications relevant to motorsport events.

Technical awareness

Knows pertinent applications, software, devices, or other technology required to effectively perform job functions.

Analysis skills

Has the ability to look for, analyse and summarize and report information from various sources. Also demonstrates efficiency in collecting, securing and/or sourcing evidence that may be required for further emergency investigation and/or reporting.

Risk awareness

Identifies any additional potential hazards and actively engages in finding solutions and applying appropriate measures to minimise those identified. Identifies risks in a dynamic situation and implements control measures associated with those risks to ensure that further risk to individuals is minimised.



BEHAVIOURAL COMPETENCIES

Communication skills

Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity, constantly looks for up-to-date information from different sources and shares it as appropriate.

Team working

Possesses and demonstrates the ability to work closely with Race Control and his/her team to ensure a harmonious relationship exists between all parties. Fosters his/her team members' engagement and motivation.

Working under pressure

Has the ability to remain focused and carry out his/her briefed activities without becoming confused or intimidated by the surrounding environment.

Liaison skills

Is capable of working with external and internal stakeholders such as event organisers, ASN/ FIA, authorities, emergency services, competitors and officials. Has ability to establish cooperative environment while dealing with critical situations.

Self confidence

Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.

Integrity

Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

Impartiality and confidentiality

Respects confidentiality in all matters. Is aware of the importance and sensitivity of information in emergency situations and communicates accordingly, sharing information only with appropriate parties and with great attention to detail.

3.6 COMPETITOR RELATIONS OFFICER (CRO)



ROLE DESCRIPTION

The Competitor Relations Officer is the point of liaison between the event management and the competitors, but is independent of both.



TECHNICAL COMPETENCIES

Knowledge of the regulations	Has a thorough understanding of all the relevant regulations required to run the competition inclusive of the sporting, technical and judicial rules. Has an understanding of the applicable civil requirements relevant to the particular competition environment. He/she has ability to deal with queries from competitors and provide full explanation and clarification about their rights within the applicable rules and regulations.
Event intelligence	Has a thorough understanding of the circuit and/or rally course on which the competition will be conducted, inclusive of the allocation of safety resources and equipment. He/she rapidly provides relevant information to competitors when any change in the regulations or any other changes they need to be aware of. He/she has a thorough understanding of emergency and rescue procedures.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions.
Problem solving	Has the ability to analyse all the information presented to him/her, understand the impact it may have on competitors and communicate in timely manner. Has the ability to handle competitors queries in a calm manner and where possible, prevent escalation to the Clerk of the Course. Is capable of providing competitors with sufficient information about their standing when they are summoned to the Clerk of the Course or the Stewards.
Analysis skills	Has the ability to: <ul style="list-style-type: none">- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	He/she seeks to identify any potential risks to competitors and actively engages in finding solutions in close collaboration with the Clerk of the Course and/or event organisers.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity, constantly looks for up-to-date information and shares his/her feedback with appropriate stakeholders.
Working under pressure	He/she has the ability to remain focused and conduct duties efficiently and calmly when confronted with intensified periods of demand upon his/her time and/or abilities.
Liaison skills	Is capable of establishing efficient communication and liaising with competitors, event organisers and Clerk of the Course. Ensures a harmonious relationship exists between all parties.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Conflict resolution	Manages conflict in a non-confrontational way and brings about a satisfactory and balanced resolution. Uses his/her knowledge of motorsport and strong communication skills to deal with competitors' queries, preventing where possible, their further engagement with senior event officials.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

3.7 CHIEF RADIO COMMUNICATION (CRC)



RACE & RALLY

The Chief of Radio Communications manages the planning and operation of the event radio and communications networks, ensuring that there is a free flow and constant exchange of information between the various motor sport Officials and particularly that any response to a safety-related incident is properly coordinated with the Chief Medical Officer and Chief Rescue Officer.



TECHNICAL COMPETENCIES

Planning and organisation

Develops and implements communications plans for events using his/her extensive experience.

Oversees and communicates event operations in co-operation with the Clerk of the Course and Chief Marshal.

Maintains overall view of incidents and communicates appropriate responses in co-operation with the Clerk of the Course, Chief Medical Officer and Chief Rescue.

Demonstrates command and control of individuals and teams to ensure correct allocation of resources as needed during event in coordination with Clerk of the Course, Chief Medical Officer and Chief Marshal.

Knowledge of motor sport safety and emergency management

Has a good understanding of emergency management protocols and seeks, anticipates, meets and (whenever possible), exceeds the needs and expectations in terms of safety in conjunction with the Clerk of Course, Chief Rescue and Chief Medical Officer.

Has a comprehensive and up-to-date understanding of the core skills and capabilities of the operational rescue and safety teams and deploys these teams as necessary in conjunction with the Chief Medical Officer, Chief Rescue and Clerk of the Course.

Knowledge of the regulations

Has a thorough understanding of all the relevant regulations required to run the competition inclusive of the sporting, technical and judicial rules.

Also understands any applicable civil and/ or legal requirements relevant to a competition, so as to liaise and pass instructions as needed from the Clerk of the Course to any and all marshalling teams when questions and queries arise.

Event intelligence

Has a thorough understanding of the circuit and/ or rally course that the competition will be conducted on, inclusive of the required resources and equipment.

Understands the officials' roles and responsibilities within the teams to safely conduct the competition and redirect resources and personnel as and when required in close collaboration with the Chief Marshal and Clerk of the Course.

Technical awareness

Knows pertinent hardware, applications, software, devices and/ or other technologies required to effectively perform job functions for both communications and tracking, where applicable.

Includes provisions for lost primary communications and ensures backup plans and technology are in place prior to events.

Problem solving

Reacts dynamically to rapidly changing situations and coordinates the resources available to him/her as required. Has the ability to analyse all the information presented to him, to apply creative thinking and logic before making considered, logical, timely and creative decisions in a consistent manner. Works to achieve these with the Clerk of the Course, Chief Marshal, Chief Rescue and Chief Medical Officer.

Analysis skills

Has the ability to:

- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.
- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.

Risk awareness

Seeks to identify any potential hazards and actively engages in finding solutions and applying appropriate measures to eliminate or minimise those identified, in close collaboration with all team leaders and the Clerk of the Course.

Team training and development

Maintains individual and team knowledge of current communication trends and event regulations by communicating these effectively to the team directly during events and indirectly through developing and delivering training and mentorship outside events.

Ensures that the team benefits from his/her own past experience in motor sport to increase the team's skills.

Takes responsibility for assessing the competence of his/her team when required and provides detailed feedback.

Is conscious of the need for developing future leaders in order to provide continuity and succession planning.



3.7 CHIEF RADIO COMMUNICATION (CRC)



RACE & RALLY

The Chief of Radio Communications manages the planning and operation of the event radio and communications networks, ensuring that there is a free flow and constant exchange of information between the various motor sport Officials and particularly that any response to a safety-related incident is properly coordinated with the Chief Medical Officer and Chief Rescue Officer.



BEHAVIOURAL COMPETENCIES

Communication skills	<p>Communicates clearly, succinctly and with sensitivity in all aspects of written and especially verbal communication.</p> <p>Ensures that messages are clearly understood and acted upon by others.</p> <p>Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.</p>
Team working	<p>Possesses and demonstrates the ability to work closely with and manage the members of his/her team to ensure that a harmonious relationship exists between all parties.</p> <p>Must be able to work closely with all other event organisers to form a unified event control team.</p> <p>Fosters his/her team members' engagement and motivation.</p>
Working under pressure / Decision making under pressure	<p>Is capable of making time-critical decisions in high pressure situations that ensures the correct deployment of additional resources as an incident escalates.</p> <p>Capable of summarising complex situations and information to brief the Clerk of the Course and Chief Medical Officer succinctly.</p> <p>Capable of maintaining a calm demeanour at all times regardless of circumstances and ability to convey that calmness over voice-only channels and inspire and maintain calmness in all teams.</p>
Delegation	<p>Clearly and confidently delegates tasks to others without need for further supervision or with the authorisation of the Clerk of the Course.</p>
Leadership	<p>Understands and applies appropriate leadership and management skills to encourage building of high performing communications team.</p> <p>Ability to be a leader, sets an example for others, has empathy for volunteers and provides clear and concise directions.</p> <p>As the "Voice" of event control must be able to lead all teams remotely, often on behalf of other senior officials.</p>
Self confidence	<p>Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.</p>
Integrity	<p>Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals.</p> <p>Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.</p>
Impartiality and confidentiality	<p>Respects confidentiality in all matters.</p> <p>Is aware of what is said in open communications situations and self-censors accordingly particularly in emergency situations.</p>

3.8 CHIEF TIMEKEEPER



RACE & RALLY

The Chief Timekeeper manages and oversees the timing and scoring team for a competition by using appropriate timing equipment and instruments which are compliant with the event regulations to ensure the calculation and production of accurate and credible results.



TECHNICAL COMPETENCIES

Planning and organisation	Possesses strong organisation and planning skills to undertake the necessary preparation required for the organisation of an effective competition including post event evaluation.
Knowledge of the regulations	Has a thorough understanding of all the relevant regulations required to run the competition inclusive of the sporting, technical and judicial rules. Understands also any applicable civil and/ or legal requirements relevant to a competition.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions.
Problem solving	Reacts dynamically to rapidly changing situations and coordinates the resources available as required. Uses own experience and evidence from others to identify problems, and understand situations, and develop plan of action.
Analysis skills	Has the ability to look for, analyse and summarize information from various sources including the results team, other Senior Officials and external factors.
Team training and development	Maintains team knowledge of current appropriate trends by communicating these effectively to the team directly on scene and indirectly through developing and delivering training and mentorship. Makes the team benefit from his/her own past experience in motor sport to increase the team's skills. Takes responsibility for assessing the competence of his/her team when required and provides detailed feedback. Is conscious of the need for developing future leaders in order to provide continuity and succession planning.



BEHAVIOURAL COMPETENCIES

Communication skills	Expresses his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with and manage the members of his/her team to ensure that a harmonious relationship exists between all parties. Fosters his/her team members' engagement and motivation.
Decision making under pressure	Makes focussed decisions when confronted with intensified periods of demand upon his/her time and/or abilities.
Delegation	Clearly and confidently delegates tasks to others without need for further supervision.
Leadership	Understands and applies appropriate leadership and management skills to encourage building of high performing teams.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Conflict resolution	Manages conflict in a non-confrontational way and bring about a satisfactory and balanced resolution.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

3.9 SECTOR MARSHAL / STAGE COMMANDER (SM / SC)



RACE & RALLY

To manage the competition area (Stage Commander) or assigned sector (Sector Marshal) at all times, by ensuring the diligence, discipline, health, safety and well-being of all Volunteer Officials, competitors and spectators.



TECHNICAL COMPETENCIES

Management of section operations	Manages his/her team to prepare a fully manned competitive section in line with the safety plan and all other appropriate guidance and regulations.
Knowledge of safety rules	Has a good understanding of emergency management protocols and seeks, anticipates, meets and (whenever possible), exceeds the needs and expectations in terms of safety.
Technical awareness	Is able to understand the range of tracking and communications technology available to the organisers and how effective and appropriate use of them can ensure an event's smooth and efficient running.
Problem solving	<p>Has the ability to make use of all the information presented to him/her before making considered, logical and creative decisions.</p> <p>Reacts dynamically to rapidly changing situations and coordinates the resources available to him/her as required.</p> <p>Can appreciate when insufficient information is available and has the ability to seek further information from local resources to assist in the process if necessary.</p>
Analysis skills	<p>Has the ability to:</p> <ul style="list-style-type: none">- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	Seeks to identify any potential hazards and actively engages in finding solutions and applying appropriate measures to minimise those identified before they put anyone at risk.
Team training and development	<p>Maintains team knowledge of current appropriate trends by communicating these effectively to the team directly on scene and indirectly through developing and delivering training and mentorship. Makes the team benefit from his/her own past experience in motor sport to increase the team's skills.</p> <p>Takes responsibility for assessing the competence of his/her team when required and provides detailed feedback. Is conscious of the need for developing future leaders in order to provide continuity and succession planning.</p>



3.9 SECTOR MARSHAL / STAGE COMMANDER (SM / SC)



RACE & RALLY

To manage the competition area (Stage Commander) or assigned sector (Sector Marshal) at all times, by ensuring the diligence, discipline, health, safety and well-being of all Volunteer Officials, competitors and spectators.



BEHAVIOURAL COMPETENCIES

Communication skills	Is able to express his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possess and demonstrates the ability to work closely with the members of both his/her team and the event organisers to ensure that a harmonious relationship exists between those parties. Is able to provide clear leadership of the team running the competitive section and recognise his/her own position in the overall team managing the event. Fosters his/her team members' engagement and motivation.
Working under pressure	Has the ability to make focussed decisions or defer decision making to Event Control when confronted with intensified periods of demand upon his/her time and/or abilities as appropriate.
Delegation	Clearly and confidently delegates tasks to others without need for further supervision.
Leadership	Has the ability to be a leader, set an example for others, has empathy for volunteers and to provide clear and concise direction.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Conflict resolution	Manages conflict in a non-confrontational way and bring about a satisfactory and balanced resolution.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

3.10 ENVIRONMENTAL OFFICER (EO)



RACE & RALLY

The Environmental Officer oversees the Environmental Management of the event and compliance with regulatory and legislative requirements relating to the Environment whilst encouraging the development of a sustainable event.



TECHNICAL COMPETENCIES

Management of environmental matters	Has the ability to define and implement work plans, to organise, to direct, to control resource allocation and to command teams.
Event intelligence	<p>Has a thorough understanding of the circuit and/ or rally course that the competition will be conducted over and its surroundings, and has identified the environmental hazards posed by the event and the measures proposed to prevent or mitigate against the identified potential environmental consequences thereof.</p> <p>Has an understanding of the anticipated spectator attendance and has evaluated and communicated the environmental health and safety requirements arising from such anticipated attendance.</p>
Knowledge of principals of environmental management	<p>Has a thorough understanding of environmental best practice as it may relate to the event in question and seek to build a sustainable event.</p> <p>Understands also all applicable legislative and regulatory requirements which may be relevant to the event.</p>
Prevention and mitigation strategies	Has a thorough understanding of available and prevailing techniques and technologies to prevent or mitigate the environmental consequences of an event. These should conform to current environmental best practice.
Environmental health and safety	Has a good understanding of any public health and safety (not directly competition related) issues which may arise in consequence of the conduct of the event, for both people attending the event and for the local populations who may be affected thereby.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions.
Problem solving	Has the ability to gather and analyse relevant information and to apply constructive thought before making considered, logical, timely recommendations.
Analysis skills	<p>Has the ability to:</p> <ul style="list-style-type: none">- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Evaluation and monitoring	Has the ability to make, evaluate and comment constructively on environmental management plans, monitor their implementation, and assess and report thereon post-event.



3.10 ENVIRONMENTAL OFFICER (EO)



RACE & RALLY

The Environmental Officer oversees the Environmental Management of the event and compliance with regulatory and legislative requirements relating to the Environment whilst encouraging the development of a sustainable event.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity and demonstrates strong conflict management skills.
Liaison skills	Demonstrates sensitivity towards the needs of volunteers and officials and uses proactive approach to support them and develop harmonious relationships. Is capable of establishing and maintaining constructive relationships and work with external and internal stakeholders such as suppliers of transportation, accommodation and catering services, organisers, competitors and officials.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Proactive and solution driven	Manages conflict in a non-confrontational way and bring about a satisfactory and balanced resolution.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.
Environmentally passionate	Is passionate about the environment and has an ability to convey that passion to those working around him.
Role awareness	Recognises that his/her role lies outside of the competition itself, however officials' welfare and organisation of efficient logistics is essential for the smooth delivery of the event. Demonstrates attention to detail and cares for satisfaction of officials needs to ensure they remain focused on performing their event duties.

3.11 POST CHIEF (PC)



ROLE DESCRIPTION

The Post Chief has overall control over the safety of designated part of the competition route. He/she is responsible for managing the team of marshals under his/her jurisdiction and performing defined safety operations in accordance with the established procedures.



TECHNICAL COMPETENCIES

Planning skills	Knows and ensures presence of the necessary resources to ensure adequate post operation. Ensures presence and capability of the post personnel to perform their job functions during the event. Ensures post readiness and operation according to event timetable. Ensures adequate reporting is conducted during and post event.
Management of section operations	Manages his/her team to prepare a fully manned competitive post in line with the safety plan and all other appropriate guidance and regulations.
Knowledge of safety rules	Comprehensively knows and performs safety operations in accordance with the defined procedures in case of incident. Has a good understanding of safety rules and regulations to ensure efficient communication with competitors (flags/lights) during the event.
Event intelligence	Has a thorough understanding of the post and part of the circuit and/ or rally course that he/she looks after, inclusive of the allocation of resources according to the safety plan and ensures the post is adequately equipped. Ensures marshals understand their roles and responsibilities within the team to safely operate during the event. Efficiently liaises with the Chief Marshal, Sector Chief and Clerk of the Course.
Technical awareness	Knows and ensures team members know pertinent applications, software, devices, or other technology required to operate the post. Ensures radio communication with rally/race control is established and maintained during the meeting.
Problem solving	Reacts dynamically to rapidly changing situations and coordinates the resources available to him/her as required.
Analysis skills	Has the ability to: <ul style="list-style-type: none">- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	Seeks to identify any potential hazards and applying appropriate measures to eliminate or minimise those identified to ensure safety on post during the event. Ensures welfare of the marshals is adequate and reports any signs of bad health conditions of personnel.
Team training and development	Maintains team knowledge of current safety trends by communicating these effectively to the team directly on scene and indirectly through developing and delivering training and mentorship. Gives the team benefit from his/her own past experience in motor sport to increase the team's skills. Takes responsibility for assessing the competence of his/her team when required and provides detailed feedback. Is conscious of the need for developing future leaders in order to provide continuity and succession planning.



3.11 POST CHIEF (PC)



ROLE DESCRIPTION

The Post Chief has overall control over the safety of designated part of the competition route. He/she is responsible for managing the team of marshals under his/her jurisdiction and performing defined safety operations in accordance with the established procedures.



BEHAVIOURAL COMPETENCIES

Communication skills	Expresses his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Has the ability to convey important messages in a purposeful manner in high stress environment. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with and manage the members of his/her team, ensuring a harmonious relationship exists between those parties. Fosters his/her team members' engagement and motivation.
Working under pressure	Has the ability to make focused decisions in short space of time and manage the team taking action in a safe manner.
Delegation	Clearly and confidently delegates certain tasks to others without need for further supervision or with the authorisation of the Clerk of the Course.
Leadership	Understands and applies appropriate leadership and management skills to encourage building of high performing teams.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Conflict resolution	Manages conflict in a non-confrontational way and bring about a satisfactory and balanced resolution.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

3.12 CHIEF MARSHAL LOGISTICS, WELFARE (CML)



RACE & RALLY

The Marshal Logistics and Welfare Chief manages the team responsible for logistics and welfare of all event officials.



TECHNICAL COMPETENCIES

Planning and organisation

Possesses strong organisation and planning skills to undertake the necessary preparation of event officials' logistics and catering to ensure the organisation can deliver an efficient competition. Makes the necessary arrangements to look after officials' welfare during the event, including monitoring and reporting as required on the state of their physical and psychological wellness.

Event intelligence

Has a thorough understanding of the circuit and/ or rally course on which the competition will be conducted, inclusive of the distribution of event personnel and how they can be accessed. Understands the officials roles and responsibilities and what type of support they may require. Understands and works to the event timetable, taking into account the variation in officials teams' timing.

Technical awareness

Knows pertinent applications, software, devices, or other technology required to effectively perform job functions.

Problem solving

Reacts dynamically to rapidly changing situations and coordinates the response and resources available to him/her as required. Has the ability to analyse all the information presented to him/her before making considered, logical and creative decisions. Has strong negotiations and conflict management skills and successfully applies them while dealing with the officials, organisers and external parties.

Analysis skills

Has the ability to:

- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.
- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.

Team training and development

Maintains marshal logistics, welfare team knowledge of best practice in supporting the event by organising efficient logistics and looking after officials' welfare during the event. Makes them benefit from his/her own past experience of event officials' logistics and welfare activities to increase the team's skills. Maintains atmosphere of comradery within the team and with other event officials. Is conscious of the need for developing future leaders in order to provide continuity and succession planning.



3.12 CHIEF MARSHAL LOGISTICS, WELFARE (CML)



RACE & RALLY

The Marshal Logistics and Welfare Chief manages the team responsible for logistics and welfare of all event officials.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity and demonstrates strong conflict management skills.
Team working	Possesses and demonstrates the ability to work closely with and manage the members of his/her team, as well as with all event officials, ensuring a harmonious relationship exists between all parties. Fosters his/her team members' engagement and motivation.
Working under pressure	Makes focussed decisions when confronted with intensified periods of demand upon his/her time and/or abilities.
Delegation	Clearly and confidently delegates tasks to others without need for further supervision.
Leadership	Has the ability to lead, set an example for others, has empathy for volunteers and to provide clear and concise direction.
Liaison skills	Demonstrates sensitivity towards the needs of volunteers and officials and uses proactive approach to support them and develop harmonious relationships. Is capable of establishing and maintaining constructive relationships and work with external and internal stakeholders such as suppliers of transportation, accommodation and catering services, organisers, competitors and officials.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Conflict resolution	Manages conflict in a non-confrontational way and bring about a satisfactory and balanced resolution.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.
Role awareness	Recognises that his/her role lies outside of the competition itself, however officials' welfare and organisation of efficient logistics is essential for the smooth delivery of the event. Demonstrates attention to detail and cares for satisfaction of officials needs to ensure they remain focused on performing their event duties.

3.13 MEDIA OFFICER



RACE & RALLY

Reporting to the promotor / organizer, the Media Officer takes overall responsibility for all media activities and works closely with the FIA Media Delegate (if applicable) at an event. He/she is responsible for event's media coverage and any crisis communication scenarios, should they arise.



TECHNICAL COMPETENCIES

Planning and information management	Possesses strong planning and information management skills. He/she is responsible for managing pre and on event communication, crisis communication, should it arise and delivering strong media coverage in national and international media.
Management of communications	Manages event's media office on behalf of the event promotor / organiser, pre and on event communications, while working closely with the FIA Media Delegate (if applicable).
Knowledge of motorsport	Has a good level of understanding of motorsport, as well as the particular discipline and participating teams. Has a thorough understanding of FIA, ASN, promotor's and event organiser's roles and responsibilities.
Technical Awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions
Problem solving	Has the ability to analyse all the information presented to him/her and to apply creative thinking and logic before making considered, timely and creative decisions. On event, anticipates and reacts dynamically to changes.
Analysis skills	Has the ability to: <ul style="list-style-type: none">- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Evaluation and monitoring	He/she monitors event activities and media coverage. In case of major incidents or force majeure of any nature, he/she manages crisis communication.



3.13 MEDIA OFFICER



RACE & RALLY

Reporting to the promotor / organizer, the Media Officer takes overall responsibility for all media activities and works closely with the FIA Media Delegate (if applicable) at an event. He/she is responsible for event's media coverage and any crisis communication scenarios, should they arise.



BEHAVIOURAL COMPETENCIES

Communication skills	Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate. Must also have excellent command of local and English languages.
Team working	Possesses and demonstrates the ability to work closely with and manage the members of his/her media team to ensure that a harmonious relationship exists between all parties. Fosters his/her team members' engagement and motivation. Is able to work with the FIA Media Delegate, ASN, promoters, event organisers, national and international media in a collaborative and productive way.
Working under pressure	Is able to work within strict timelines stipulated by the event's program. Is capable of making timely critical decisions in pressured situations. He/she manages any crisis communication on behalf of the event promotor / organiser and in collaboration with the FIA Media Delegate.
Delegation	Clearly and confidently delegates tasks to members of his media office team without need for further supervision.
Leadership	Has the ability to be a leader, set an example for others and provide clear and concise direction.
Liaison skills	Possesses extensive liaison skills and is capable of working with all stakeholders. Has ability to work in multinational and multicultural environments.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Proactive and solution driven	Approaches problems in a proactive and solution driven manner. Has the ability to handle conflict and reconcile diverse interests.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.
Impartiality and confidentiality	Has the ability to manage confidential information. Respects privacy and confidentiality while engaging with stakeholders. Remains impartial and acts in the best interests of the sport, FIA, ASN, promotor / organiser.
Role awareness	Recognises that his/her role lies outside of the actual competition. Ensures that any controversial or sensitive matters are identified and managed before they receive media attention. Has a thorough understanding of the importance of positive image for the promotor / organiser, FIA, ASN and the sport.



TIER

4

TECHNICAL AND BEHAVIOURAL COMPETENCIES

- 4.1 Pit Lane Marshal (PLM)
- 4.2 Grid Marshal (GM)
- 4.3 Fire Marshal (FM)
- 4.4 Flag Marshal (FLM)
- 4.5 Light Panel Marshal (LPM)
- 4.6 Intervention Marshal (IM)
- 4.7 Scrutineer (SCT)
- 4.8 Timekeeper (TK)
- 4.9 Extrication Team (ET)
- 4.10 Judge of Fact (JF)
- 4.11 Paddock Marshal (PM)
- 4.12 MIV driver
- 4.13 Boundary Rider (BR)
- 4.14 Stage Marshal (SML)
- 4.15 E-Safety Specialist (ESS)
- 4.16 Vehicle Recovery Marshal

4.1 PIT LANE MARSHAL (PLM)



RACE

To ensure as far as possible that drivers have a safe passageway through the Pit Lane, that team members have a safe environment in which to work and that all competitors comply with the regulations pertaining to their actions in the Pit Lane.



TECHNICAL COMPETENCIES

Management of pitlane operations

Manages a team to ensure participants comply with regulations in a manner which best preserves a safe environment in the pit lane

Knowledge of safety rules and regulations

Has the ability to :

- Comprehend the regulations governing the grid for the current event being run
- Recognise breaches
- Report actions required

Technical awareness

Is able to understand the range of technology available to the organisers and teams and how effective and appropriate use of them can maintain safety in this environment.

Problem solving

Has the ability to make use of all the information presented to him/her before making considered, logical and creative decisions.

Reacts dynamically to rapidly changing situations and coordinates the resources available to him/her as required.

Can appreciate when insufficient information is available and has the ability to seek further information from other elements in the chain of command.

Analysis skills

Has the ability to:

- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.
- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.

Risk awareness

Is able to recognise that the pit lane represents a potentially dangerous area during the running of a competition, not only because of the racing cars using it but also in view of accidents which may occur owing to cars being on the race track adjacent to it.

Has the ability to identify any potential hazards and actively engage in finding solutions and applying appropriate measures to minimise those identified before they put anyone at risk.



4.1 PIT LANE MARSHAL (PLM)



RACE

To ensure as far as possible that drivers have a safe passageway through the Pit Lane, that team members have a safe environment in which to work and that all competitors comply with the regulations pertaining to their actions in the Pit Lane.



BEHAVIOURAL COMPETENCIES

Communication skills

Is able to express his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Be able to interpret and use body language to improve communication. Has the ability to convey important messages in a purposeful manner in a high stress arena. Has the ability to avoid confrontational or adversarial situations as far as possible. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.

Team working

Possess and demonstrates the ability to work closely with the members of his/her team. Is able to recognise his/her own position in the overall team managing the event. Fosters his/her team members' engagement and motivation.

Working under pressure

Has the ability to remain focused and to carry out his/her briefed activities without becoming confused or intimidated by the environment they are working in.

Self confidence

Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations they may face.

Integrity

Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

4.2 GRID MARSHAL (GM)



RACE

To arrange the correct starting order for the vehicles on the grid and their safe departure either by the signal to start the formation lap, the start of race, or by assisting with the removal of vehicles that will not start due to mechanical failure.



TECHNICAL COMPETENCIES

Organisation skills

Has the ability to work to a timetable and be ready to manage the grid as cars become available from an assembly area.
Copes with changing versions of documents as issued by race administration.

Knowledge of safety rules and regulations

Has the ability to :

- Comprehend the regulations governing the grid for the current event being run
- Recognise breaches
- Report actions required

Technical awareness

Is able to understand the range of communications technology available to the organisers and how vehicle timing systems and grid position detector systems operate in general detail.
Is able to interpret written grid sheets into actuality.

Problem solving

Reacts dynamically to rapidly changing situations and coordinates the resources available to him/her as required.
Has the ability to make use of all the information presented to him/her in a grid sheet and issue instructions to best organise vehicles to their correct positions thereon.
Has the ability to respond to changing situations such as failures to start by choosing most appropriate courses of action.

Analysis skills

Has the ability to:

- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.
- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.

Risk awareness

Is able to recognise that the grid is a potentially dangerous area and is familiar with operational procedures which take place there.
Has the ability to identify any hazards and actively engage in applying appropriate measures to minimise those identified before anyone is put at risk.
Is able to recognise his/her own physical limitations and act in a manner which does not put him/her at risk.

4.2 GRID MARSHAL (GM)



RACE

To arrange the correct starting order for the vehicles on the grid and their safe departure either by the signal to start the formation lap, the start of race, or by assisting with the removal of vehicles that will not start due to mechanical failure.



BEHAVIOURAL COMPETENCIES

Communication skills	<p>Is able to communicate with drivers by signals and body language to realise the completed grid in accurate fashion.</p> <p>Is able to express his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others.</p> <p>Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.</p>
Team working	<p>Possess and demonstrates the ability to work closely with the members of both his/her team in preparation and in realisation of an accurate grid.</p> <p>Is able to recognise his/her own position in the overall team managing the event.</p> <p>Fosters his/her team members' engagement and motivation.</p>
Working under pressure	<p>Has the ability to make focussed decisions in very short spaces of time.</p> <p>Is able to work on allocated tasks without being diverted until each element of task is complete.</p>
Self confidence	<p>Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations they may face.</p>
Integrity	<p>Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals.</p> <p>Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.</p>

4.3 FIRE MARSHAL (FM)



RACE & RALLY

The Fire Marshal's role is to prevent fires and remove fire hazards by eliminating all possible means of starting and propagating a fire, and by fighting fires if they do break out, in order to ensure the safety of the competitors and any other people on the site, and rescuing them if necessary.



TECHNICAL COMPETENCIES

Management of fire operations	Manages his/her team to provide fire safety cover in line with all appropriate guidance and regulations.
Knowledge of rescue techniques and safety rules	Has a comprehensive and current understanding of the core skills and capabilities of his/her operational teams and including safety rules, equipment, facilities and intervention techniques. Assumes responsibility for the safety of persons, equipment, and facilities in connection with the incident being handled.
Technical awareness	Is able to understand the fire fighting technology employed and at his/her disposal. Is able to identify and operate correctly the appropriate firefighting techniques in response to a situation developing. Has the ability to demonstrate awareness of, and understand the limitations of personal protection equipment appropriate to his/her role.
Problem solving	Has the ability to make use of all the information presented to him/her before making considered, logical and creative decisions. Reacts dynamically to rapidly changing situations and coordinates the resources available to him/her as required. Can appreciate when insufficient resources are available and has the ability to seek further resources to assist in the process if necessary.
Analysis skills	Has the ability to: - Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors. - Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	Seeks to identify any potential hazards and actively engages in finding solutions and applying appropriate measures to minimise those identified before they put anyone at risk using any or all resources at his/her disposal. Is fully aware of the risks of fire.



BEHAVIOURAL COMPETENCIES

Communication skills	Is able to communicate accurately and succinctly with others. Is able to express his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with the members of his/her team and ensure that a harmonious relationship exists between those parties. Is able to provide clear leadership as and when appropriate. Fosters his/her team members' engagement and motivation.
Working under pressure	Has the ability to make focussed decisions when confronted with intensified periods of demand and while still maintaining safe working practices.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations they may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

4.4 FLAG MARSHAL (FLM)



ROLE DESCRIPTION

To instruct, direct or communicate with the driver of a competing vehicle, by means of appropriate coloured flags (and/or equivalent electronic devices).



TECHNICAL COMPETENCIES

Knowledge of motorsport	Has a level of understanding of the particular discipline of motorsport he/she is officiating. Understands his/her role within the team and conducts his/her roles and responsibilities as required.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions
Problem solving	Reacts dynamically to rapidly changing situations and responds as required. Has the ability to analyse all the information before making considered and fast decisions.
Risk awareness	Is able to recognise, anticipate and respond to potentially dangerous situations that may take place within the part of the circuit/stage he/she is assigned to.



BEHAVIOURAL COMPETENCIES

Communication skills	Is able to communicate accurately with others. Has the ability to convey important messages in a purposeful manner in a high stress arena. Has the ability to avoid confrontational or adversarial situations as far as possible. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with the members of his/her marshalling team. Is able to recognise his/her own position in the overall team managing the event.
Working under pressure	Has the ability to remain focussed and to carry out his/her duties under pressure.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

4.5 LIGHT PANEL MARSHAL (LPM)



ROLE DESCRIPTION

The Light Panel Marshal is responsible for communicating messages to competitors, within designated parts of the circuit, by operating digital flags, when required and in accordance with the established procedures.



TECHNICAL COMPETENCIES

Knowledge of motorsport	Has a level of understanding of the particular discipline of motorsport he/she is officiating. Understands his/her role within the team and conducts his/her roles and responsibilities as required.
Technical awareness	Has a level of understanding of race control management software and profound knowledge of operating marshal control device associated with light panel he/she is responsible for during the event.
Problem solving	Reacts dynamically to rapidly changing situations and responds as required. Has the ability to analyse all the information before making considered and fast decisions.
Risk awareness	Is able to recognise, anticipate and respond to potentially dangerous situations that may take place within the part of the circuit he/she is assigned to.



BEHAVIOURAL COMPETENCIES

Communication skills	Is able to communicate accurately with others. Has the ability to convey important messages in a purposeful manner in a high stress arena. Has the ability to avoid confrontational or adversarial situations as far as possible. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with the members of his/her marshalling team. Is able to recognise his/her own position in the overall team managing the event.
Working under pressure	Has the ability to remain focussed and to carry out his/her duties under pressure.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

4.6 INTERVENTION MARSHAL (IM)



ROLE DESCRIPTION

The Intervention Marshal is responsible for providing; first intervention in case of an accident; trackside support, which includes keeping the track clear of debris at all times, along with vehicle recovery assistance, when required, in accordance with the established procedures.



TECHNICAL COMPETENCIES

Knowledge of safety rules	Comprehensively knows and performs track intervention activities in accordance with the defined procedures in case of an incident. Assumes responsibility for personal safety while clearing the track or during handling of an incident. Has a good understanding of emergency management protocols during events and understands his/her role in case of an incident taking place within their designated area.
Event intelligence	Has a good understanding of the circuit that and placement of the safety assets around the circuit. Has a thorough understanding of the post he/she is assigned to, inclusive of the required resources and equipment. Understands the chain of command and roles and responsibilities within the team to safely conduct intervention activities. Understands when to make and act upon own decisions and when to request, wait for and follow the instructions.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions
Problem solving	Reacts dynamically to rapidly changing situations and acts as required in accordance with established safety procedures.
Analysis skills	Has the ability to rapidly analyse and summarize information, share this information on to concerned parties immediately, in a clear and concise manner, identify and anticipate delivery of the appropriate intervention measures.
Risk awareness	Has strong awareness for the potential hazards posed by motorsport and is able to respond and perform the job functions without endangering himself/herself or any other party and in accordance with established safety procedures.



BEHAVIOURAL COMPETENCIES

Communication skills	Expresses his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Possesses the ability to understand and convey important messages in high stress situations.
Team working	Possesses and demonstrates the ability to work closely with the intervention team members and post colleagues during the event and while performing track intervention duties. Has trust in the instructions given by the race control/post chief and follows them accurately. Is able to recognise his/her own position within the post and sector.
Working under pressure	Has the ability to remain focused and act rapidly in short spaces of time. Has the ability to follow race control/post chief instruction, without delay, in high stress situations. Is able to focus on performing his/her responsibilities without being diverted until the tasks are completed.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

4.7 SCRUTINEER (SCT)



RACE & RALLY

Conducts examination of competition vehicles and/or parts and competitor personal protective equipment, using appropriate technical equipment to establish compliance with applicable technical regulations.



TECHNICAL COMPETENCIES

Knowledge of the regulations	Has a thorough understanding of the relevant technical regulations required to run the competition. Is aware, to an extent, of applicable civil and/ or legal requirements relevant to the competition.
Technical awareness	Is able to understand the range of technology and equipment available to the teams and its eligibility for a given competition. Is able to understand and use the technology (including applications, software and hardware) available to the organisers to establish conformity of competition vehicles to event's technical regulations.
Problem solving	Has the ability to make use of all the information presented to him/her before making considered and logical conclusions. Reacts dynamically to rapidly changing situations and knows when to get assistance from other elements in the chain of command.
Analysis skills	Has the ability to rapidly look for, analyse and accurately summarize information deriving from technical examination and pass this information on to the team leader in a clear and concise manner.
Risk awareness	Is able to recognise and report any potential hazards or deviations from the technical regulations to make sure the competition vehicles run safely and in accordance with applicable technical regulations. Ensure the competitors are using the prescribed personal protective equipment of the required specification and condition.



BEHAVIOURAL COMPETENCIES

Communication skills	Is able to communicate accurately with others. Has the ability to convey important messages in a purposeful manner in a high stress arena. Has the ability to avoid confrontational or adversarial situations as far as possible. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with the members of his/her scrutineering team, the event organisers and competitors to ensure a cooperative relationship. Is able to recognise his/her own position in the overall team managing the event. Fosters his/her team members' engagement and motivation.
Working under pressure	Has the ability to remain focussed and to carry out his/her assigned activities without becoming confused or intimidated by the environment they are working in or by competitors and their team members.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

4.8 TIMEKEEPER (TK)



ROLE DESCRIPTION

The Timekeeper operates and ensures the accurate functioning of the appropriate timing hardware and software which are in compliance with the event regulations. He/she conducts calculation and timely production of accurate and credible results.



TECHNICAL COMPETENCIES

Organisation skills	Has the ability to work to a timetable and has software ready and hardware distributed and/or checked to competitors before the start of the event. He/she is prepared for the event in terms of any extra hardware that may be required and ensures the work place is ready for operation. Understands the timelines for production of results and ensures the correct version of results are submitted for signature and distribution.
Knowledge of the regulations	Has a thorough understanding of all the relevant regulations required to run the competition inclusive of the sporting and judicial rules.
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions. Is able to anticipate, identify and deal with malfunction of timing equipment or results software and produce accurate results.
Problem solving	Reacts dynamically to rapidly changing situations. Has the ability to remain highly organised when technical problems occur, or if the results have to be revised and amended for any reason.
Analysis skills	Has the ability to look for, analyse and summarize information during the event and knows how it may affect calculation and production of results.



BEHAVIOURAL COMPETENCIES

Communication skills	Expresses his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with the members of his/her timing/results team to ensure that a harmonious relationship exists between all parties. Fosters his/her team members' engagement and motivation.
Working under pressure	Is capable of performing his/her job with high degree of accuracy when confronted with intensified periods of demand upon his/her time and/or abilities. Remains focused while under pressure from race/rally control, stewards or competitors.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

4.9 EXTRICATION TEAM (ET)



ROLE DESCRIPTION

Conducts extrication of competitors from their vehicles involved in incidents, together with members of his/her extrication team.



TECHNICAL COMPETENCIES

Knowledge of rescue techniques and safety rules

Possesses extensive knowledge and demonstrates capacity to efficiently perform extrication operations as directed by the Chief Rescue at the scene of an incident, working in cooperation with other extrication team members. Has a comprehensive and up-to-date understanding of safety rules, equipment, facilities and intervention techniques. Has committed to extensive training with his extrication team colleagues, so strong rapport is established between members and the team conducts rescue activities with high level of inner coordination.

Event intelligence

Has a thorough understanding of the type of competition, vehicles used and dangers that may be associated with conducting extrication activities in case of an incident. Is capable of working with the required resources and equipment. Understands the responsibilities of his/her extrication team to safely conduct the extrication.

Technical awareness

Knows pertinent applications, software, devices, or other technology required to effectively perform job functions

Risk awareness

Has strong awareness of the risks associated with extrication activities and resulting implications if they are performed incorrectly. Identifies risks in a dynamic situation and implements control measures to ensure those risks to individuals are minimised.



BEHAVIOURAL COMPETENCIES

Communication skills

Expresses his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.

Team working

Possesses and demonstrates the ability to work closely with the members of his/her extrication team and the members of rescue team to ensure that a harmonious relationship exists between those parties. Fosters his/her team members' engagement and motivation.

Working under pressure

Has the ability to remain focused and efficiently carry out his/her extrication activities without becoming confused or intimidated by the environment his/her team are working in. Possesses resilience to successfully participate in competitions as a member of extrication team, especially over a long period of time, despite the stressful and potentially traumatic challenges that motorsport rescue environment may foster.

Self confidence

Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.

Integrity

Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

4.10 JUDGE OF FACT (JF)



ROLE DESCRIPTION

Judge of Fact is an event official appointed by the Clerk of the Course to judge on specific facts and be available, should a review of judgements be required.



TECHNICAL COMPETENCIES

Knowledge of motorsport

Has a good level of understanding of motorsport, the particular type of event and the facts that he/she is assigned to observe and report on. He/she understands competitor behaviour and is able to anticipate and identify any infringements that may occur.

Technical awareness

Knows pertinent applications, software, devices, or other technology required to effectively perform job functions

Analysis skills

Has the ability to rapidly analyse situations and information and identify any infringements of the regulations related to the facts he/she is assigned to observe. Has the ability to pass the information to the Clerk of the Course rapidly in a clear and concise manner.

Evaluation and monitoring

Has the ability to remain focused, monitor and evaluate competition activities to identify any infringements from the relevant regulations.



BEHAVIOURAL COMPETENCIES

Communication skills

Communicates clearly, succinctly and with sensitivity in all aspects of written and verbal communication. Shows a high listening capacity, constantly looks for up-to-date information and shares his/her observations with the Clerk of the Course and panel of stewards, as required

Self confidence

Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.

Integrity

Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

4.11 PADDOCK MARSHAL (PM)



ROLE DESCRIPTION

To assist with the safe movement and organisation of vehicles within the paddock and assembly areas, in particular, immediately before and after each race or practice session. Also arrange the correct starting order for vehicles on the dummy grid and their safe departure to the start line.



TECHNICAL COMPETENCIES

Organisation skills

Has the ability to work to a timetable and be ready to manage the dummy grid as cars become available from an assembly area. Copes with changing versions of documents issued by race administration.

Knowledge of safety rules and regulations

Has the ability to comprehend the regulations governing the grid for the relevant event and recognise and report breaches

Technical awareness

Is able to understand the range of communications technology, timing and grid position detector systems.

Problem solving

Reacts dynamically to rapidly changing situations and coordinates the resources available to him/her as required. Has the ability to interpret and make use of all the information presented to him/her in a grid sheet and issue instructions accordingly to best organise vehicles in their correct positions. Has the ability to respond to changing situations and choose most appropriate courses of action.

Analysis skills

Has the ability to:

- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.
- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.

Risk awareness

Is able to recognise that paddock and dummy grid are potentially dangerous areas and is familiar with operational procedures which take place under his/her jurisdiction. Has the ability to identify any hazards and actively engages in applying appropriate measures to minimise such risks. Is able to recognise his/her own physical limitations and act in a manner which does not put him/her at risk.



4.11 PADDOCK MARSHAL (PM)



ROLE DESCRIPTION

To assist with the safe movement and organisation of vehicles within the paddock and assembly areas, in particular, immediately before and after each race or practice session. Also arrange the correct starting order for vehicles on the dummy grid and their safe departure to the start line.



BEHAVIOURAL COMPETENCIES

Communication skills

Is able to communicate with drivers by signals and body language to assemble the dummy grid in an accurate fashion. Is able to express his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.

Team working

Possess and demonstrates the ability to work closely with the members of both his/her team in management of the paddock area and preparation of an accurate dummy grid. Is able to recognise his/her own position in the overall team managing the event. Fosters his/her team members' engagement and motivation.

Working under pressure

Has the ability to make focussed decisions in very short spaces of time. Is able to work on allocated tasks without being diverted until each element of the task is complete.

Self confidence

Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.

Integrity

Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

4.12 MIV DRIVER



ROLE DESCRIPTION

The MIV driver ensures prompt, safe and fast intervention vehicle's arrival on scene, once it has been dispatched by the race/rally control, along with its safe placement on site for the crew to provide specialized intervention that may be required.



TECHNICAL COMPETENCIES

Knowledge of motorsport safety and emergency management

Has a good understanding of emergency management protocols, anticipates and meets the needs and expectations in terms of safety. Comprehensively knows and performs his/her defined duties in accordance with the defined procedures in case of incident.

Event intelligence

Has a thorough understanding and associated hazards of the circuit and/ or rally course on which the competition will be conducted, as well as measures available for their avoidance or mitigation, inclusive of required resources and equipment. Understands his/ her role and those of the officials on board to safely conduct their duties during the competition.

Technical awareness

Knows pertinent applications, software, devices, or other technology required to effectively perform job functions

Risk awareness

Has developed a strong awareness for the potential hazards posed by motorsport, is capable of identifying risks in a dynamic situation and performing his/her duties to ensure that any further risks to all the persons and teams involved in incident handling are minimised.



BEHAVIOURAL COMPETENCIES

Communication skills

Expresses his/her thoughts, decisions and instructions in a manner which is non-confrontational while being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.

Team working

Possesses and demonstrates the ability to work closely with the crew on board his/her fast intervention vehicle, with other officials and race/rally control to ensure a harmonious relationship exists between all parties. Fosters his/her team members' engagement and motivation.

Working under pressure

Is able to stay focused and perform duties under pressure, in particular when an incident escalates.

Self confidence

Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.

Integrity

Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

4.13 BOUNDARY RIDER (BR)



ROLE DESCRIPTION

The Boundary Rider ensures prompt and safe delivery of an uninjured competitor from a retirement scene to pitlane, following instruction from race control. When on standby, he/she may also conduct minor logistical duties.



TECHNICAL COMPETENCIES

Knowledge of safety rules

Has a good understanding of motorsport safety protocols and seeks, anticipates and meets any relevant requirements.

Event intelligence

Has a thorough knowledge of the circuit on which the competition will be conducted, including service roads (if applicable), location of marshals' posts, pitlane/paddock layout and all circuit access/egress points. Understands his/her role and those of the event officials to safely conduct his/her duties during the competition.

Technical awareness

Is a competent, responsible, licenced motorcycle rider, skilled in carrying pillion passengers. Knows pertinent applications, software, devices, or other technology required to effectively perform job functions.

Risk awareness

Has developed a strong awareness for the potential hazards posed by motorsport, is capable of identifying risks in a dynamic situation and performing his/her duties to ensure that any further risks to all the persons involved in handling of an incident are minimised.



BEHAVIOURAL COMPETENCIES

Communication skills

Expresses his/her thoughts, decisions and instructions in a manner which is non-confrontational while being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.

Working under pressure

Is able to stay focused and perform the duties under pressure.

Self confidence

Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.

Integrity

Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

4.14 STAGE MARSHAL (SML)



Stationed at various points within the rally special stage, as per the safety plan, with responsibility for the safety of competitors and control of spectators and/or media personnel that may be posing a safety risk. Records competitor and safety cars passage and can be in radio contact with stage commander and/or rally control.



TECHNICAL COMPETENCIES

Knowledge of motorsport

Has a level of understanding of the type of rally he/she is officiating. Understands his/her role within the team and conducts his/her roles and responsibilities as required. Understands the importance of competitor and spectator safety along with correct logging and reporting of incidents and passage of vehicles at his/her location to the Rally Control.

Technical Awareness

Knows pertinent applications, software, devices, or other technology required to effectively perform job functions

Problem solving

Reacts dynamically to rapidly changing situations and responds as required. Has the ability to analyse all the information before making considered and fast decisions.

Risk awareness

Is able to recognise, anticipate and respond to potentially dangerous situations that may take place within the location he/she is assigned to.



BEHAVIOURAL COMPETENCIES

Communication skills

Is able to communicate accurately with others. Has the ability to convey important messages in a purposeful manner in a high stress arena, both on the ground and over the radio. Understands and follows correct radio protocol. Has the ability to avoid confrontational or adversarial situations when dealing with competitors, spectators or media, as far as possible. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.

Team working

Possesses and demonstrates the ability to work closely with the members of his/her marshalling team. Is able to recognise his/her own position in the overall team managing the event.

Working under pressure

Has the ability to remain focused and to carry out his/her duties under pressure.

Self confidence

Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.

Integrity

Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

4.15 E-SAFETY SPECIALIST (ESS)



RACE & RALLY

The E-safety Specialist possesses valid electrical or electrical engineering / HV credentials and motorsport knowledge. He/she performs electrotechnical supervision and intervention duties during e-series events.



TECHNICAL COMPETENCIES

Organisation skills	Possesses strong organisation skills to perform the required duties, including post event evaluation.
Knowledge of safety rules	Has a thorough understanding of application of e-safety rules in motorsport competition environments
Knowledge of motorsport	Has a thorough understanding of motorsport e-series and is able to apply knowledge of e-safety management in competition environment
Technical awareness	Knows pertinent applications, software, devices, or other technology required to effectively perform job functions
Analysis skills	Has the ability to: <ul style="list-style-type: none">- Rapidly look for, analyse and summarize information from various sources including the competitors, the results team, other senior officials and external factors.- Pass this information on to concerned individuals and parties rapidly in a clear and concise manner.
Risk awareness	Identifies any potential electrotechnical hazards and actively engages in finding solutions and applying appropriate measures to minimise them. Identifies e-safety risks to individuals in dynamic situations and implements control measures. Reports any identified risks and proposed solutions to Chief E-Safety Specialist for approved actions and future learning.



BEHAVIOURAL COMPETENCIES

Communication skills	Is able to communicate accurately and succinctly with others. Is able to express his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for up-to-date information and shares it as appropriate.
Team working	Possesses and demonstrates the ability to work closely with the members of his/her team and other event officials. Is able to recognise his/her own position in the overall team managing the event.
Working under pressure	Has the ability to remain focused and carry out his/her briefed e-safety activities without becoming confused or intimidated by the surrounding environment.
Self confidence	Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.
Integrity	Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Acts always in accordance with the code of Ethics of the relevant club, ASN and FIA.

4.16 VEHICLE RECOVERY MARSHAL (VRM)



RACE & RALLY

Vehicle Recovery Marshal (VRM) conducts competition vehicles recovery operations to ensure safe and controlled recovery of damaged or broken-down vehicles using appropriate technical equipment and in compliance with recovery plans developed for the competition.



TECHNICAL COMPETENCIES

Knowledge of safety rules

Has a thorough understanding of competition vehicle recovery procedures, safety rules and equipment. Understands responsibilities within the team involved in vehicle recovery in a motorsport environment.

Event Intelligence

Has a thorough understanding of the recovery procedures that may be applied to different types of competition vehicles. Has a good understanding of the circuit and/or rally course that the competition will be conducted on, inclusive of the required resources and equipment.

Technical Awareness

Knows pertinent applications, software, devices, or other technology required to effectively perform job functions on a range of different vehicles.

Risk awareness

Identifies any potential hazards and actively engages in finding solutions and applying appropriate measures to minimise those identified. Identifies risks in a dynamic situation and implements control measures associated with those risks to ensure that the risk to individuals is minimised.



BEHAVIOURAL COMPETENCIES

Communication skills

Expresses his/her thoughts, decisions and instructions, be they written, verbal or visual, in a manner that is non-confrontational whilst being clearly understood by others. Shows a high listening capacity, constantly looks for upto-date information and shares it as appropriate.

Team working

Possesses and demonstrates the ability to work closely with the members of both his/her team and other marshals that may be involved in handling competition vehicle recovery.

Working under pressure

Has the ability to remain focused and to carry out his/her briefed activities without becoming confused or intimidated by the environment they are working in.

Self confidence

Has belief in, and demonstrates, his/her ability to perform efficiently and effectively in his/her appointed role regardless of the situations he/she may face.

Integrity

Upholds personal and professional integrity and ethics, taking into account the values of the organisation and respecting the culture, beliefs and abilities of individuals. Always acts in accordance with the Code of Ethics of the relevant club, ASN and FIA.

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