

Provisional Competition Controller (PCC) Pathway

The PCC programme is the training process of developing from a highly competent SR to CC.

This overview is not a specific teaching and assessment structure. However, to be effective in producing the calibre of CC required, the teaching and assessment processes need to be informed by and relate to this overview, which itself is informed by and relates to the **Technical Officials Qualification** Structure.

SENIOR RECORDER

A SR should have the skill set needed to run the table at a competition, including being able to handle almost any complex or unusual situation that may occur which table staff are expected to manage.

A SR should have a very good understanding of competition structure, including Levels of events, weigh-in and safeguarding protocols, and handling of players, parents and coaches.

A SR can run up to (non-point-scoring) Level 3 events, which could be sizeable, so by the time they do this for the first time, they should have the skills and experience needed for this. This also includes a degree of skill in handling people. Much of this again comes with experience, so it is not reasonable to expect this when first qualifying.

COMPETITION CONTROLLER

Two essential differences between SR and CC are:

1. A CC can run point-scoring events;
2. A CC can run high-level events including ranking events.

A CC is expected to be involved in the development of new officials (although this can also be true at SR and even CR level to a lesser extent). A CC who shows the aptitude and enthusiasm may become a CR and later a SR tutor and assessor.

In addition to the SR skill set, a CC should be able to:

1. Handle any complex or unusual situations that may arise at an event. This may involve being aware of standard solutions to such situations, but also being able to generate fair and reasonable solutions. It is essential that a CC knows when to be rigid “by the book” and when they can be more creative and flexible in finding a solution which gives maximum benefit to all.
2. Have good people skills, both in relation to point (1) above and in leading a team of officials, as well as interacting with other people such as general public, athletes, referees and coaches.
3. Have a clear understanding of the rules relating to point-scoring.

4. Have a good understanding of the nature of the ranking systems and how these should be applied at ranking events, and the additional constraints which may be applied to ranking categories in terms of solutions to problems.
5. Be open to new ideas and different ways of doing things, so that the quality of judo tournaments in the BJA can continue to evolve and improve.

It is important to understand that a CC does not need to be able to recite the Tournament Handbook. Key facts need to be known, but in real life it is reasonable for a CC to refer to the Handbook in very detailed matters of data requirements.

The PCC process is designed to bridge the gap between SR and CC.

THE PCC PROGRAMME

STAGE ONE

On being accepted onto the PCC programme initially through NCTOC selection, the candidate will receive:

1. Information on the programme, including use of a mentor and the assessment process.
2. An initial presentation including the aims and syllabus, key knowledge, skills and attitude required and furthermore the presentation e-mailed to the candidate for reference.

STAGE TWO

After having been given time to assimilate the information given in stage one, the candidate should have an opening assessment of their current level, in three ways:

1. An assessment paper, checking the skills expected of an experienced SR are present and including some of the key knowledge, skills and attitude covered in the initial presentation above.
2. A verbal assessment, covering the key knowledge, skills and attitude better assessed in verbal fashion, including allowing the candidate to be creative in solving problems where possible.
3. A verbal discussion with the candidate, establishing strengths and weaknesses and mapping a process for improving the areas of weakness.

STAGE THREE

The process for improving areas of weakness and extending all areas will be defined in a bespoke fashion to meet each candidate's specific and probable differing needs.

STAGE FOUR

The candidate is assessed over a number of events defined by NCTOC and dependant on the candidates ability to progress. To some extent this would be run in parallel with Stage Three above, with a process for improvement and reassessment if a candidate is not yet considered ready to pass.

The assessments will include observing the candidate:

1. Working at a national event.
2. Running a smaller event as TD.

All of the key knowledge, skills and attitude elements should be assessed during these observations, but some will be more relevant at one level than the other. For example, people skills will be more focused on communication and teamwork at a national event, whereas leadership skills are more relevant as a TD. Organisational skills are required at both but differ slightly in nature. Creative and problem-solving skills will be more relevant when being TD at a smaller event, for example dealing with very small categories to ensure everybody gets a fair and good quality experience.

After each observation, the candidate will be fed back to by the tutors, there will be opportunity to respond, discuss and explore, and then the observer or mentor and the candidate need to develop an agreed action plan where areas requiring improvement are identified and milestones set for the future.

STAGE FIVE

The identified final assessors appointed by NCTOC will in an open and transparent decision-making process arrive at one of the following three outcomes:

1. The candidate has passed the process and becomes CC.
2. The candidate needs further development and future assessment (which must be accompanied with written feedback and information on what needs to change, why and the standards expected). This will also include the proposed way forward with events identified and at what point the next final assessment feedback will be given.
3. The candidate has not reached the level required for CC and is unlikely to do so in the near future and therefore needs much more experience as a SR before reapplying to become a CC.