

# TECHNICAL OFFICIALS

## TERMS OF REFERENCE



# WORLD CLIMBING

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## **INTRODUCTION**

World Climbing is committed to setting and maintaining the highest standards of officiating across all World Climbing competitions. To achieve this, World Climbing identifies, trains, and rigorously assesses Technical Officials worldwide.

Technical Officials, also referred to as International Technical Officials (ITOs), are entrusted with critical responsibilities. They are responsible for enforcing the rules of the sport, managing competitions, determining and recording official results, upholding the principles of fair play, and ensuring the safety of all participants. Their role is essential to the integrity and success of World Climbing events.

This document, the *Technical Officials Terms of Reference*, is the result of the ongoing revision of the pathway of education and its implementation; as such, this document will be regularly updated.

In Section 1, Technical Officials' Roles and Responsibilities, defines all the officials' roles, including expectations on skills and competencies needed in each role.

In Section 2, Technical Officials' Appointments, the regulations of how appointments are made, including guidelines for appointment of officials at all levels of events.

In Section 3, the Technical Officials Pathway of Education illustrates the definition of prerequisites and qualification requirements, syllabus of courses and World Climbing Trainers.

Finally, in Section 4, the Technical Officials' Review Process, which is based on the expectations set in Section 1, introduces the evaluation framework, including its peer-review process and the future independent body.

## GUIDING PRINCIPLES

### 1. Standardisation and Transparency of Technical Officials Pathway (Levels 1–4)

World Climbing has created a unified and transparent education and evaluation system for Technical Officials. This includes:

- Standardised prerequisites, curriculum, assessment, and appointment procedures for Levels 1–4.
- A clear and consistent pathway for progression (and regression) across all roles.
- Mandatory post-competition reporting from all appointed officials, including event evaluations and peer assessments. These reports are essential tools for feedback, accountability, and continuous improvement.

### 2. Promotion of Diversity and Gender Balance

The pathway is designed to implement diversity across gender, nationality, and background, aligned with the aspirations of National Federations. This aims to:

- Increase access and support for underrepresented groups.
- Strengthen the presence and influence of climbing in national sports systems, including potential for increased funding and Olympic engagement.
- Foster a global community of officials that reflects the international nature of the sport.

### 3. Raising Standards to Match Competition Growth

With the rising complexity and visibility of World Climbing competitions, the standard of officiating must keep pace. To ensure this:

- Clear role description and responsibilities tied to each level to ensure readiness for modern competition demands.
- Continuous education and professional development opportunities (e.g. seminars, mentorships) are offered.
- An Independent Evaluation Panel conducts biannual reviews of officials (Routesetters in even years, Judges in odd years), ensuring fair and expert oversight.
- This comprehensive approach supports accountability, skill growth, and the evolution of competition standards and rules.

## 1. TECHNICAL OFFICIALS' ROLES AND RESPONSIBILITIES

### 1.1. Event Delegate

#### 1.1.1. Role Description

The Event Delegate (ED) deals with World Climbing event organisational matters during the running of any Calendar Event. The Event Delegate has the authority to ensure that the facilities and services provided by the Local Organising Committee (LOC) are in accordance with the World Climbing standards and contractual requirements and/or any other specific provisions agreed between the World Climbing and the LOC.

#### 1.1.2. Core duties and responsibilities

Event Delegate shall be responsible for, but not limited to, the following:

##### **Pre-event:**

- Liaise with the LOC (e.g., Venue Manager, Sport Manager, or equivalent) to review sport operational planning and overall event preparation, ensuring its compliance with the World Climbing event requirements and guidelines.
- Review and validate the venue layout, including Field of Play (FOP), warm-up, athlete, and other stakeholder flow.
- Review and validate technical requirements of the competition and warm-up walls, sport equipment, and necessary installations plan in coordination with the World Climbing office and Head Routesetter.
- Review and validate the competition schedule and running order, ensuring its alignment with the competition format and broadcast considerations.
- Plan and organize key meetings with the LOC, Technical Officials, and other stakeholders, in coordination with the World Climbing office.
- Identify constraints, challenges, to make risk assessment of the event and its readiness, liaise with stakeholders and necessary technical officials in advance to plan contingency scenarios. Lay out possible options and establish a clear decision-making timeline in advance where possible.
- Conduct the site visit and technical inspections of the competition venue when applicable.

##### **During event:**

- Act as the main liaison with key stakeholders, including the LOC (e.g., Venue Manager, Sport Manager or equivalent), Broadcaster/Production team, and Venue Producer/Sport Presentation, etc.) for effective event delivery. Manage overall event operations, proactively anticipating problems and resolving issues related to event management.
- Conduct final inspections and validation of the venue facilities, including Field of Play, climbing walls, isolation and warm-up areas, overall athlete/team flow, and event branding. Oversee event readiness, ensuring it aligns with World Climbing Hosting Agreement requirements and guidelines.
- Supervise routesetting operations in coordination with the Head Routesetter and Jury President. Conduct technical checks on sport equipment and validate Speed World Records.
- Oversee, in collaboration with Medical Delegate, that anti-doping and athlete health policies and procedures are implemented in accordance with World Climbing regulations.
- Manage the confirmation of attendance, delay, and withdrawal, ensuring the effective handover of confirmed athletes to the Jury President for the start list publication.
- Organize the Technical Meeting before the competition and effectively communicate essential technical and event-related information to participating teams.
- Coordinate sport presentation elements, including proper placement of sound systems for music, announcements, and fan engagement elements around the FOP, in collaboration with Sport Presentation team.

- Check uniform compliance of athletes for the pre-competition procedures (e.g., finalist presentation) and post-competition procedures (e.g., award ceremonies) according to the World Climbing Uniform Code.
- Briefing Call Zone manager/volunteers, delegating tasks among technical officials, and instructing athletes/team officials on the pre- and in-competition procedures when necessary.
- Ensure accurate national anthems, flag displays, presenter flows, and sound levels during rehearsals, and monitor the execution of the award ceremonies. Ensure a smooth and organized athlete flow in the back of the house after finals and medal ceremonies, facilitating athletes' transition to the Mixed Zone for media interviews.
- Manage key stakeholders' input and review of schedule adaptations in case of changes. Align operational needs among stakeholders (e.g., LOC, Ticketing, Transport, Broadcast, Sport Presentation, etc.) and assess the impact of schedule changes. Authorise the final course of actions and decisions on competition schedule change following the DIPAC (Delay, Interruption, Postponement, Advancement, Cancellation) framework.

### Post-event

- Submit a comprehensive event report and officials' report to World Climbing, detailing key decisions made and providing feedback on areas of improvement in future event planning.
- Facilitate event-specific and season-wide debriefs with the World Climbing office and other Event Delegates or technical officials, to ensure effective knowledge transfer and the sharing of best practices.

#### 1.1.3. Interactions with other Technical Officials

The Event Delegate shall liaise with appointed Technical Officials and in particular work closely with the Jury President, the Head Routesetter, and the Head Classifier in the case of Para Climbing competitions, to best deliver the event.

The Event Delegate also engages with the Assistant Event Delegate before the event to outline key tasks and responsibilities. During the event, the Event Delegate assigns specific tasks to the Assistant Event Delegate, providing on-site guidance, immediate feedback, and mentorship to support their development while ensuring efficient event operations.

#### 1.1.4. Event-specific responsibilities

Responsibilities at specific events may vary from the core duties listed above. Any variation of the core duties listed above shall be duly communicated prior to the competition by the office.

#### 1.1.5. Role Requirements

Hard Skills	<ul style="list-style-type: none"> <li>• <b>Knowledge of the Hosting Agreement:</b> Excellent knowledge of World Climbing events and the Hosting Agreement, with attention to planning, organisation, and delivery.</li> <li>• <b>Knowledge of rules:</b> Good knowledge of the World Climbing Rules and relevant regulations.</li> <li>• <b>Knowledge of disciplinary rules</b> and reporting lines.</li> <li>• <b>Event planning and management</b> including but not limited to the following areas: <ul style="list-style-type: none"> <li>○ Competition format and competition schedule</li> <li>○ Venue operation and infrastructures</li> <li>○ FOP operations, zones, and flow of stakeholders</li> <li>○ Technology, timing, and scoring</li> <li>○ Contingency assessment and management (Delay, Interruption, Postponement, Advancement, and Cancellation)</li> <li>○ Sport Equipment, safety regulations and standard</li> <li>○ Athletes Services and Training</li> <li>○ Routesetting operations</li> <li>○ Anti-doping and medical operations</li> <li>○ Award Ceremony and other competition protocol operations</li> <li>○ Sport Presentation and innovation</li> <li>○ Branding, Identity, Look &amp; Feel</li> <li>○ Broadcasting operations and pre-production engagement</li> <li>○ Venue Media operations</li> </ul> </li> </ul>
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	<ul style="list-style-type: none"> <li>○ Other services: overview on transportation, accommodation, accreditations, ticketing etc.</li> <li>○ Hospitality services and programs</li> <li>● [For Multi-Sport Games] Strong ability to undertake the event-centred approach to oversees the whole cycle of planning, designing, implementing, and integrating all event-related stakeholders (Sport, Venue, Broadcasting, Services, Technology, etc.) in the lead-up to staging the event.</li> </ul>
Soft Skills	<ul style="list-style-type: none"> <li>● <b>Strong communication</b> skills to: <ul style="list-style-type: none"> <li>○ Deliver decisions clearly to relevant stakeholders</li> <li>○ Instruct teams, athletes, and technical officials</li> <li>○ Collaborate with the LOC and other stakeholders</li> <li>○ Coordinate with World Climbing staff for continued transfer information</li> </ul> </li> <li>● <b>Listening:</b> Ability to listen to inputs, formulate and communicate a clear plan of action and timelines.</li> <li>● <b>Leadership:</b> Ability to lead, set an example for others, manage groups of staff and volunteers with empathy and provide clear and concise direction.</li> <li>● <b>Collaboration:</b> Excellent understanding and ability to collaborate with various stakeholders including but not limited to the LOC, umbrella organisations, suppliers.</li> <li>● <b>Delegation:</b> Ability to plan, coordinate, and delegate tasks within the team in a goal-oriented manner.</li> <li>● <b>Problem-solving and Decision-making</b> skills, including but not limited to: <ul style="list-style-type: none"> <li>○ Ability to endorse responsibilities and decisions that concern the sport and World Climbing</li> <li>○ Strong awareness of the requested timeline and multi-tasking in different areas</li> <li>○ Strong proactiveness to anticipate problems and associated risks and resolutions</li> <li>○ Ability to act and be decisive under pressure or crisis in cooperation with Technical Officials, staff, LOC</li> <li>○ Appropriate involvement of other team members (Technical Officials, staff, LOC) in decision-making process.</li> </ul> </li> <li>● <b>Flexibility and Adaptability:</b> Ability to adapt and work with other external stakeholders within the limits set by the rules and regulations.</li> <li>● <b>Proactivity:</b> Ability to proactively anticipate potential issues and associated risks and resolutions.</li> <li>● <b>Conflict resolution:</b> Management of conflict in a non-confrontational way to reach a satisfactory and balanced resolution.</li> <li>● <b>Professionalism:</b> High professionalism by acting in a way that reflects positively on World Climbing, which means being respectful, positive, and trustworthy. Ability to read potentially risky situations and act with discretion to gatekeep the confidentiality of sensitive information.</li> <li>● <b>Athlete's empathy:</b> High awareness of the importance of athletes' welfare, safety, and fairness.</li> <li>● <b>Cultural intelligence:</b> Ability to function effectively in culturally diverse settings by adapting and relating with people across a variety of cultural contexts.</li> </ul>
Event Experience	Previous event experiences as Technical Official, as LOC manager, or NF competition manager, from international and continental/regional events or multi-sport Games.
Language Skills	Fluency in verbal and written English
Other Requirements	<ul style="list-style-type: none"> <li>● <b>Dress code:</b> Respect the dress code as described in Appendix I.</li> <li>● <b>Code of Conduct:</b> Respect the Code of Conduct as described in Appendix II.</li> <li>● <b>Meetings and reporting:</b> <ul style="list-style-type: none"> <li>○ Prepare Technical Meeting together with LOC and JP</li> <li>○ Write thorough reports for event feedback and peer evaluations</li> <li>○ Contribute to vision of the continued learning and knowledge-sharing in post-event</li> </ul> </li> </ul>

#### 1.1.6. Replacement in case of need

In case of unforeseen absence/illness, World Climbing may assign the role to the most qualified person available, including in-house resources. Refer to the Replacement appointment procedure under Section 2.

### 1.2. Assistant Event Delegate

#### 1.2.1. Role Description

The Assistant Event Delegate (AED) supports the Event Delegate during an event, learning the responsibilities and expectations of the role through hands-on experience. The Assistant Event Delegate is expected to focus on developing specific skill sets from the core competencies required for the Event Delegate position, with the goal of progressing within the Event Delegate's pathway.

#### 1.2.2. Core duties and responsibilities

The Assistant Event Delegate works under the guidance of the Event Delegate and executes specific tasks as assigned by the Event Delegate to support event delivery. The Assistant Event Delegate receives on-site feedback and mentorship to help refine their skills such as task management, decision-making, and communication while developing a comprehensive knowledge of event standards.

#### 1.2.3. Interactions with other Technical Officials

The Assistant Event Delegate interacts with all Technical Officials as per requests received by the Event Delegate.

#### 1.2.4. Replacement in case of need

Not necessary to replace if the person cannot attend.

### 1.3. Medical Delegate

#### 1.3.1. Role Description

The Medical Delegate (MD) is the main contact person regarding medical (health/safety measurements) matters for the appointed event.

#### 1.3.2. Core duties and responsibilities

The Medical Delegate shall be responsible, but not limited to, for the following:

- Check prior to the competition the medical part of the contract with the Local Organising Committee (LOC) to ensure that there are medical services and equipment to adequately handle all health and safety (including emergency) issues for athletes, coaches, and team officials that may arise during the competition period.
- Manage World Climbing Health and Safety Screening notification procedures in coordination with the office before the competition and respond promptly to athletes/team inquiries, ensuring timely enforcement.
- Be present at the technical meeting and present the Medical & Anti-Doping Commission PowerPoint slides with alterations for the current event. This presentation informs on the role of the Medical Delegate and gives some details about the health and safety measurements for the event.
- Be in contact with the Competition Doctor and/or health care providers responsible for medical coverage of the event and confirm adequate health and safety strategies for different scenarios.
- Ensure that the World Climbing Health and Safety Screening procedures are performed properly (incl. room, personnel, and privacy concerns).
- Inspect the venue and ensure that the venue is a safe environment for the event as specified in the medical requirement for LOC.
- Submit a written report of the event to the office and the Medical & Anti-Doping Commission.

#### 1.3.3. Interactions with other Technical Officials

The Medical Delegate shall liaise with appointed Technical Officials and in particular work closely with the Event Delegate, Jury President, Head Routesetter, and the Head Classifier in the case of Para Climbing competitions to best deliver the event.

#### 1.3.4. Event-specific responsibilities

Responsibilities at specific events may vary from the core duties listed above. Any variation of the core duties listed above shall be duly communicated prior to the competition by the office.

#### 1.3.5. Role Requirements

Hard Skills	<ul style="list-style-type: none"> <li>• <b>Medical Doctor Degree</b> with an excellent knowledge of Climbing-related medicine and REDs</li> <li>• <b>Knowledge of World Climbing REDs Health Screening Rules and of the Hosting Agreement:</b> Know the current medical guidelines and best practise for events</li> <li>• <b>Competition area:</b> High understanding of strategies to handle medical matters in given circumstances</li> </ul>
Soft Skills	<ul style="list-style-type: none"> <li>• <b>Communication:</b> Good communication skill to:             <ul style="list-style-type: none"> <li>○ Collaborate with people involved for the event health and safety measurement to ensure a safe environment for athletes/coaches/officials</li> <li>○ Instruct medical personnel</li> <li>○ Collaborate with LOC and stakeholders</li> <li>○ Continuously consult with World Climbing Staff and transfer information.</li> </ul> </li> <li>• <b>Delegation:</b> Ability to plan, coordinate, and delegate tasks of the medical operations and associated tasks in a goal-oriented manner.</li> <li>• <b>Decision making:</b> Ability to act and be decisive under pressure or crisis in cooperation with World Climbing and stakeholders.</li> <li>• <b>Proactivity:</b> Ability to proactively anticipate potential issues and associated risks and resolutions.</li> <li>• <b>Leadership:</b> Ability to lead, set an example for others, manage groups of staff and volunteers with empathy and provide clear and concise direction.</li> <li>• <b>Professionalism:</b> High professionalism by acting in a way that reflects positively on World Climbing, which means being respectful, positive, and trustworthy.</li> <li>• <b>Athlete’s empathy:</b> High awareness of the importance of the athlete’s welfare, safety, and fairness.</li> <li>• <b>Flexibility and Adaptability:</b> Ability to adapt and work with other external stakeholders within the limits set by the rules and regulations.</li> </ul>
Event Experience	Good understanding of the events and various level of complexities of organising health and safety measurement for different event
Language Skills	Fluency in verbal and written English
Other Requirements	<ul style="list-style-type: none"> <li>• <b>Dress code:</b> Respect dress code as described in Appendix I.</li> <li>• <b>Code of Conduct:</b> Respect Code of Conduct as described in Appendix II.</li> <li>• <b>Meetings and reporting:</b> <ul style="list-style-type: none"> <li>○ Prepare Technical Meeting together with LOC and JP</li> <li>○ Organize meetings with key stakeholders and conduct debriefings</li> <li>○ Write thorough reports for event feedback and peer evaluations</li> <li>○ Contribute to vision of the continued learning and knowledge-sharing in post-event</li> </ul> </li> </ul>

#### 1.3.6. Replacement in case of need

In case of unforeseen absence/illness, the Sport & Events Department may assign another available Medical Delegate.

#### 1.4. Jury President

##### 1.4.1. Role Description

The Jury President (JP) ensures that World Climbing Rules are followed and respected. The Jury President is responsible for presiding over the competition from a neutral point of view and making decisions that enforce the rules of the sport. The Jury President is ultimately responsible for the results of the competition and has the authority over activities and decisions affecting the competition within the Competition Area. The Jury President has sole responsibility to determine the outcome of an appeal.

##### 1.4.2. Core duties and responsibilities

The Jury President is responsible for, but not limited to, the following:

- Oversee all sporting activities within the competition area, associated technical and operational areas, and athlete’s isolation and warm-up areas.
- Ensure competition safety, fairness, and athlete welfare. Hold authority over safety decisions within the competition area, including adjusting the competition schedule, replacing unsafe equipment/facilities, stopping competitors if necessary, and removing individuals whose actions pose a safety risk and/or infringement of the rules.
- Appropriately impose sanctions for rule infringements, including Cautions or Disqualifications.
- Supervise judging operations, delegating tasks among judges, and validating the publication of competition outputs (e.g., start lists, results).
- Liaise with the Medical Delegate, medical team or a team doctor in case of injury and medical-related incidents affecting the athlete’s participation in the competition.
- Lead and monitor athlete’s collective observation, uniform compliance, delegating tasks among technical officials, and instructing athletes/team officials on the pre- and in-competition procedures when necessary.
- Confirm receipt of appeals and review them to determine their outcome, ensuring all decisions are made swiftly based on available evidence and official recordings. Act as the final arbiter of the rules and their interpretation. In all cases, efforts should be made to reach the decisions promptly.
- Assess and determine the sport's approach to change management in the competition schedule (e.g., deciding whether to continue, interrupt, or when to restart) with a focus on athletes' welfare, safety, and fairness. Formulate and deliver the optimal sport assessment and solutions to the Event Delegate, following the DIPAC (Delay, Interruption, Postponement, Advancement, Cancellation) framework.

##### 1.4.3. Interactions with other Officials

The Jury President oversees the work of the Judge and interacts closely with the Event Delegate. The Jury President proactively collaborates with the Head (Para) Routesetter to identify safety and judging concerns in routesetting in advance, ensuring alignment in a way that benefits both routesetting and judging operations. The Jury President liaises closely with the Medical Delegate and Event Delegate on athlete eligibility resulting from the Health and Safety screening process in preparation of the start list and on injury-related decisions before and during the competition.

##### 1.4.4. Role Requirements

<p>Hard Skills</p>	<ul style="list-style-type: none"> <li>• <b>Knowledge of rules:</b> Excellent knowledge of the World Climbing Rules and relevant regulations, with a strong ability to always interpret and apply them consistently and coherently. Ability to anticipate the consequences of decisions implemented.</li> <li>• <b>Athlete Safety and competition Integrity:</b> Demonstrated ability to prioritize athlete welfare, safety, and fairness in all competition-related decisions. Capable of assessing risks, implementing necessary safety measures, and making timely judgments to maintain a fair and secure competition environment.</li> <li>• <b>Knowledge of disciplinary rules</b> and reporting lines.</li> <li>• <b>Competition management:</b> Excellent management of the competition, respecting schedule, procedures, and managing unforeseen circumstances in a timely and proper manner.</li> </ul>
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	<ul style="list-style-type: none"> <li>• <b>Appeal management:</b> Proper preparation for management of appeals, including checking video camera positions and video replay. Excellent management of the appeals and associated challenges in an efficient and timely manner, with authority and diplomacy. Maintain the appeal decisions consistently and coherently across events.</li> <li>• <b>Knowledge of climbing movement:</b> Excellent understanding of climbing movement and ability to visualise athletes' movements and anticipate risks and/or unsafe scenarios.</li> <li>• <b>Result management:</b> Proficient user of World Climbing Results System and ability to quickly learn other results systems provided by third party (e.g., Olympic Results and Information System). Efficient and timely management of result distribution.</li> </ul>
Soft Skills	<ul style="list-style-type: none"> <li>• <b>Strong communication skills to:</b> <ul style="list-style-type: none"> <li>○ Deliver decisions clearly to relevant stakeholders</li> <li>○ Instruct teams, athletes, and technical officials</li> <li>○ Collaborate with the LOC and other stakeholders</li> </ul>           Coordinate with World Climbing staff for continued transfer of information         </li> <li>• <b>Delegation:</b> Ability to plan, coordinate, and delegate tasks of the judging operations and associated tasks in the Technical Officials and National Officials team in a goal-oriented manner.</li> <li>• <b>Decision making:</b> Ability to act and be decisive under pressure or crisis in cooperation with World Climbing and stakeholders.</li> <li>• <b>Proactivity:</b> Ability to proactively anticipate potential issues and associated risks and resolutions.</li> <li>• <b>Conflict resolution:</b> Management of conflict in a non-confrontational way to reach a satisfactory and balanced resolution.</li> <li>• <b>Leadership:</b> Ability to lead, set an example for others, manage groups of staff and volunteers with empathy and provide clear and concise direction.</li> <li>• <b>Professionalism:</b> High professionalism by acting in a way that reflects positively on the World Climbing, which means being respectful, positive, and trustworthy.</li> <li>• <b>Athlete's empathy:</b> High awareness of the importance of the athlete's welfare, safety, and fairness.</li> <li>• <b>Flexibility and Adaptability:</b> Ability to adapt and work with other external stakeholders within the limits set by the rules and regulations.</li> </ul>
Event Experience	<ul style="list-style-type: none"> <li>• Previous event experiences from the highest level of events (i.e., World Climbing Championship), or equivalent Multi-Sport Games or events with Olympic relevance (i.e., Continental Qualifiers).</li> <li>• Good understanding of the events and various level of complexities of event operations depending on level of events and presence of external stakeholders.</li> </ul>
Language Skills	Fluency in verbal and written English.
Other Requirements	<ul style="list-style-type: none"> <li>• <b>Dress code:</b> Respect dress code as described in Appendix I.</li> <li>• <b>Code of Conduct:</b> Respect Code of Conduct as described in Appendix II.</li> <li>• <b>Meetings and reporting:</b> <ul style="list-style-type: none"> <li>○ Prepare Technical Meeting together with LOC and ED</li> <li>○ Organise as needed briefing/debriefing meetings with judges and technical officials</li> <li>○ Relay important information (e.g. interpretation of rules, difficult appeals) to other technical officials</li> <li>○ Write thorough reports for event feedback and peer evaluations</li> <li>○ Contribute to vision of the continued learning and knowledge-sharing in post-event</li> </ul> </li> </ul>

#### 1.4.5. Replacement in case of need

In case of unforeseen absence/illness, the Sport & Events Department will appoint another Jury President upon opening a vacancy notice or may assign the role to the most qualified Judge already present at the competition. Refer to the Replacement appointment procedure under Section 2.

#### 1.4.6. Para Climbing specific requirements

Hard Skills	<ul style="list-style-type: none"> <li>• <b>Knowledge of Para Climbing rules:</b> Excellent knowledge of the World Climbing Rules regarding Para Climbing competitions and relevant regulations and a strong capacity to interpret and apply the rules consistently and coherently to various situations.</li> <li>• <b>Classification:</b> Excellent knowledge of Classification Rules with good understanding of routesetting, sport class route allocation, merging. Important to collaborate effectively with Head Classifier and Head Routesetter in the creation of the Start list and running of rounds in a timely manner.</li> </ul>
Event Experience	Good understanding of Para Climbing events and of their schedule, anticipating potential organisational problems.

#### 1.5. Category Judge

##### 1.5.1. Role Description

The Category Judge (JU) is the Judge appointed by World Climbing to undertake judging, scoring, and the management of national judges during the competition.

##### 1.5.2. Core duties and responsibilities

The Category Judge is responsible, but not limited to, for the following:

- Prepare and publish the starting lists and other result outputs, ensuring the accuracy and timely release of the results, subject to the approval of the Jury President.
- With Jury President, preview routes/boulders to identify safety and judging concerns in routesetting in advance, ensuring alignment in a way that benefits both routesetting and judging operations.
- Delegate and assign tasks among national judges, including pre-round instruction and supervising their work on scoring and judging of the competition.
- Liaise closely with team officials and Jury President to communicate regarding appeals and address other queries, ensuring effective communication with team officials and on-field technical officials.
- Proactively address items that could impact the competition and appropriately refer matters to the Jury President or other responsible party when outside the scope of Category Judge responsibilities.
- Collaborate with Jury President and Result Service Manager to ensure accurate results and validate round results.
- Confirm and manage Technical Incidents.

##### 1.5.3. Interactions with other Technical Officials

The Judge liaises with the National Judges and reports to the Jury President. Additionally, the Judge liaises with the LOC results managers, where present.

##### 1.5.4. Role Requirements

Hard Skills	<ul style="list-style-type: none"> <li>• <b>Knowledge of rules:</b> Excellent knowledge of the World Climbing Rules and relevant regulations and a strong capacity to interpret and apply the rules consistently and coherently at all times.</li> <li>• <b>Result management:</b> Proficient user of World Climbing Results System and capable to quickly learn other results systems provided by third party (e.g., Olympic Results and Information System). Efficient and timely management of result distribution.</li> </ul>
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	<ul style="list-style-type: none"> <li>• <b>Competition areas:</b> High understanding of the FOP, athletes, and stakeholders flow for the management of Isolation, Call zone, and associated areas.</li> <li>• <b>Judging decision making:</b> Strong capacity for analysis and observation and being decisive in the judging operation.</li> <li>• <b>Knowledge of climbing movement:</b> Excellent understanding of climbing movement, able to visualise athletes' potential movements and able to anticipate risks and/or unsafe scenarios.</li> </ul>
Soft Skills	<ul style="list-style-type: none"> <li>• <b>Strong Communication to:</b> <ul style="list-style-type: none"> <li>○ Deliver clear results and associated decisions to stakeholders</li> <li>○ Instruct National Judges</li> </ul> </li> <li>• <b>Attention to details:</b> Excellent attention to detail and accuracy.</li> <li>• <b>Organisation:</b> Strong organization skills to prepare various publications (start lists, results, other outputs).</li> <li>• <b>Delegation:</b> Ability to plan and delegate tasks of the judging operations in the team.</li> <li>• <b>Proactivity:</b> Capacity to proactively anticipate potential issues and associated risks and resolutions.</li> <li>• <b>Professionalism:</b> High professionalism by acting in a way that reflects positively on the World Climbing, which means being respectful, positive, and trustworthy.</li> <li>• <b>Collaboration:</b> Ability to collaborate with other Officials and high knowledge of the scope of the role of the Category Judge.</li> <li>• <b>Athlete's empathy:</b> high awareness of the importance of the athlete's welfare, safety, and fairness.</li> </ul>
Event Experience	<ul style="list-style-type: none"> <li>• Event experience managing the judging operation and leading the national judges.</li> <li>• Understanding of the events and various level of complexities of event operations depending on level of events and presence of external stakeholders.</li> </ul>
Language Skills	Fluency in verbal and written English.
Other Requirements	<ul style="list-style-type: none"> <li>• <b>Dress code:</b> Respect dress code as described in Appendix I.</li> <li>• <b>Code of Conduct:</b> Respect Code of Conduct as described in Appendix II.</li> <li>• <b>Meetings and reporting:</b> <ul style="list-style-type: none"> <li>○ Attend meetings as per request of the JP</li> <li>○ Write thorough reports for event feedback and peer evaluations</li> <li>○ Contribute to vision of the continued learning and knowledge-sharing in post-event</li> </ul> </li> </ul>

#### 1.5.5. Replacement in case of need

In case of unforeseen absence/illness, the Jury President may assign the role of the Judge to a suitably qualified National Judge. Refer to the Replacement appointment procedure under Section 2.

#### 1.5.6. Para Climbing specific requirements

Hard Skills	<ul style="list-style-type: none"> <li>• <b>Knowledge of Para Climbing rules:</b> Excellent knowledge of the World Climbing Rules regarding Para Climbing competition and relevant regulations and a strong capacity to interpret and apply the rules consistently and coherently to various situations.</li> <li>• <b>Classification:</b> Excellent knowledge of Classification Rules with good understanding of routesetting, sport class route allocation, merging. Important to collaborate effectively with Head Classifier and Head Routesetter in the creation of the Start list and running of rounds in a timely manner.</li> </ul>
Event Experience	Good understanding of the Para Climbing events and of their schedule, anticipating potential organisational problems.

## 1.6. Head (Para) Routesetter

### 1.6.1. Role Description

The Head (Para) Routesetter is appointed by World Climbing to lead the routesetting operations and appointed team at a competition. They are responsible for all aspects of routesetting on the Field of Play, including designing competition routes, installing climbing holds and protection points, and ensuring compliance with technical and safety standards.

### 1.6.2. Core duties and responsibilities

The Head Routesetter is responsible, but not limited to, for the following:

- Coordinate relevant planning with the office, key technical officials, and LOC during the pre-event period.
- Evaluate and review routesetting schedules, review wall designs and related infrastructures on the Field of Play, and provide technical analysis, in collaboration with the Event Delegate.
- Review and validate the selection of holds, macros, volumes (e.g., shapes, quantities and number of brands according to the World Climbing Catalogue), national routesetters, and other routesetting equipment/facilities required at the competition, ensuring compliance with World Climbing standards.
- Lead and manage a team of international and national routesetters. Plan and identify team dynamics to ensure effective team cohesion and execution, delegate roles and tasks with clear goals and regular communication.
- Conduct routesetting operations in accordance with World Climbing safety protocols, working within established safety zones and respecting required practices. Ensure compliance with additional local safety regulations of the host country if any.
- Perform regular inspections of materials, protection points, and liaise with the on-site wall technical when necessary. Address and resolve any technical issues promptly before and during the competition.
- Attend pre-competition activities, including the Technical Meeting, Dress Rehearsal, and meetings with key stakeholders, as required.
- Prepare the development and timely publication of the Topo (Lead), clarifying any queries and alignment on judging perspectives in coordination with the Judge.
- Work closely with the Jury President to assess and identify potential changes, in case of weather-related adjustments in the competition schedule.
- Coordinate with third-party provider or the World Climbing team on site to coordinate the 3D scanning of routes and boulders.
- Participate in World Climbing interviews and respond to media requests, providing insights into the routesetting process and technical aspects to enhance understanding for media and broadcasters.

### 1.6.3. Interactions with other Technical Officials

The Head (Para) Routesetter advises the Judge and the Jury President on all technical and safety matters relating to the design and judging/scoring of the routes/boulders. The Head (Para) Routesetter collaborates closely with the Event Delegate on matters related to the venue, Field of Play, equipment, stakeholders' requests, and related operational alignments.

### 1.6.4. Role Requirements

Hard Skills	<ul style="list-style-type: none"> <li>• <b>Routesetting:</b> Highly specialised and experienced in Lead or Boulder routesetting with excellent ability to adjust boulders/routes according to athletes' level</li> <li>• <b>Personal climbing level:</b> Good level of climbing to set and test the routes/boulders within their gender category and capable to provide feedback on all climbing styles</li> <li>• <b>Safety:</b> Knowledge of safety protocols and practices in routesetting and handling related materials/machineries</li> </ul>
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	<ul style="list-style-type: none"> <li>• <b>Knowledge of routesetting guidelines:</b> Strong understanding of routesetting guidelines, goals, and expectations</li> <li>• <b>Knowledge of rules:</b> Good knowledge of the World Climbing Rules and of relevant event regulations regarding routesetting and judging of boulder/routes</li> <li>• <b>Belaying:</b> Knowledge of Belaying Guidelines and clear communication with the Head Belay (e.g., route explanation, safety considerations)</li> <li>• <b>Organisation and planning:</b> Strong understanding of the complexities of event planning at the highest level</li> <li>• <b>Collaboration:</b> Ability to understand the presence of different stakeholders and various operations within the event</li> </ul>
Soft Skills	<ul style="list-style-type: none"> <li>• <b>Excellent Communication skills to:</b> <ul style="list-style-type: none"> <li>○ Execute strategy and guidelines set by World Climbing</li> <li>○ Identify the team dynamics and skills of team members that will deliver the best work</li> <li>○ Give productive feedback and clear status updates on the job progress to the team.</li> <li>○ Clearly describe the job in the media/broadcast interviews when requested.</li> </ul> </li> <li>• <b>Listening:</b> Ability to listen to inputs, formulate and communicate a clear plan of action and timelines.</li> <li>• <b>Delegation:</b> Ability to plan, coordinate, and delegate tasks in the team in a goal-oriented manner.</li> <li>• <b>Leadership:</b> Ability to lead, set an example for others, and manage routesetting team and forerunners with empathy and provide clear and concise direction.</li> <li>• <b>Collaboration:</b> Excellent understanding and ability to collaborate with other Technical Officials, Staff, LOC, and suppliers.</li> <li>• <b>Teamwork and interpersonal skills:</b> Motivate and inspire the team to maintain a strong team building.</li> <li>• <b>Problem-solving and decision-making:</b> <ul style="list-style-type: none"> <li>○ Strong awareness of the requested timeline and multi-tasking in different areas</li> <li>○ Ability to act and be decisive under pressure and under crisis in cooperation with the World Climbing</li> </ul> </li> <li>• <b>Professionalism:</b> High professionalism by acting in a way that reflects positively on the World Climbing, which means being respectful, positive, and trustworthy.</li> <li>• <b>Athlete's empathy:</b> high awareness of the importance of the athlete's welfare, safety, and fairness.</li> <li>• <b>Cultural intelligence:</b> Capability to function effectively in culturally diverse settings by adapting and relating with people across a variety of cultural contexts.</li> </ul>
Event Experience	<ul style="list-style-type: none"> <li>• Event experience at managing the routesetting team and event operations.</li> <li>• Understanding of the events and various level of complexities of event operations depending on level of events and presence of external stakeholders.</li> </ul>
Language Skills	Fluency in verbal and written English.
Other Requirements	<ul style="list-style-type: none"> <li>• <b>Dress code:</b> Respect dress code as described in Appendix I.</li> <li>• <b>Code of Conduct:</b> Respect Code of Conduct as described in Appendix II.</li> <li>• <b>Meetings and reporting:</b> <ul style="list-style-type: none"> <li>○ Attend Technical Meeting and other meetings with key stakeholders as required</li> <li>○ Write thorough reports for event feedback and peer evaluations</li> <li>○ Contribute to vision of the continued learning and knowledge-sharing in post-event</li> </ul> </li> </ul>

#### 1.6.5. Replacement in case of need

In case of unforeseen absence/illness, the Sport & Events Department will appoint another Head (Para) Routesetter upon opening a vacancy notice. Refer to the Replacement appointment procedure under Section 2.

#### 1.6.6. Para Climbing specific requirements

Hard Skills	<ul style="list-style-type: none"> <li>• <b>Knowledge of Para Climbing Rules</b></li> <li>• <b>Knowledge of Para Climbing Routesetting Guidelines</b></li> <li>• <b>In-depth awareness of impairment types and sport classes</b>, with the ability to assess how impairments affect movement on the wall and to appropriately simulate them during testing</li> <li>• <b>Basic knowledge of classification</b></li> <li>• <b>Organisation and planning:</b> Strong understanding of the complexities of event planning</li> <li>• <b>Collaboration:</b> Liaison with JP, Head Classifier, staff for start list, route allocation, merging, etc.</li> <li>• <b>Belaying and safety competence</b>, including correct installation of double top-rope systems in line with Belaying Guidelines and clear communication with the Head Belayer (e.g., route explanation, safety considerations)</li> </ul>
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#### 1.7. (Para) Routesetter

##### 1.7.1. Role Description

The (Para) Routesetter is an international routesetter appointed by World Climbing to assist the Head Routesetter in undertaking all aspects of setting a competition.

##### 1.7.2. Core duties and responsibilities

The team of (Para) Routesetters is responsible, but not limited to, for the following:

- The design and creation of the routes/boulders for the competition, often assisted by national routesetters
- The performance of all route maintenance during the competition.

##### 1.7.3. Interactions with other Officials

Following the leadership of the Head (Para) Routesetter, the (Para) Routesetter works mostly within the routesetting team and the National Routesetters and assigned fore runners.

##### 1.7.4. Role Requirements

Hard Skills	<ul style="list-style-type: none"> <li>• <b>Routesetting:</b> Highly specialized and experienced in Lead or Boulder routesetting with excellent ability to adjust boulders/routes according to athletes' level</li> <li>• <b>Safety:</b> Knowledge of how to set in safety</li> <li>• <b>Knowledge of routesetting guidelines:</b> Strong understanding of routesetting guidelines, goals, and expectations</li> <li>• <b>Knowledge of rules:</b> Good knowledge of the World Climbing Rules and of relevant event regulations regarding routesetting and judging of boulder/routes</li> <li>• <b>Personal climbing level:</b> High level of climbing to set and test the routes/boulders</li> <li>• <b>Creativity and Innovation:</b> Excellent level of creativity and analysis of the routes/boulders (styles, characteristics, effectiveness) in all rounds and in reference to the Routesetting guidelines</li> <li>• <b>Technical skills:</b> Other technical skills where required (e.g., proficiency in lift driving, use of tools)</li> <li>• <b>Belaying:</b> knowledge of Belaying Guidelines</li> </ul>
Soft Skills	<ul style="list-style-type: none"> <li>• <b>Communication:</b> Excellent communication skill to:</li> </ul>

	<ul style="list-style-type: none"> <li>○ Ability to communicate the routesetting plan clearly to the team and HRS and exchange feedback</li> <li>○ Give productive feedback and clear status updates to the HRS and the rest of the team</li> <li>● <b>Listening:</b> Ability to listen to inputs, formulate and communicate a clear plan of action and timelines</li> <li>● <b>Teamwork:</b> Proactive team player, capable of motivating and inspiring team members</li> <li>● <b>Interpersonal skills</b></li> <li>● <b>Resilience.</b> Ability to maintain resilience over a lengthy duration of the event</li> <li>● <b>Professionalism:</b> High professionalism by acting in a way that reflects positively on World Climbing, which means being respectful, positive, and trustworthy</li> <li>● <b>Athlete’s empathy:</b> high awareness of the importance of the athlete’s welfare, safety, and fairness.</li> <li>● <b>Cultural intelligence:</b> Capability to function effectively in culturally diverse settings by adapting and relating with people across a variety of cultural contexts.</li> </ul>
Event Experience	<ul style="list-style-type: none"> <li>● Competition setting experience.</li> <li>● Understanding of the events and various level of complexities of event operations depending on level of events and presence of external stakeholders.</li> </ul>
Language Skills	Fluency in verbal and written English.
Other Requirements	<ul style="list-style-type: none"> <li>● <b>Dress code:</b> Respect dress code as described in Appendix I.</li> <li>● <b>Code of Conduct:</b> Respect Code of Conduct as described in Appendix II.</li> <li>● <b>Meetings and reporting:</b> <ul style="list-style-type: none"> <li>○ Write thorough reports for event feedback and peer evaluations</li> <li>○ Contribute to vision of the continued learning and knowledge-sharing in post-event</li> </ul> </li> </ul>

#### 1.7.5. Replacement in case of need

In case of unforeseen absence/illness, the Sport & Events Department will appoint another Routesetter upon opening a vacancy notice. Refer to the Replacement appointment procedure under Section 2.

#### 1.7.6. Para Climbing specific requirements

Hard Skills	<ul style="list-style-type: none"> <li>● <b>Knowledge of Para Climbing Rules</b></li> <li>● <b>Knowledge of Para Climbing Routesetting Guidelines</b></li> <li>● <b>In-depth awareness of impairment types and sport classes,</b> with the ability to assess how impairments affect movement on the wall and to appropriately simulate them during testing</li> <li>● <b>Basic knowledge of classification</b></li> <li>● Knowledge of Belaying Guidelines</li> </ul>
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### 1.8. Head Classifier

#### 1.8.1. Role Description

A Head Classifier is a Classifier appointed to direct, administer, co-ordinate and implement Classification matters for a specific competition or at such other location as defined by World Climbing.

A Head Classifier may delegate specific responsibilities and/or transfer specific tasks to other appropriately qualified Classifiers, or other appropriately qualified World Climbing officers or representatives, and/or appropriately qualified persons in the local organising committee of a Competition.

#### 1.8.2. Interactions with other Officials

The Head Classifier interacts with the Jury President and the Head Routesetter in the creation of the Start list and running of rounds.

### 1.8.3. Role Requirements

Hard Skills	<ul style="list-style-type: none"> <li>• <b>Classification:</b> Excellent knowledge of Classification Rules and its implementation.</li> <li>• <b>Knowledge of Para Climbing rules:</b> Good knowledge of the World Climbing Rules regarding Para Climbing competition and relevant regulations.</li> <li>• <b>Administration and management of protests:</b> Excellent management of protests in an efficient and timely manner, with authority and diplomacy.</li> </ul>
Soft Skills	<ul style="list-style-type: none"> <li>• <b>Communication:</b> Strong communication skill to: <ul style="list-style-type: none"> <li>○ Have clear requests and information to athletes</li> <li>○ Instruct team members and other stakeholders</li> <li>○ Collaborate with the Jury President, Head Routesetter, and LOC</li> <li>○ Continuously inform and consult with World Climbing Staff</li> </ul> </li> <li>• <b>Bedside manners:</b> Excellent bedside manners, treating athletes with a respectful, kind and understanding behaviours.</li> <li>• <b>Time management:</b> Good time management of visits with ability to prioritise cases and allocate more or less time to visits as seems adequate, while ensuring that the classification finishes within maximum allocated time.</li> <li>• <b>Professionalism:</b> High professionalism by acting in a way that reflects positively on the World Climbing, which means being respectful, positive, and trustworthy.</li> <li>• <b>Athlete's empathy:</b> high awareness of the importance of the athlete's welfare, safety, and fairness.</li> <li>• <b>Cultural intelligence:</b> Capability to function effectively in culturally diverse settings by adapting and relating with people across a variety of cultural contexts.</li> </ul>
Event Experience	Good understanding of the Para Climbing events and various level of complexities of event operations depending on level of events and presence of external stakeholders.
Language Skills	Fluency in verbal and written English.
Other Requirements	<ul style="list-style-type: none"> <li>• <b>Dress code:</b> Respect dress code as described in Appendix I.</li> <li>• <b>Code of Conduct:</b> Respect Code of Conduct as described in Appendix II.</li> <li>• <b>Meetings and reporting:</b> <ul style="list-style-type: none"> <li>○ Attend Technical Meeting when necessary</li> <li>○ Organise debrief meetings</li> <li>○ Write thorough reports for event feedback and peer evaluations</li> <li>○ Contribute to vision of the continued learning and knowledge-sharing in post-event</li> </ul> </li> </ul>

## 1.9. Classifier

### 1.9.1. Role Description

A Classifier is a person authorised as an Official and certified by World Climbing to conduct some or all components of Athlete Evaluation as a member of a Classification Panel.

### 1.9.2. Role Requirements

HARD SKILLS	<ul style="list-style-type: none"> <li>• <b>Classification:</b> Excellent knowledge of Classification Rules and its implementation.</li> <li>• <b>Knowledge of Para Climbing rules:</b> Good knowledge of the World Climbing Rules regarding Para Climbing competition and relevant regulations.</li> </ul>
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Soft Skills	<ul style="list-style-type: none"> <li>• <b>Communication:</b> Strong communication skill to:             <ul style="list-style-type: none"> <li>○ Have clear requests and information to athletes.</li> <li>○ Continuously inform and consult with World Climbing Staff.</li> </ul> </li> <li>• <b>Bedside manners:</b> Excellent bedside manners, treating athletes with a respectful, kind and understanding behaviours.</li> <li>• <b>Time management:</b> Good time management of visits with ability to prioritise cases and allocate more or less time to visits as seems adequate, while ensuring that the classification finishes within maximum allocated time.</li> <li>• <b>Professionalism:</b> High professionalism by acting in a way that reflects positively on World Climbing, which means being respectful, positive, and trustworthy.</li> <li>• <b>Athlete’s empathy:</b> high awareness of the importance of the athlete’s welfare, safety, and fairness.</li> <li>• <b>Cultural intelligence:</b> Capability to function effectively in culturally diverse settings by adapting and relating with people across a variety of cultural contexts.</li> </ul>
Event Experience	Good understanding of the Para Climbing events and various level of complexities of event operations depending on level of events and presence of external stakeholders.
Language Skills	Fluency in verbal and written English.
Other Requirements	<ul style="list-style-type: none"> <li>• <b>Dress code:</b> Respect dress code as described in Appendix I.</li> <li>• <b>Code of Conduct:</b> Respect Code of Conduct as described in Appendix II.</li> <li>• <b>Meetings and reporting:</b> <ul style="list-style-type: none"> <li>○ Write thorough reports for event feedback and peer evaluations</li> <li>○ Contribute to vision of the continued learning and knowledge-sharing in post-event</li> </ul> </li> </ul>

## 2. TECHNICAL OFFICIALS' APPOINTMENTS

### 2.1. General Provisions

#### 2.1.1. Officials' nominations

The annual nomination process refers to the evaluation and proposal of eligible pool of Technical Officials for inclusion in the List of Officials, which is published annually.

#### 2.1.2. Officials' appointments

The event appointment process refers to the assignment of nominated Technical Officials to specific events in the World Climbing calendar, ensuring alignment with event requirements, role suitability, and overarching selection principles outlined below.

The number of officials per discipline and per event is pre-defined. Additional officials may be appointed depending on the scope of event's needs (e.g., World Climbing Championship, World Climbing Youth Championship, and Olympic and Paralympic Games) or to support development objectives.

Only officials listed on the List of Officials are appointed to events to ensure fairness and promote continued development of Technical Officials.

### 2.2. Overarching Principles for Appointment

The selection and composition of Technical Officials are reviewed in alignment with the World Climbing strategy and the values of the Olympic and Paralympic Movement. The following overarching principles guide the officials' nomination and event appointment process:

<b>Internationality</b>	<ul style="list-style-type: none"> <li>Ensure fair geographical balance across continental representations of National Federations.</li> </ul>
<b>Excellence and Competencies</b>	<ul style="list-style-type: none"> <li>Technical Officials are expected to uphold the highest standards of Climbing officiating, demonstrating relevant experience and meeting evaluation criteria.</li> </ul>
<b>Development, Gender, Diversity, and Inclusion</b>	<ul style="list-style-type: none"> <li>Foster the development and progression of aspiring Technical Officials within World Climbing and their respective continents.</li> <li>Advance gender, diversity, and geographic equity across all roles through intentional recruitment, development, and selection of individuals from diverse and under-represented backgrounds.</li> <li>Support long-term growth and succession planning beyond the current Olympic cycle.</li> </ul>
<b>Vision and Mission</b>	<ul style="list-style-type: none"> <li>Demonstrate a strong understanding of, and commitment to, the mission and values of World Climbing and the Olympic and Paralympic movement.</li> <li>Actively contribute to promoting a positive image of Climbing and of World Climbing.</li> </ul>
<b>Integrity and Impartiality</b>	<ul style="list-style-type: none"> <li>Promote ethical standards and impartiality of Technical Officials by minimizing perceived risks of bias and conflict interest and ensuring transparency of nomination and appointment process</li> </ul>

Furthermore, as described in the World Climbing Strategic Plan 2020-2028, the goal of World Climbing is to *Achieve gender and geographical balance in the practices of Sport Climbing worldwide*. Since its adoption, World Climbing has been applying a gender and diversity lens to the design, implementation, and evaluation of all projects, including the development of technical officials globally. Thanks to this approach it is possible to create programmes that do not exclude potential participants based on criteria such as gender, geography, or other vulnerabilities.

### 2.3. Key Criteria for Appointment

Appointment of Technical Officials to events at all levels is made following the criteria and considerations below.

#### 2.3.1. Geographic distribution and gender representation

<b>Overall</b>	Whenever possible, Event Delegate, Jury President, and Head (Para) Routesetter should be from different countries.
<b>Event Delegates</b>	<ul style="list-style-type: none"> <li>• The Event Delegate shall be from a different country than the host nation of the event.</li> <li>• When there are two Event Delegates, they shall be from different countries and preferably not the same gender.</li> </ul>
<b>Medical Delegates</b>	The Medical Delegate should be from a different country than the host nation of the event.
<b>Jury Presidents and Judges</b>	<ul style="list-style-type: none"> <li>• The Jury President shall be from a different country than the event’s host nation.</li> <li>• The Jury President and the Judges shall be from different countries.</li> <li>• The Jury President and the Judges should represent at least two (2) continents within the same event.</li> <li>• The Jury President and the Judges should have a mix of genders within the same event.</li> </ul>
<b>Head (Para) Routesetters and (Para) Routesetters</b>	<ul style="list-style-type: none"> <li>• The Head (Para) Routesetter shall be from a different country than the event’s host nation.</li> <li>• The Head (Para) Routesetter and the (Para) Routesetters should represent different countries in each discipline.</li> <li>• The Head (Para) Routesetter and the (Para) Routesetters should represent at least two (2) continents in each discipline.</li> <li>• The Head (Para) Routesetter and the (Para) Routesetters should have a mix of genders in each discipline.</li> <li>• No more than one (Para) Routesetter per discipline shall be from the host nation of the event.</li> </ul>
<b>Classifiers</b>	<ul style="list-style-type: none"> <li>• The Classifiers should be from a different country than the host nation of the event.</li> <li>• The Classifiers should be from different countries.</li> </ul>

### 2.3.2. Competencies and Event Demand

Appointments shall ensure that:

- Each technical official’s profile and competencies align with the specific event needs, including relevant experience, discipline expertise, and key skills as outlined in Section 1 of this document.
- Vary technical officials’ event exposure across disciplines, and where possible, avoid assigning the same event as in the previous season.

### 2.3.3. Sustainability of Travel

Appointments are prioritised within the official’s continent where feasible, provided this does not significantly compromise the efforts to expand the official’s knowledge and event experience beyond their region.

### 2.3.4. Previous Season’s Evaluation

Performance and feedback from the previous season(s) technical officials’ evaluations are considered when making appointments.

### 2.3.5. Season’s Availability

Technical officials’ availability is considered to ensure mutual availability and commitment to the event participation, while minimizing potential cancellations and schedule conflicts.

### 2.3.6. Distribution of Appointments Across Officials

Event assignments are distributed fairly where possible, ensuring officials receive diverse feedback from events held in different environments and disciplines, while allowing some variations based on development circumstances. The number of appointments

for each official may vary according to the availability they provide for the season; limited availability may result in fewer assignments.

#### 2.3.7. Long-term Development Pathways

Appointments are made with a long-term perspective with a focus on preparing the officials for future events, including the Olympic and Paralympic Games. Structured appointments, evaluations, and development strategies are defined from the beginning of each four-year cycle.

When potential is identified, targeted appointments are made in order to support individual development and progression. This approach enables World Climbing to actively advance gender, diversity, and geographic equity across all roles by recruiting, developing, and selecting individuals from under-represented backgrounds from the moment they enter the international circuit.

Additionally, by managing appointments from the start of an Official's international pathway and across all event levels, including continental competitions, World Climbing is able to follow performance over time, collect systematic reports, and provide constructive feedback at the end of each season to support continuous professional development.

#### 2.4. Appointment Procedures

Event specific appointments' procedures may be additionally defined in separate documents.

##### 2.4.1. Classification of events

Within this document, events are classified based on the level of operational risk and visibility of the event profile. Factors such as Olympic and Paralympic qualification event status, broadcast and media exposure, and a significant level of stakeholders' involvement reflect the classification as outlined below. This event classification is used solely to guide officials' appointments according to the appropriate event levels for officials' development pathways.

The adopted classification is the following:

Level A	Olympic Games (OG) Paralympic Games (PG) World Climbing Championship World Climbing Para Championship Continental Championships qualifying for OG and PG Multi Sport Games qualifying for OG and PG
Level B	Climbing and Para Climbing World Series World Climbing Youth Championship Other Multi Sport events
Level C	World Climbing Continental Championship World Climbing Continental Youth Championship
Level D	World Climbing Continental Series World Climbing Continental Youth Series
Level E	Regional event Promo event Other calendar events

##### 2.4.2. Key procedures and timeline

October - November	<ul style="list-style-type: none"> <li>• <b>Availability Survey:</b> All officials, prior to the following season's nominations, receives an overview of the upcoming season's calendar and expected working periods. Officials are asked to indicate their availability and express unavailability for events they cannot attend due to prior or current commitments. Selectively choosing preferred events is discouraged. While availability survey aims to minimize scheduling conflicts, it does not guarantee event selection.</li> </ul>
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	<ul style="list-style-type: none"> <li>• <b>Season evaluation:</b> Reports and peer assessments are collected and analysed by the Research and Development Department in coordination with the Sport &amp; Events Department, the Independent Evaluation Panel, and relevant Commissions when necessary.</li> <li>• <b>Event debrief:</b> Annual and/or quarterly debriefing sessions are held to discuss key learnings and challenges from the season, tailored to different groups of officials.</li> <li>• <b>Officials' evaluation sharing:</b> Evaluation results are communicated individually to officials to support their ongoing development.</li> <li>• <b>Season's nomination:</b> Evaluation and nomination process, as well as the pool of nominated officials for the upcoming season is prepared by the Research and Development Department in collaboration with the Independent Evaluation Panel. In parallel and in subsequent steps, the Sport &amp; Events Department manages the event appointment process. Other World Climbing bodies may be consulted as needed.</li> </ul>
December	<ul style="list-style-type: none"> <li>• <b>Finalization of appointments (international events):</b> Sport &amp; Events Department finalizes event appointments, ensuring alignment with the guiding principles and season's specific considerations. The final validation is by the Sport &amp; Events Director. The event appointment process follows the order of priority according to the event classification (A-E).</li> <li>• <b>Communication of appointments:</b> once appointments are validated, the Sport &amp; Events Department notifies officials of their event assignments and requests confirmation of their acceptance or decline.</li> </ul>
January – March	<ul style="list-style-type: none"> <li>• <b>Issuance of appointment letter:</b> An official letter outlining the event assignment, working period, and financial and travel conditions is issued to facilitate travel and logistical coordination.</li> <li>• <b>Publication of an annual List of Officials and Event Appointments:</b> The list is published on the World Climbing website and communicated to National Federations.</li> <li>• <b>Annual Officials Seminar:</b> All nominated officials are invited to the annual Officials Seminar, held each February.</li> <li>• <b>Finalization of appointments (continental events):</b> Sport &amp; Events Department liaises with World Climbing Continental Council to finalize the continental event appointments.</li> </ul>
March – October (during the season)	<ul style="list-style-type: none"> <li>• <b>Replacement of officials in the event appointment (when needed)</b></li> <li>• <b>Completion of the event report and peer assessment:</b> all appointed officials must complete the respective reports following the conclusion of each appointed event.</li> </ul>

Refer to the next sections for role-specific appointment considerations.

#### 2.4.3. Replacement appointments

Replacements may be made when a position becomes vacant due to unforeseen circumstances, such as the withdrawal of a confirmed official because of injury, illness, or other personal or professional reasons. The following outlines a structured procedure for a fair and actionable replacement procedure:

- a. **Notification to World Climbing:** Officials must immediately inform the Sport & Events Department of their withdrawal and reason via email, phone, or WhatsApp, depending on urgency.
- b. **Vacancy Announcement:** The Sport & Events Department issues a vacancy notice with a response deadline and informs the LOC.
- c. **Review and Selection:** The Sport & Events Department reviews candidates based on event needs, qualifications, geographical and diversity considerations, and may consult the Head Routesetter or Jury President of the respective event,

if needed. If no suitable Level 3–4 officials are available, Level 2 officials from the same continent may be considered; or the other way around.

- d. Final Selection and Notification: The selected official is notified, along with others who expressed interest. The LOC and relevant World Climbing departments are informed, and the Info Sheet is updated accordingly.

#### 2.4.4. Event Delegates and Assistant Event Delegates appointments

Event Delegate and the Assistant Event Delegates appointments are made by the Sport Department. Depending on the complexity of the event (indoor/outdoor, presence of TV, ...) Event Delegates may or may not be appointed.

#### 2.4.5. Medical Delegate appointments

Medical Delegate appointments are made by the Sport & Events Department upon consultation with the Medical & Anti-Doping Commission.


#### 2.4.6. Judges' appointments

Judges' appointments are made by the Sport & Events Department upon consultation with the Independent Evaluation Panel. The table below should be read as follows:

- Right role: The official is appointed to an event where their current Level (1–4) is fully appropriate for the role.
- Possible appointment: The official may be appointed to an event where the Level is not fully ideal (usually higher than required), but the appointment is considered possible.
- Preferred against it / Mentorship: Appointment in this role is generally not preferred; unless the official is requested to act as a mentor, supporting a less experienced official appointed in a new role or needing specific mentorship guidance.
- No appointment possible: The official cannot normally be appointed to this role. In exceptional cases, when a test or development opportunity for a new official is planned, an appointment may occur under mentorship supervision.

	Regional		Level 1		Level 2		Level 3		Level 4	
Level A	No appointment possible		No appointment possible		No appointment possible		Judge*	No appointment possible	Judge*	JP*
Level B							Judge		No appointment possible	Judge
Level C	No appointment possible		Judge	No appointment possible	Judge	JP	Judge	JP		Preferred against it / Mentorship
Level D			Judge		Judge	JP	Judge	JP		
Level E	Judge	JP	Judge	JP	Judge	JP	Preferred against it / Mentorship		Preferred against it / Mentorship	

\* Selection for Level A competitions

	Right role		Preferred against it / Mentorship
	Possible appointment		No appointment possible

#### 2.4.7. Routesetters appointments

Routesetters appointments are made by the Sport & Events Department upon consultation with the Independent Evaluation Panel. The table below should be read as follows:

- Right role: The official is appointed to an event where their current Level (1–4) is fully appropriate for the role.
- Possible appointment: The official may be appointed to an event where the Level is not fully ideal (usually higher than required), but the appointment is considered possible.

- Preferred against it / Mentorship: Appointment in this role is generally not preferred; unless the official is requested to act as a mentor, supporting a less experienced official appointed in a new role or needing specific mentorship guidance.
- No appointment possible: The official cannot normally be appointed to this role. In exceptional cases, when a test or development opportunity for a new official is planned, an appointment may occur under mentorship supervision.

	Regional		Level 1		Level 2		Level 3		Level 4	
Level A	No appointment possible		No appointment possible		No appointment possible		RS*	No appointment possible	RS*	HRS*
Level B	No appointment possible		No appointment possible		No appointment possible		RS	No appointment possible	RS	HRS
Level C	No appointment possible		RS	No appointment possible	RS	HRS	RS	HRS	Preferred against it / Mentorship	
Level D	No appointment possible		RS	No appointment possible	RS	HRS	RS	HRS	Preferred against it / Mentorship	
Level E	RS	HRS	RS	HRS	RS	HRS	Preferred against it / Mentorship		Preferred against it / Mentorship	

\* Selection for Level A competitions

	Right role		Preferred against it / Mentorship
	Possible appointment		No appointment possible

#### 2.4.8. Para Climbing Routesetters appointments

Para Climbing Routesetters appointments are made by the Sport & Events Department upon consultation with the Independent Evaluation Panel.

#### 2.4.9. Classifiers appointments

Classifiers appointments are made by the Sport & Events Department upon consultation with the relevant commission.

#### 2.4.10. National Routesetters appointments

To build a fair and effective routesetting team, the Sport & Events Department and HRS work with the LOC to review and confirm the national routesetters. They are also referred to as National Technical Officials (NTOs).

- Preliminary list:** The LOC submits a proposed list of national routesetters at least three months before the event, ensuring they meet discipline-specific needs (e.g., experience, climbing and testing level). Where possible, include at least one qualified female routesetter.
- Review:** The World Climbing and HRS assess the proposed pool by reviewing the number of routesetters, relevant qualifications, team composition, and overall suitability. The HRS share feedback with the LOC and may request revisions or additional candidates for further review.
- Finalization:** The final list is confirmed following feedback exchange and updates.
- World Climbing Result System:** Appointed national routesetters are entered into the World Climbing Result System for post-event evaluation.

In specific cases, an additional routesetter may be appointed outside the host country, including:

- When qualified national routesetters are lacking due to the host country's development level and the World Climbing and HRS identify specific skill gaps in the team composition.
- When the LOC proposes a mixed-nationality national team.
- When part of an official exchange initiative between National Federations

To ensure fairness and promote Technical Officials, World Climbing may launch an open call to Level 1-2 officials to fill a vacancy in the national routesetting team, with a preference given to the candidates from the same continent to support sustainable travel.



### 3. TECHNICAL OFFICIALS' PATHWAY OF EDUCATION

In 2023 World Climbing launched the revision of the Technical Officials pathway of education following National Federations' request for World Climbing guidance and support on development of technical officials and their education pathway. It is an aspiration of National Federation to have international technical officials from their country as it helps to develop the sport nationally, to have a stronger position in the eyes of their National Olympic Committee, and, possibly, to access more funds.

The revision of the Technical Officials pathway of education is an ongoing process; while some parts have already been implemented and finalised, other parts will require some more discussion, implementation and testing. Technical Officials education consists of:

- Continuous education activities offered to all levels officials to ensure the highest standards are maintained. Annual Officials Seminars and mentorship opportunities follow under this category; and
- Pathway of education with a mix of courses and evaluated experiences describing how to move up (or down) the ladder of levels and, therefore, increased (or decreased) responsibilities.

The revision of the Technical Officials pathway of education was started from an analysis, revision, and consolidation of all the entry levels (Level 1 courses) by standardising prerequisites, syllabus, selection, and evaluation criteria. Level 2 to 4 definition and course/experience required is currently work in progress.

#### 3.1. Annual Officials Seminar

Appointed officials are invited to the Officials Seminar, typically held in February before the commencement of the next season.

##### 3.1.1. Purpose

The annual seminar brings together Technical Officials at all levels for key briefings on the upcoming season, a wrap-up of the previous year, and knowledge sharing through dynamic interactions and collaborative discussions.

The seminar shall be held in person to ensure greater effectiveness through interactive programmes and discussions. It is the sole annual event that brings together Technical Officials from across all disciplines and roles.

Beyond preparation for competitions, the seminar serves as a core education and professional development activity for Officials. Each year, World Climbing defines a dedicated focus theme aimed at the long-term development of the officiating community. Previous themes have included teamwork, working in high-pressure environments, gender equality and diversity, the recognition of unconscious bias, ethics, and fairness.

##### 3.1.2. Location Principles

Geographical rotation: The seminar location rotates across continents to balance travel demands and provide equal opportunities for Technical Officials based worldwide.

NF collaboration and synergies: The selected location should promote existing and/or future opportunities for collaboration with National Federations in the host country, support development initiatives, and meet World Climbing's logistical needs. World Climbing will consider the National Federation with a proven track record of successful event organization or has expressed strong willingness to host further institutional and development initiatives.

Accessibility for Technical Officials: The selected location should be easily accessible, allowing a significant number of Technical Officials to travel conveniently and ensuring optimal attendance.

##### 3.1.3. Attendance

The annual seminar is by invitation only and open to nominated technical officials for the season. The invitation will follow, after the official's event evaluation during the season's appointment procedures. While not mandatory, attendance to the seminar is highly encouraged and will be considered in the official's season evaluation.

##### 3.1.4. Travel and logistics

International travel, visa, and flight costs are to be covered by your NFs or individuals.

#### 3.2. Annual Continental Officials Seminar

In collaboration with Continental Councils, appointed technical officials to Continental events are invited to the Continental Officials Seminar, which is held virtually after the annual Officials Seminar and before the commencement of the continental events.

### 3.3. Mentorship opportunities

World Climbing is supporting the development of its Technical Officials through structured mentorship opportunities designed to foster learning, build confidence, and enhance the overall quality of officiating across all roles and actively promote gender, ethnic, and diversity inclusion within the officiating community.

Mentorship may be established by pairing experienced Officials with less experienced ones, either during events—providing on-site guidance or through targeted development programmes coordinated by World Climbing. These initiatives are structured around clearly defined objectives, timelines, matching criteria, and evaluation methods to ensure their effectiveness. Mentors offer feedback, share expertise, and support the growth of Officials in technical skills, competition management, and professional conduct. Participation in mentorship activities may be encouraged based on performance evaluations and is fully aligned with World Climbing’s broader education and evaluation framework.

- **Planning and preparation:** clear objectives are set and communicated to participants, ensuring alignment with World Climbing goals and participant needs.
- **Matching of mentors and mentees:** compatibility of mentor-mentee pairs is taken into consideration, including factors such as skills, experience, personality, and goals to foster effective relationships.
- **Prioritisation of diversity:** importance of diverse experiences and perspectives is considered, actively seeking to create inclusive environments where all participants feel valued and supported.
- **Tracking progress and measuring outcomes:** progress is tracked via peer reviews and officials reports, where feedback is gathered and shared with mentees to enable continuous improvement and accountability.

### 3.4. Event Delegate Education

A structured development pathway for the Assistant Event Delegate (AED) aims to support training, skill progression, and long-term growth of the Event Delegate pool, ensuring readiness for future event demands.

Starting from the 2025 season, World Climbing launched an open call to the National Federations and selected a pool of Assistant Event Delegates for 2025-2026 seasons. They are expected to develop their knowledge and skills through event participation. Each Assistant Event Delegate will be appointed to at least one event (and up to two) per season, working under the guidance of the assigned Event Delegate(s).

- Before the event, the Event Delegate and Assistant Event Delegate should jointly define key tasks, expectations, and areas for development.
- During the event, the Assistant Event Delegate supports the Event Delegate and manages delegated tasks, while ensuring clear communication. The Event Delegate provides mentorship, offering immediate on-site feedback to help build the Assistant Event Delegate’s hard and soft skills.
- After each event, the Event Delegate and Assistant Event Delegate may hold a event debrief and must complete post-event report and peer review.

Following the successful completion of appointed event(s), Assistant Event Delegate performance is evaluated to determine if additional appointments as Assistant Event Delegate are needed or if they are ready to be considered for the Event Delegate role in the following season.

### 3.5. Judging Education

#### 3.5.1. Judges Level 1

Prerequisites	<ul style="list-style-type: none"> <li>• Current active National Jury President nominated by National Federation</li> <li>• Pass the Entry Test of the World Climbing Judges Level 1 Course:</li> </ul>
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	<ul style="list-style-type: none"> <li>○ English knowledge</li> <li>○ Knowledge of World Climbing Rules</li> </ul>
Qualification requirements	<ul style="list-style-type: none"> <li>● Pass the theoretical part of the World Climbing Judges Level 1 Course</li> <li>● Pass two (2) positive evaluations at competitions while officiating</li> </ul>

The World Climbing Judges Level 1 Course has the goal to select and train World Climbing Level 1 Judges. Trainers are assigned by the World Climbing; and course materials like syllabus, training material, and tests are standardised for all courses.

### 3.5.2. Judges Level 2 to 4

Judge Level 2 to 4 pathway of education is currently work in progress. However, the following statements applies as prerequisites:

- Being an active Judge Level 2-4 and confirmed by National Federation.
- A certain number of years and number of competitions are required to maintain the high level of officiating, as well as having an active role at national level.
- International Judge Level 2-4 shall pass the biannual evaluation, including positive evaluations at competitions while officiating.

## 3.6. Routesetting Education

### 3.6.1. Routesetters Level 1

Prerequisites	<ul style="list-style-type: none"> <li>● Experienced and active National Head Routesetter (or equivalent) nominated by National Federation.</li> <li>● Pass the Entry Test and the evaluation of the World Climbing Routesetter Level 1 Course: <ul style="list-style-type: none"> <li>○ excellent routesetting skills and broad experience in setting at competitions</li> <li>○ climbing level in Bolder: above 7c (V9) for males and 7b (V7) for females</li> <li>○ climbing level in Lead: above 8a+ for males and 8a for females</li> <li>○ a good level command of written and spoken English.</li> </ul> </li> </ul>
Qualification requirements	<ul style="list-style-type: none"> <li>● Attend the theoretical and practical part of the World Climbing Routesetter Level 1 Course</li> <li>● Pass two (2) positive evaluations at competitions while officiating</li> </ul>

### 3.6.2. International Routesetter Level 2 to 4

International Routesetter Level 2 to 4 pathway of education is currently work in progress. However, the following statements applies as prerequisites:

- Being an active Routesetter Level 2-4 and confirmed by National Federation.
- A certain number of years and number of competitions are required to maintain the high level of officiating, as well as having an active role at national level.
- Routesetter Level 2-4 shall pass the biannual evaluation, including positive evaluations at competitions while officiating.

Ongoing work includes considerations whether to separate the Head Routesetter pathway from the Routesetter pathway. This would mean that we would allow Routesetters Level 1 to act as Routesetters at Level A and B events (as Routesetters Level 3 and skip the Level 2 stage and never act as Head Routesetters).

## 3.7. Classifier Education

### 3.7.1. International Classifier

Prerequisites	<p>One of the following is required:</p> <ul style="list-style-type: none"> <li>• A relevant health profession (e.g., physician or physiotherapist for physical impairments; ophthalmologist or optometrist for visual impairments)</li> <li>• Or an extensive background in Climbing (e.g., coaching, academia, sports science), with deep anatomical, biomechanical, and sport-specific knowledge.</li> </ul>
Qualification requirements	<ul style="list-style-type: none"> <li>• Attend the theoretical and practical part of the World Climbing Classifiers Course</li> <li>• Practical experience</li> </ul>

### 3.8. Diversity and Exchange Programme

The Diversity and Exchange Programme began in 2020 with first implementation in 2021 with two female Routesetters appointed. In 2022 the programme expanded to six routesetters (two men and four women); and in 2023 it included additional 6 appointments at continental-level. The programme continued in 2024 and 2025 with the addition of judges. In its fifth implementation in 2026, the programme offers more than 20 placements, open to all Officials to further World Climbing’s commitment to inclusion and long-term development.

World Climbing coordinates an Diversity and Exchange Programme to promote international collaboration, professional development, and inclusion across all Technical Official roles. The programme allows Officials to gain experience at events outside their home country or region, broadening their technical skills, competition knowledge, and exposure to diverse officiating environments.

The programme also actively supports gender, diversity, and geographic inclusion by providing targeted opportunities for Officials from under-represented groups, countries, or backgrounds. Participation may include mentoring, job-shadowing, and on-the-job learning during competitions, with constructive feedback provided to support growth and progression within the World Climbing officiating pathway.

Officials participating in the programme are integrated into the event operations under supervision of experienced peers, allowing them to demonstrate their potential while contributing to high-quality, consistent officiating standards.

Costs of travel and accommodation are covered by World Climbing, and where applicable, partial compensation may be provided in line with standard event allowances.

#### 4. TECHNICAL OFFICIALS' EVALUATION

##### 4.1. Competition reports

Any Technical Official being appointed to a competition is requested to complete reports, including:

- **Event Evaluation Report** – A general assessment provided by the Technical Official, covering key aspects of the competition such as logistics, schedule, facilities, and overall organisation. This report offers valuable feedback on the event from the perspective of the Technical Official.
- **Official Evaluation Reports** – A peer review process where the Technical Official provides feedback on the performance and collaboration of other listed Officials. These evaluations contribute to a continuous process of professional development and accountability among the officiating team. The primary purpose of these reports is to gather constructive insights that support the ongoing improvement of the World Climbing's operations. This includes enhancing the quality and consistency of events, strengthening cooperation with Local Organising Committees, assessing and developing the competencies of Technical Officials, and informing the evolution of sport-specific rules and procedures.

All submitted reports are reviewed by World Climbing staff only. Any sensitive information is handled with strict confidentiality. Where feedback is shared, it is anonymised and communicated solely for the purpose of fostering professional growth and promoting a culture of continuous improvement among Officials.

##### 4.2. Independent Evaluation Panel

The Independent Panel of Evaluation (IPE) is an advisory body established by the Executive Board to provide objective assessments of International Technical Officials (ITOs), including Event Delegates, Medical Delegates, Judges, Routesetters, and Classifiers. Operating independently from the respective commissions while maintaining close cooperation, the IPE ensures consistency, transparency, and fairness in evaluations. Its scope includes safeguarding the quality and professionalism of ITOs, overseeing evaluation processes, advising on development of evaluation tools and methods, and supporting alignment with World Climbing's strategic direction.

The IPE conducts systematic evaluations of ITOs appointed at World Climbing competitions, produces written evaluation reports, reviews the list of Officials annually (Routesetters in even years, Judges in odd years), provides recommendations for appointments, and identifies areas for education or corrective measures. The Panel is composed of three Core Members (an independent Chair, the Sport and Events Director, and the Research and Development Director) and Consultant Members appointed as needed for their technical expertise. Consultant Members provide input but do not hold decision-making authority.

Refer to Appendix VII for more information.

##### 4.3. The List of Officials

The Independent Evaluation Panel (IPE) is responsible for the annual review and publication of the List of Officials. The Panel also considers requests from officials seeking to re-enter the list after a period of ineligibility. Each request is assessed individually, taking into account the specific circumstances and relevant factors. Due to the diversity of situations and considerations involved, decisions are made on a case-by-case basis through an ad hoc evaluation process rather than fixed rules.

Refer to Appendix IV for more information.

##### 4.4. Biannual reviews

The Independent Evaluation Panel is responsible for the biannual review of Technical Officials, with evaluations conducted in alternating years: Routesetters in even-numbered years and Judges in odd-numbered years.

## APPENDIX I – DRESS CODE POLICY FOR TECHNICAL OFFICIALS

### Policy Brief and Purpose

World Climbing requires that Technical Officials dress neatly and appropriately at all times and that they maintain adequate personal hygiene. The success and image of World Climbing is reliant on the support of the climbing community and viewers globally. For this reason, it is important that World Climbing maintains a professional image. As representatives of World Climbing, all Technical Officials must adhere to the dress code policy.

### Policy Target Audience

This policy applies to all Technical Officials.

### Dress Code

World Climbing provides clothes to Technical Officials to always wear during competitions. When, for whatever reason, the provided clothes are not suitable, brandless and single or neutral colour (preferably black) clothes should be considered. When in doubt, defer to the conservative and formal side. The closed-toe shoes should be worn when working in the Field of Play.

- Pre-Competition Days: Officials may wear any combination of old or new 2025 Kailas kits, paired with long pants or shorts of your choice.
- Technical Meeting and Media Interviews: Officials shall wear the new 2025 Kailas kits, paired with long pants or shorts of your choice.
- During Competition – Qualification: Officials shall wear a Kailas polo of any colour (old or new), with long pants or shorts of your choice.
- During Competition – Semifinals/Finals: Officials shall wear a Kailas navy blue polo, with long pants or shorts of your choice.
- At any time, Officials may add other Kailas items (jackets, fleece, etc.) of choice depending on the weather.

On specific events, World Climbing may require Technical Officials to wear different uniform which will be provided or instructions given ahead of time.

### Adaptation

If the dress code policy contradicts the rules of your faith or is offensive to individuals in any way, please contact World Climbing at [office@ifsc-climbing.org](mailto:office@ifsc-climbing.org).



## APPENDIX II – CODE OF CONDUCT

Technical Officials are bound by the Code of Conduct ([here](#)) and are bound by the Conflict of Interest Policy contained in it.

**APPENDIX III – ORGANISATION OF EDUCATION ACTIVITIES FOR OFFICIALS**

World Climbing is the sole authority to approve education activities, organise courses, release certificates, approve (or not) changes of levels of officials, and appoint trainers to education activities.

**APPENDIX IV – LIST OF OFFICIALS**

The List of Officials contains all Technical Officials listed by role and levels. The list is revised annually and reflects all the Officials who can potentially be appointed at competitions.

The updated List of Officials can be found on World Climbing website:

<https://www.ifsc-climbing.org/resources/officials>.

**APPENDIX V – TABLE OF INELIGIBILITY**

Table of Ineligibility is published [here](#) (will be updated in 2026).

#### APPENDIX VI – SAFEGUARDING

World Climbing has a [Safeguarding Policy](#) in place, which applies to all individuals involved with World Climbing, including Technical Officials. If you have a concern related to abuse or harassment, you may report it by using the online form (available at <https://www.ifsc-climbing.org/safeguarding/index>) or by emailing directly to [safeguarding@ifsc-climbing.org](mailto:safeguarding@ifsc-climbing.org) with relevant parties in copy as appropriate. The safety and well-being of officials are core to World Climbing’s values, and we strongly encourage you to report any concerns.

All reports will be handled with full confidentiality by World Climbing.

**APPENDIX VII – INDEPENDENT PANEL OF EVALUATION**

See Commissions Terms of Reference document here: <https://www.worldclimbing.com/commissions/index>

## APPENDIX VIII – BELAYERS’ ROLES AND RESPONSIBILITIES

### 1. Head (Para) Belayer

#### 1.1. Role Description

The Head (Para) Belayer is responsible for the planning, coordination, and supervision of all belaying operations during Lead and Para Climbing competitions. Appointed by the LOC or by World Climbing, the Head (Para) Belayer ensures that belaying activities are conducted in full compliance with World Climbing Rules, technical regulations, and safety standards.

The Head (Para) Belayer has overall authority over the belay team within the Competition Area and is accountable for the safe and consistent delivery of belaying services. The HB develops and implements the belay plan, selects and prepares the belay team, and ensures that all belaying procedures uphold athlete welfare, safety, and competition integrity. The Head (Para) Belayer works in close collaboration with the Jury President, Event Delegate, Head (Para) Routesetter, and other Technical Officials to ensure the smooth and safe progression of athletes from the Call Zone through to the exit of the Field of Play.

#### 1.2. Core duties and responsibilities

The Head Belayer is responsible, but not limited to, for the following:

- Create a Belay Plan to coordinate relevant planning personnel during the pre-event period.
- Recruit and prepare appropriate number of experienced belayers for all rounds of the event.
- Evaluate and review belaying schedules, review working space and related infrastructures on the Field of Play, and provide technical analysis, in collaboration with the Event Delegate.
- Review the selection of belaying equipment including ropes, harnesses, belay devices, gloves, etc.), and inform the Jury President if standards are not respected.
- Lead and manage the team of belayers. Plan and identify team dynamics to ensure effective team cohesion and execution, delegate roles and tasks with clear goals and regular communication.
- Conduct belaying operations in accordance with World Climbing Belay Protocol. Ensure compliance with additional local safety regulations of the host country if any.
- Address and resolve any belay technical issues promptly before and during the competition.
- Attend pre-competition activities, including the Technical Meeting, Dress Rehearsal, and meetings with key stakeholders, as required.
- Introduce line belayers to line judges and coordinate any verbal or visual signaling for starts, tops, etc.
- Work closely with the Jury President to assess and identify potential changes, in case of weather-related adjustments in the competition schedule.

#### 1.3. Interactions with other Technical Officials

The Head (Para) Belayer advises the Judge, the Jury President, or the Event Delegate on all technical and safety matters relating to the Field of Play, belay positions, equipment needs, etc.

#### 1.4. Role Requirements



<p>Hard Skills</p>	<ul style="list-style-type: none"> <li>• <b>Belaying and Safety:</b> Highly specialised and very experienced in Lead and Top Rope belaying with knowledge of safety protocols and practices in belaying and handling of belay equipment</li> <li>• <b>Knowledge of belaying protocol:</b> Strong understanding of World Climbing Belaying Protocol, goals, and expectations</li> <li>• <b>Knowledge of rules:</b> Good knowledge of the World Climbing Rules and of relevant event regulations regarding belaying and judging of routes</li> <li>• <b>Organisation and planning:</b> Understanding of the complexities of event belaying and athlete flow at the highest level</li> <li>• <b>Collaboration:</b> Ability to understand the presence of different stakeholders and various operations within the event</li> </ul>
<p>Soft Skills</p>	<ul style="list-style-type: none"> <li>• <b>Strong Communication skills to:</b> <ul style="list-style-type: none"> <li>• Deliver information clearly to relevant stakeholders</li> <li>• Instruct belaying team members</li> <li>• Collaborate with the relevant stakeholders</li> <li>• Give productive feedback and clear status updates on the job progress to the team</li> </ul> </li> <li>• <b>Listening:</b> Ability to listen to inputs, formulate and communicate a clear plan of action and timelines.</li> <li>• <b>Delegation:</b> Ability to plan, coordinate, and delegate tasks in the team in a goal-oriented manner.</li> <li>• <b>Leadership:</b> Ability to lead, set an example for others, and manage belaying team and forerunners with empathy and provide clear and concise direction.</li> <li>• <b>Teamwork and interpersonal skills:</b> Motivate and inspire the team to maintain a strong team building.</li> <li>• <b>Problem-solving and decision-making:</b> Strong awareness of the requested timeline and multi-tasking in different areas</li> <li>• <b>Professionalism:</b> Very high professionalism by acting in a way that reflects positively on World Climbing, which means being respectful, positive, and trustworthy.</li> <li>• <b>Athlete's empathy:</b> High awareness of the importance of the athlete's welfare, safety, and fairness while serving in a neutral and non-biased manner.</li> <li>• <b>Cultural intelligence:</b> Capability to function effectively in culturally diverse settings by adapting and relating with people across a variety of cultural contexts.</li> </ul>
<p>Event Experience</p>	<ul style="list-style-type: none"> <li>• Event experience at managing the belaying team and event operations.</li> <li>• Understanding of the events and various level of complexities of event operations depending on level of events and presence of external stakeholders.</li> </ul>
<p>Language Skills</p>	<p>Fluency in verbal and written English.</p>

Other Requirements	<ul style="list-style-type: none"> <li>• <b>Dress code:</b> Respect dress code as described in Appendix I or local/event standards</li> <li>• <b>Code of Conduct:</b> Respect the Code of Conduct as described in Appendix II</li> <li>• <b>Meetings and reporting:</b> <ul style="list-style-type: none"> <li>• Write thorough reports for event feedback and peer evaluations</li> <li>• Contribute to vision of the continued learning and knowledge-sharing</li> </ul> </li> </ul>
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### 1.5. Replacement in case of need

In case of unforeseen absence/illness, the LOC will appoint another Head (Para) Belayer.

### 1.6. Para Climbing specific requirements

Hard Skills	<ul style="list-style-type: none"> <li>• <b>Knowledge of Para Climbing Rules</b></li> <li>• <b>Knowledge of belaying protocol</b> specific for Para Climbing</li> <li>• Strong <b>knowledge of impairments, and sport classes</b></li> <li>• Extensive experience with dual belay systems and Para rigging</li> <li>• Basic <b>knowledge of classification</b></li> </ul>
Event Experience	Good understanding of Para Climbing events and of their schedule, anticipating potential organisational problems.

## 2. (Para) Line Belayer

### 2.1. Role Description

The Belayer is appointed by the LOC, Head Belayer, or World Climbing to effectively and safely belay at a competition. Belayers are responsible for all aspects of belaying on the Field of Play, including Call Zone protocol, equipment use, and expert use of belay skills.

### 2.2. Core duties and responsibilities

The team of (Para) Belayers is responsible, but not limited to, for the following:

- Highly skilled belaying in a safe, consistent, and professional manner
- Effective operation within Call Zone and on the Field of Play.

### 2.3. Interactions with other Officials

Following the leadership of the Head (Para) Belayer, the (Para) Belayer works mostly within the belaying team and interacts with Head Belayer.

### 2.4. Role Requirements

Hard Skills	<ul style="list-style-type: none"> <li>• <b>Belaying and Safety:</b> Highly specialised and very experienced in Lead and Top Rope belaying with knowledge of safety protocols and practices in belaying and handling of belay equipment</li> <li>• <b>Knowledge of belaying protocol:</b> Strong understanding of World Climbing Belaying Protocol, goals, and expectations</li> <li>• <b>Knowledge of rules:</b> Basic knowledge of the World Climbing Rules and of relevant event regulations regarding belaying and judging of routes</li> <li>• <b>Collaboration:</b> Ability to understand the presence of different stakeholders and various operations within the event</li> </ul>
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Soft Skills	<ul style="list-style-type: none"> <li>• <b>Communication:</b> Ability to communicate with clearly to the team and exchange feedback.</li> <li>• <b>Listening:</b> Ability to listen to inputs, formulate and communicate a clear plan of action and timelines.</li> <li>• <b>Teamwork:</b> Proactive team member, capable of motivating and inspiring team members.</li> <li>• <b>Interpersonal skills:</b> Interact in a professional and cordial manner.</li> <li>• <b>Resilience.</b> Ability to maintain resilience over a lengthy duration of the event.</li> <li>• <b>Professionalism:</b> High professionalism by acting in a way that reflects positively on World Climbing, which means being respectful, positive, and trustworthy.</li> <li>• <b>Athlete’s empathy:</b> high awareness of the importance of the athlete’s welfare, safety, and fairness.</li> <li>• <b>Cultural intelligence:</b> Capability to function effectively in culturally diverse settings by adapting and relating with people across a variety of cultural contexts.</li> </ul>
Event Experience	<ul style="list-style-type: none"> <li>• High stakes competition experience.</li> <li>• Understanding of the events and various level of complexities of event operations depending on level of events and presence of external stakeholders.</li> </ul>
Language Skills	Fluency in verbal and written English.
Other Requirements	<ul style="list-style-type: none"> <li>• <b>Dress code:</b> Respect dress code as described in Appendix I or local/event standards</li> <li>• <b>Code of Conduct:</b> Respect the Code of Conduct as described in Appendix II</li> </ul>

#### 2.5. Replacement in case of need

In case of unforeseen absence/illness, the Head Belayer or host federation will appoint another Belayer upon opening a vacancy notice.

#### 2.6. Para Climbing specific requirements

Hard Skills	<ul style="list-style-type: none"> <li>• <b>Knowledge of Para Climbing Rules</b></li> <li>• <b>Knowledge of belaying protocol</b> specific for Para Climbing</li> <li>• Strong <b>knowledge of impairments, and sport classes</b></li> <li>• Extensive experience with dual belay systems and Para rigging</li> </ul>
Event Experience	Good understanding of Para Climbing events and of their schedule, anticipating potential organisational problems.