



## HUMAN RESOURCES

### IFSC Event

IFSC DELEGATION	Number of personnel	Personnel	Job Description
IFSC	1	IFSC Event Delegate (ED)	The maximum authority during the IFSC Event. For a complete job description please consult the <a href="#">IFSC website here.</a>
	1	IFSC Jury President (JP)	Please consult the <a href="#">IFSC website.</a>
	1	IFSC Judge (Ju)	Please consult the <a href="#">IFSC website.</a>
	3	1 IFSC Head Routesetter (HRS) and 2 IFSC Routesetters (RS) per discipline	Please consult the <a href="#">IFSC website.</a>
	Vary according to event needs	IFSC Staff	IFSC Staff serves as the primary point of contact of the Local Organising Committee (LOC) for the event, overseeing various aspects of the respective areas of event delivery such as competition and media operations. The IFSC staff from the following departments may attend the event depending on the activities and roles foreseen for the event: <ul style="list-style-type: none"> <li>• IFSC Sport Department (responsible for sport and event operations)</li> <li>• IFSC Communications Department (responsible for media operations)</li> <li>• IFSC General Affairs Department (responsible for institutional operations)</li> <li>• IFSC Development Department (responsible for development operations)</li> </ul>
	1	IFSC Photographer	
	1	IFSC TV Commentator	
	1	IFSC Medical Delegate	The point of contact of the Local Organising Committee (LOC) concerning medical matters and REDs screenings
	1	IFSC Head Classifiers PI	In Para Climbing events, classification of participants should be required prior competition.
	up to 6 pax	IFSC Classifiers PI / VI	Please consult the <a href="#">IFSC website.</a>



IFSC PRODUCTION CREW	Number of personnel	Personnel	Job Description
TV Production	5-7	IFSC Production Team	Responsible of the IFSC Event's TV production. For more details, please consult the IFSC Production Team section in the Hosting Agreement.



LOC DELEGATION	Minimum number of personnel	Personnel	Job Description
LOC	1	Event Director	Managing the event planning and delivery within the LOC, and during event time oversees the event management from LOC side under the authority of the IFSC Event Delegate
	1	Sport Manager	Sport expert to ensure that all sporting facilities and equipment comply with IFSC rules and procedures.
	1	NTO Head Judge	Coordinates the work of National Judges and main liaison with the IFSC Judge.
	1	Result Service Coordinator	The main point of contact for the judging team for the IFSC Result Service. Responsible for monitoring the competition results, the correct input on the software, and the production of outputs.
	3	Media and Communications Staff	Ensure support to the media attending the event. Responsible of the press room management. Liaison with the IFSC communications staff.
	1	Marketing and Communications Manager	Liaison with IFSC regarding branding and sponsorship issues.
	1	IFSC Production Team Liaison	Ensure direct link with IFSC on the TV production of the IFSC Event.
	4-8	Management of isolation, and warm-up area	<p>During Training Days / Before Competition / Competition Day:</p> <ul style="list-style-type: none"> <li>- Check the presence of sufficient food and beverages, chairs, a clock, and related warming-up equipment and facilities.</li> <li>- If needed, turn on the heating or the air-conditioning before the opening of the Isolation zone.</li> <li>- Check the toilets and handwashing facilities for athletes are working properly. If the toilet is outside the Isolation zone, additional staff may be needed to accompany the athlete.</li> <li>- Check the presence of the competition timetable and the start lists on the wall of the Isolation zone. Check the starting time of the round is clearly mentioned on the starting list.</li> <li>- Pre-check the medical and emergency protocol.</li> <li>- If available, test the walkie-talkies and/or get the mobile phone number of the respective IFSC Judge / Staff in charge of the Isolation Zone.</li> <li>- Check the condition of the athlete's path from the Isolation zone to the Call Room is free of objects and remains dry (in case of rains).</li> </ul>



			<p>In the Isolation Zone:</p> <ul style="list-style-type: none"> <li>- Always remain friendly and helpful to athletes, while respecting their privacy and concentration.</li> <li>- Support IFSC Judge/staff with athlete's check-in to enter the Isolation Zone and device control if needed (mobile phone, camera, video, etc.)</li> <li>- Athletes are not allowed to have any contact with people outside the Isolation Zone. They may not obtain or try to obtain information regarding the climbing routes except during the allowed observation period. If it is observed that this rule is violated, contact the IFSC Judge/staff immediately.</li> <li>- Be aware that only authorized team officials can enter the Isolation Zone, and once they have left the Isolation Zone, they cannot return during the current round of the competition.</li> </ul>
	1-2	Call zone	<p>Before/at Call Zone</p> <ul style="list-style-type: none"> <li>- Check that the correct competitor prepares for climbing. Remind him/her to put on a climbing harness and climbing shoes if needed. Collect his/her personal belongings.</li> <li>- Check the bib number. The bib number should not be cut or damaged and shall be displayed on the back of the athlete's uniform top. The organizer may provide additional starting number bibs to be placed on the competitor's trousers.</li> <li>- Do not disturb the athlete's concentration unless necessary.</li> <li>- Note that the athlete is not allowed to go to the toilet once he/she is in the call room.</li> <li>- Cross out the names of the athlete on the starting list after he/she left the Isolation Zone.</li> </ul> <p>Before competition:</p> <ul style="list-style-type: none"> <li>- pre-check the Call Zone space (cleanness, chairs)</li> <li>- if any issues, report to the IFSC Judge or IFSC/BOC staff</li> </ul> <p>During competition:</p> <ul style="list-style-type: none"> <li>- Monitor that the correct competitor prepares for climbing. Remind him/her to put on a climbing harness and climbing shoes if needed.</li> <li>- Do not disturb the athlete's concentration and privacy unless necessary.</li> </ul>



			<p>Specifically for Boulder, Lead</p> <ul style="list-style-type: none"> <li>- Access control: Athletes are not allowed to have any contact with people outside the Call Zone until he/she finishes the competition. Athletes are not permitted to obtain regarding the climbing routes except during the allowed observation period. If it is observed that this rule is violated, contact the IFSC Judge/staff immediately.</li> <li>- Note that the athlete is not allowed to go to the toilet once he/she is in the call room.</li> </ul> <p>After competition:</p> <ul style="list-style-type: none"> <li>- Check there are no remaining athletes or personnel</li> <li>- check the space (cleanness, chairs) and prepare the space for the next day's competition</li> </ul>
	2-4	Transit zone & After Climbing Zone	<p>The transit area is considered to be a "second isolation" where the isolation condition must be respected according to the Rules. No outside contacts to transit athletes are allowed, and no attempts to share information regarding the climbing routes.</p> <p>Transit athletes are also not permitted to be contacted with other competitors (waiting in the call zone) who have not climbed the routes yet.</p> <p>Before competition:</p> <ul style="list-style-type: none"> <li>- pre-check the Transit area space (cleanness, chairs)</li> <li>- if any issues, report to the IFSC Judge or IFSC/BOC staff</li> </ul> <p>During competition:</p> <ul style="list-style-type: none"> <li>- Do not disturb the athlete's concentration and privacy unless necessary.</li> <li>- Athletes are not allowed to have any contact with people outside the transit area until he/she finishes the competition. Athletes are not permitted to obtain regarding the climbing routes except during the allowed observation period. If it is observed that this rule is violated, contact the IFSC Judge/staff immediately.</li> <li>- Note that the athlete is not allowed to go to the toilet once he/she started competing and in transit between Boulder problems.</li> </ul> <p>After competition:</p> <ul style="list-style-type: none"> <li>- Check the space (cleanness, chairs) and prepare the space for the next day's competition</li> </ul>



	1 per route	National Judges (Lead)	The LOC shall provide a minimum of 1 National Judge for each route. Ideally, a pair of 1 Judge and 1 Support Judge (or volunteer) per route. They shall be fully informed of the technical rules and regulations governing IFSC international events, and shall be instructed in their duties by, and work under the direction of, the IFSC Judge and/or Jury President.
	2 per boulder	National Judges (Boulder)	The LOC shall provide 2 National Judges for each boulder, or a pair of 1 National judge and 1 volunteer in case of shortage of judges. Qualification: 10 Judges total (2 judges x 5 boulders) per gender Semifinal: 8 Judges total (2 judges x 4 boulders) per gender Final: 2 judges total per boulder per gender
	2	National Judges (Speed)	2 Judges total (1 Judge per route and 1 support judge (or volunteer)) In case of Speed 4 events, the number of judges should increase per route.
	1	Speed Timing System Starter	
	5	Ceremonies Team	Organizes, manages, and executes the award ceremonies and, if any, the opening and closing ceremonies.
	10	Access Management	Responsible of checking and monitoring the entrances of the sport corridors and areas.
	1 per route 8-16 for Boulder depending on phases	Brushers	For Boulder events, they are in charge of cleaning holds after every athlete's attempt. Qualification & Semifinal: - Max 8 boulders - 8 to max 16 brushers  Final - Max 2 boulders - 4 Brushers (2 brusher per Boulder)  During Competition - Be standby in front of the competition wall at the FOP corridor for immediate intervention to clean and brush the holds during the competition, and in between the boulder rotation.



			<ul style="list-style-type: none"> <li>- Be aware of the judge's area (judges, tables) and the broadcasting cameras that are adjacent to the brushers.</li> <li>- Response to the brushing call quickly yet in a calm manner and be fully informed that the brushers may be seen on TV and behave accordingly.</li> <li>- Be careful when handling the brushes (e.g. particularly the long brush stick) and be aware of his/her surrounding area.</li> <li>- Follow the brushing guidelines to efficiently perform the duties.</li> <li>- Respect the space with Athletes when brushing the holds next to the athlete on the boulder mat.</li> </ul>
	<p>Lead - 2 per route 2 up to 8 belayers depending on phases</p>	<p>Belaying Team (Lead)</p>	<p>Belayers must hold confirmed level of climbing and more specifically must be belaying elite sport climbers. Before competition on Competition Day</p> <ul style="list-style-type: none"> <li>- Check all belaying devices, rope, and rope bag/box. Be informed by IFSC routesetters about the difficult sections of the route and the position of obligatory holds for clipping (marked blue cross) and the timing of the route maintenance.</li> </ul> <p>In the Call Room</p> <ul style="list-style-type: none"> <li>- Uncoil the rope and properly load it in the rope bag/box before getting to the athlete.</li> <li>- Verify having the correct athlete attached to your rope.</li> <li>- Check if the athlete is ready, climbing harness is correctly worn and closed, the figure of the rope knot, and climbing shoes being worn.</li> <li>- Do not interrupt the athlete's concentration unless necessary. In case of any problem, contact the IFSC Judge immediately.</li> <li>- Attach the belaying device to your harness.</li> </ul> <p>During belaying/competition</p> <ul style="list-style-type: none"> <li>- Make sure the rope is at the right side for clipping before the athlete starts climbing.</li> <li>- Keep the area in front of the wall clean and free of objects.</li> <li>- Place the rope bag/box sufficiently away from the athlete and some meters of uncoiled rope for easy rope handling.</li> <li>- Do not stand immediately below the athlete at the start, but close enough to the wall to spot the athlete and assure safety.</li> <li>- Be aware that the athlete may clip two quickdraws at one moment.</li> </ul>



			<ul style="list-style-type: none"> <li>- Do not shout or encourage the athlete during his/her attempt at climbing.</li> <li>- Stay attentive for signs of possible fall.</li> </ul> <p>After attempt/competition</p> <ul style="list-style-type: none"> <li>- Pull the rope down as soon as the athlete is lowered to the ground and check the rope is not hanging on the quickdraws.</li> <li>- Help the athlete to untie the know if needed.</li> <li>- Pick up the rope bag/box and show/or escort the athlete to exit the competition area.</li> </ul>
	2	Auto Belay Operator (Speed)	<p>Speed uses an automatic belay device ("Auto-belay") which takes up slacks as one climbs, and therefore it negates the need for having a belayer on the ground. When the athlete reaches the top or falls during the climb, the device catches the climber who is then slowly being lowered down to the ground.</p> <p>Therefore, the main responsibility of the Speed Belay assistants largely lies in helping athletes securely connect to the auto-belay lanyard before the climb and properly un-attaching the device off the athletes after their climb.</p> <p>Before Training/Before Competition</p> <ul style="list-style-type: none"> <li>- Perform visual checks on the auto-belay equipment, making sure it is properly placed and ready on the Speed Wall.</li> <li>- If any damages or abnormalities deem to have appeared, report to the IFSC Technical Delegate immediately.</li> <li>- Always keep a safe and unobstructed landing (ground) area at the bottom of the Speed wall that is free of objects.</li> </ul> <p>During Training/During Competition</p> <ul style="list-style-type: none"> <li>- Operators are equipped with wearing the harness and clipping the lanyard carabiner to themselves. Stand by next to the Speed route and be ready to receive the athletes coming out to the Field of Play.</li> <li>- Clip the auto-belay lanyard carabiner to the climber's harness. Make sure it is properly attached and always check the carabiner gate is securely closed.</li> <li>- Always keep a safe and unobstructed landing (ground) area at the bottom of the Speed wall that is free of objects.</li> </ul>





			<p>- Stay attentive to the athletes who are being lowered. Once the athlete is landed on the ground, help unclip the auto-belay lanyard carabiner off their harness.</p> <p>- Maintain efficient and speedy work of clipping/unclipping, yet in a calm manner.</p> <p>- While it is not in use (e.g. waiting for the next athletes between the races), make sure the lanyard is attached to yourself (or the wall). It is critical not to let the lanyard accidentally go retracted to the top without the climber, which then causes a technical incident and delay in the competition.</p> <p>After competition:</p> <p>- When the device is not in use, properly attach the lanyard to the bolt or hanger at the base of the Wall.</p>
	2	Speed National Routsetters	<p>Routesetters experienced in installing the Speed holds according to the Official Speed Holds.</p> <p>Lift operation with possession of a valid license to drive the lift according to the national regulation.</p> <p>Ability to climb the Speed routes and descent while cleaning simultaneously.</p> <p>Roles / descriptions:</p> <ul style="list-style-type: none"> <li>- Installation of the Speed holds on the competition and warm up walls</li> <li>- maintenance of the Speed holds</li> <li>- Undertake cleaning breaks as required before/after competition</li> <li>- Dismantling of the Speed holds on the competition and warm up walls</li> <li>- Solve technical issues when occurs</li> <li>- Installation of the auto-belays for IFSC's validation</li> </ul>
	3	Boulder National Routesetters*	<p>National Routesetters support the work of the IFSC Routesetters including but not limited to:</p> <ul style="list-style-type: none"> <li>• Competition routesetting support to IFSC Routesetters</li> <li>• Testing competition routes and boulders</li> <li>• Routesetting for the warm-up wall</li> <li>• Dismantling the competition boulders with the IFSC routesetting team when the event is finished</li> <li>• IFSC HRS is responsible for delegating the tasks of National Routesetters</li> </ul> <p>LOC shall submit the proposed pool of national routesetters to IFSC for validation.</p>
	Minimum number: 2 Ideal: 3	Lead National Routesetters*	<p>National Routesetters support the work of the IFSC Routesetters including but not limited to:</p> <ul style="list-style-type: none"> <li>• Competition routesetting support to IFSC Routesetters</li> <li>• Testing competition routes and boulders</li> <li>• Routesetting for the warm-up wall</li> <li>• Routesetting for the Speed holds and cleaning of Speed holds as scheduled</li> </ul>



			<ul style="list-style-type: none"> <li>• Dismantling the competition boulders with the IFSC routesetting team when the event is finished</li> <li>• IFSC HRS is responsible for delegating the tasks of National Routesetters</li> </ul> <p>LOC shall submit the proposed pool of national routesetters to IFSC for validation. NTO Routesetters for Lead should have a valid lift driving license according to the host country's regulation.</p>
	1	Lift Operator	LOC should ensure one (1) lift operator in possession of a valid national license, to undertake non-routesetting operations (e.g., timing system installation, branding, remote camera installation) as requested by other stakeholders
	1	Equipment Coordinator (Required)	<p>Coordinates all aspects of the routesetting- and equipment-related tasks in support of the IFSC routesetting team, including but are not limited to:</p> <ul style="list-style-type: none"> <li>• Ensure readiness of Sport Equipment preparation</li> <li>• Equipment storage room management</li> <li>• Aerial lift management and access coordination</li> <li>• Issue resolutions as needed</li> <li>• Editing and uploading the demonstration video after IFSC validation</li> <li>• Oversees the tasks of the Equipment Assistants</li> </ul>
	2	Equipment Assistants (Recommended)	<p>Supports the work of the Equipment Coordinator (LOC) primarily:</p> <p>Before competition on Competition Day</p> <ul style="list-style-type: none"> <li>- Unloading and unwrapping the packages for the Holds, Macros, and Volumes, and preparing all equipment before the routesetting starts.</li> <li>- Check the cleaning equipment is properly working and stationed in the Equipment storage room.</li> <li>- Fully informed on the timetable of routesetting and cleaning schedule and consult with Equipment Coordinator (LOC) or Routesetters (IFSC) to check additional needs.</li> <li>- Make sure the Storage room and the selected equipment (e.g. holds) for the next day's competition are securely stored.</li> <li>- Be standby with the necessary equipment at the designated place near the competition area, in case of a technical incident.</li> </ul> <p>After Competition</p> <ul style="list-style-type: none"> <li>- Prepare for cleaning the walls/holds/mats and other equipment ready for the following day of the competition.</li> <li>- Always respect safety measures when tidying up the competition area.</li> <li>- Do not touch the holds unnecessarily with hands and feet.</li> <li>- Cleaning and re-packaging Holds, Macros, and Volumes according to the brands' care instructions</li> </ul>



	2	Video Recording Team	Responsible of filming the competition for appeal purposes. Must be able to provide quick replays in case of need by IFSC Officials.
	1	Medical Doctor	Ensures a rapid response to any accident or injury to a National Team member or to any officials acting in the framework of their mission during the IFSC Event. Must be available for any checks required by IFSC Officials.
	2	Medics/Nurses	medics/nurses/paramedics/physicians (qualified to take accurate vital signs) available for the entire duration of the IFSC REDs screening, preferably one male and one female, or alternatively two females.
	1	Venue MC - Eng	Provide the audience with commentary on the athletes' performance. The commentator must be fluent in English and commentate mainly in English. The announcer shall not provide any technical information on the routes/boulders and is required to consult with the IFSC Event Delegate before any announcement of that kind. Refer to the IFSC Venue Announcers Guidelines for discipline-specific requirements A mix of the male and female Venue MCs (English and Host Country Language) are strongly recommended.
	1	Venue MC – Host Country language	The local commentator delivers the same descriptions of the English venue announcer as above, but in the host country language, to engage with the local audience. Refer to the IFSC Venue Announcers Guidelines for discipline-specific requirements. A mix of the male and female Venue MCs (English and Host Country Language) are strongly recommended.
	1	SPP Venue Producer	One (1) Venue Producer should be assigned to the event. The venue producer is responsible for coordinating and directing all elements of sport presentation. While previous experience in sport climbing event is ideal, IFSC also welcomes a seasoned venue producer with a strong sporting background who can adapt quickly with the right information and early engagement after his/her onboarding.
	1	SPP Assistant Venue Producer	Optional
	1	SPP Floor Manager	
	as needed	Volunteers	Support the general running of the events



**\*NTO ROUTESETTERS SELECTION PROCEDURES:**

1 - The LOC provides a pool of national routesetters to the IFSC, at least three months before the event including:

- Names and numbers of proposed national routesetters
- CV outlining relevant key skills, event experiences, and climbing levels

2 - IFSC will liaise with the HRS to review the pool of proposed national routesetters. The review includes:

- Assessing the number of setters to align the event requirements
- Their climbing qualifications/levels, relevant experience in specific disciplines, and overall suitability.
- The HRS may express preferences for the optimal team composition, including the necessary skills, or request the possible changes to the LOC, upon IFSC's validation.

3 - The IFSC and HRS will communicate the feedback to the LOC.

