

To the EHF-member Federations

Vienna, 11 March 2025

Subject: 9th Candidate delegates course

Dear Handball Friends,

The European Handball Federation (EHF) announces the 9th Candidate Delegates' Course in Vienna from 8–10 May 2025, offering experienced handball professionals a chance to become EHF Delegates and uphold top officiating and event management standards.

Applicants must have a strong handball background, as EHF Delegates oversee matches, enforce regulations, and support the sport's development. Comprehensive knowledge of rules, game management, and proficiency in English for international communication are essential.

Candidates must understand officiating technology and digital match management tools, now essential in EHF competitions.

Details on the venue, candidate profile, and application process are in the attached document. Online application is open to all eligible candidates, with the announcement shared widely for accessibility.

As part of EHF's commitment to diversity and leadership in handball, we encourage female candidates to apply.

We kindly ask National Federations to share this information promptly with potential applicants.

We look forward to welcoming the next generation of EHF Delegates!

Best regards,

EUROPEAN HANDBALL FEDERATION



Markus Glaser
Chief Sports Officer

9th EHF CANDIDATE DELEGATE COURSE

“Home Of Handball”, Vienna/ AUT, 08 – 10 May, 2025

I. Introduction

The European Handball Federation welcomed new EHF Delegates (indoor handball) for the last time in April 2023 and so plans to organize a course for EHF candidate delegates by the spring of 2025 to have a group of new Delegates ready for the start of the 2025/26 season.

II. Job outline – “The modern EHF delegate”

The duties and responsibilities of an EHF delegate have developed over the last few years, from just being an observer of referees to being more of an **event manager**.

When talking about the **management** at the venue and the follow-up of the individual events, in all EHF competitions, the EHF Delegates play a decisive role as the “long arm” of the EHF at the venue; they must be aware that they should act as representatives of the EHF.

III. Vision

The vision for EHF Delegates is to establish their role as **facilitators** and **communicators** in handball by creating an atmosphere of mutual respect and understanding between all parties involved in handball and then communicating this message to the outside world.

IV. Mission

EHF Delegates represent the handball message and stand for the European voice in European handball competitions. Their task is to **supervise** the optimized framework conditions according to rules, regulations, and procedures for all parties involved and to **mediate** between conflicts, if necessary.

V. Course dates and venue

As a result, a course for candidates for the function of EHF Delegate (indoor handball) will be held in Vienna/AUT from Thursday, 08 May to Saturday, 10 May 2025, with an arrival on Thursday early afternoon and a departure on Saturday afternoon. The course will be held at EHF “Home Of Handball” .

VI. Course outline

The course will consist of an educational part with various information being offered on event management, including the evaluation of referees' performance at a recorded game, but will also have several testing parts where the candidates will have to prove a certain amount of knowledge and ability in view to their tasks and duties as an EHF Delegate.

VII. Application procedure

Anybody who wishes to be considered for the post of EHF Delegate will be able to apply online on the EHF application-specific portal. The application is not confined to a specific set of people, and the current information is provided to all EHF Member Federations as well as all those who might be interested in it.

The online application form will request normal personal information as well as a professional CV and information about the applicant's sporting history, including engagement in handball and sports events. A 3-minute personal video explaining "*Why I want to become an EHF Delegate*" is also required as part of the application process. An online interview with the candidate will also be planned.

The online application will be open as of Tuesday, 11 March, and will close on Wednesday, 26 March 2025.

VIII. Applicants' required documents, criteria, and qualifications

- a. Age: Born on **01 July 1970, or later**.
- b. Online application
- c. Scanned passport (*.jpeg or .pdf format - to be submitted online*)
- d. Personal photo (*.jpeg format, passport size, no older than 6 months, full face view, 300 dpi, less than or equal to 240 kB – to be submitted online*)
- e. 3-minute personal video "*Why I want to become an EHF Delegate*" (*.mp4 format - to be submitted online*)
- f. Criminal Record Statement (*.pdf format, the respective form is attached to this*)
- g. **Good command of English** (*spoken and written skills*)
- h. **Good knowledge of the IHF Rules of the Game**
- i. Professional CV (*.pdf format, including sports and handball background - to be submitted online*)
- j. Familiarization with computing and the use of technology
- k. Online interview (*to be scheduled by the EHF Office*)

Note: The correct submission of the above-stated requirements and guidelines is an

essential part of the applicant's selection process. Failure to comply may impact eligibility for further consideration.

IX. Post-application procedure

All candidates must be aware that their application may be refused.

After the online application period, we will let everyone know if they will participate in the online person-to-person interview, and then we will let everyone know who has been validated as a candidate and invited to the course in Vienna in May.

X. Course content

The course will include an educational component with various information provided, such as evaluating the referees' performance at a televised handball game, as well as several testing components in which the candidates will be required to demonstrate a certain level of knowledge and ability concerning their tasks and duties as an EHF Delegate (IHF Rules of the Game, EHF Regulations), as well as social and communication skills.

XI. Course cost

- Travel expenses (*from the candidate's home city to the course location and return*) must be borne by the candidate.
- Accommodation (*in a single room with a full board*): The EHF will bear the cost.

XII. Additional information

- Your submitted documents must be saved, titled, and uploaded on the above-mentioned website in the following format:
 - Application (.pdf): Jefferson_Application
 - CV (.pdf): Jefferson_CV
 - Photo (.jpeg): Jefferson_Photo
 - Passport (.pdf or .jpeg): Jefferson_Passport
 - Criminal record (.pdf): Jefferson_Record
 - Video (.mp4): Jefferson_Video
- If you have any more questions about the application process, please contact Annika Siller (office tel. no. +43-1-80151 136).
- For all other information, please contact George Bebetos at the EHF Officiating Unit.

XIII. Useful resources

- [IHF Rules and Regulations of the Game \(Indoor Handball\)](#)
- [IHF Regulations on Protective Equipment & Accessories](#)
- [EHF Handball Glossary](#)
- [EHF Use Of Officiating Technology](#)
- [EHF Event Management Toolkit](#)

XIV. Frequently Asked Questions (FAQ)

- **Who can apply to become a candidate for the function of EHF Delegate?**
Anyone who fits to the profile described previously. Of course, familiarity with the tasks and requirements of an EHF Delegate is required, as is a background in handball. A good command of the English language is an absolute "must have", and an application will be denied if the candidate does not possess such command.
- **When is the online application open?**
From Tuesday, 11 March to Wednesday, 26 March, 2025.
- **What is needed for a completed application?**
To fill in the online application form and the requirements c., d., e., f., and i. as described in VIII. above.
- **When does the EHF inform about the acceptance or rejection of the application?**
Between 31 March and 10 April 2025.
- **Where to apply?**
Please follow this [link](#).