

Judge Recruitment Recommendations

This document covers a few helpful points that may supplement the [role description](#) when working to recruit Judges.

Number of Judges Needed:

The Volunteer Coordinator and Judge Advisor should **work together** to develop a recruitment plan to ensure there is an adequate number of Judges at the event. Start recruitment early - as early as 6 months ahead.

- Recruit 1 Judge for every 2 teams
 - We recommend recruiting extra volunteers in case of cancellations or no-shows
- Strive for a balanced judge panel including
 - Experienced and rookie judges
 - Gender Diversity
 - Technical and non-technical



Where to find Judges:

FIRST is committed to *STEM for Everyone™*. To prioritize this, we encourage that you recruit individuals of various experiences and backgrounds who believe in the mission of FIRST and align with FIRST Core Values.

Some potential pools of individuals that may be interested in the Judge role:

- Current & future sponsors – a great way to reward and engage sponsors!
- CEO's and other senior level employees
- Coworkers
- Retired engineers
- Local colleges, teachers, school board members
- Professional Societies or Conferences: IEEE, SWE, etc.
- Social Organizations – i.e. Rotary, Elks Lodge, Toast Masters, etc.
- Veteran Judges - may have recommendations and suggestions on other potential Judges.
- Use these people sparingly - to avoid perceived conflicts of interest
 - Board Members + Event Planning Committee Members
 - Current Team Mentors
 - Recent FIRST Alumni

Note: Any judge who has an association with a participating team at the event must sign [the Conflict of Interest Form](#).

If you are short on judges, consider asking the Lead Robot Inspector and/or Volunteer Coordinator for recommendations on potential inspectors who may be interested in being a judge or Match Observer after the initial inspection, or pulling from volunteers in another role.

