



# Person Specification for Scoring Judges

## Annex 2 (LABBS C&J Handbook)

<b>Person Specification: Scoring Judge Applicant (LABBS/BABS) (Version 2)</b> This person specification outlines the essential and desirable qualities for individuals wishing to apply to the judging programme. Whilst you'll be applying to a specific category, we are keen to learn about your wider experience across all three categories. The elements will be assessed through a variety of selection tasks and through observation e.g. Foundation Course/Attendance at day 1 of Spring Seminar.		
	Essential	Desirable
<b>Membership</b>	<ul style="list-style-type: none"> <li>★ Must be a current member in good standing of LABBS (if applying to LABBS) or BABS (if applying to BABS). Don Amos and Club at Large members are also eligible to apply.</li> </ul>	
<b>Barbershop Experience</b>	<ul style="list-style-type: none"> <li>★ <i>You should be a person that people say right now "You would make a great judge."</i></li> <li>★ Significant and recent involvement in barbershop singing—such as singing in a chorus or quartet, coaching, or directing, section leader, music team member or director.</li> <li>★ You've attended multiple conventions as an audience member/competitor</li> </ul>	<ul style="list-style-type: none"> <li>★ Be actively coaching and teaching barbershop ensembles.</li> </ul>
<b>Knowledge of Barbershop Style</b>	<ul style="list-style-type: none"> <li>★ Attendance at Barbershop education events as a delegate and/or faculty.</li> </ul> <p><b>Musicality</b></p> <ul style="list-style-type: none"> <li>★ Strong awareness of barbershop style and its defining musical characteristics.</li> <li>★ Strong understanding of music theory, including melody,</li> </ul>	<ul style="list-style-type: none"> <li>★ Attendance at Barbershop education events as faculty.</li> <li>★ Qualifications in subjects relevant to being a barbershop judge e.g. music, performing arts, dance, leadership and management, education, etc.</li> </ul>

	<p>harmony, range/tessitura, tempo, rhythm, meter, form, and embellishment.</p> <p><b>Performance</b></p> <ul style="list-style-type: none"> <li>★ Strong background in expressive performance - whether in barbershop, musical theatre, acting, or dance.</li> <li>★ Awareness of how performance choices (musical and visual) influence emotional impact on an audience.</li> </ul> <p><b>Singing</b></p> <ul style="list-style-type: none"> <li>★ Strong understanding of healthy vocal production, resonance, intonation, and ensemble singing.</li> <li>★ Ability to describe the impact of coaching on your own vocal journey.</li> </ul>	<p><b>Musicality</b></p> <ul style="list-style-type: none"> <li>★ Experience in arranging/knowledge of barbershop arrangement principles.</li> <li>★ Formal or informal study of music theory.</li> </ul> <p><b>Performance</b></p> <ul style="list-style-type: none"> <li>★ Understanding of performance techniques, including both visual and vocal elements.</li> </ul> <p><b>Singing</b></p> <ul style="list-style-type: none"> <li>★ Understanding of artistic singing, including intonation, vocal technique, and expressive performance.</li> <li>★ Awareness of ensemble cohesion, consistency, and the creation of expanded sound</li> <li>★ Awareness or training in one or more schools of singing technique.</li> </ul>
<b>Analytical Skills &amp; Communication</b>	<ul style="list-style-type: none"> <li>★ Ability to evaluate a performance, assess strengths and areas for development and provide instructive feedback.</li> <li>★ Experience of speaking to groups/delivering education in a barbershop or non-barbershop environment.</li> </ul>	
<b>Commitment</b>	<ul style="list-style-type: none"> <li>★ Willing and able to commit to the full judging training process (up to 3 years), including attending training weekends, completing assignments, and ongoing learning.</li> </ul>	

	<ul style="list-style-type: none"> <li>★ A willingness to engage in further training outside of the prescribed training opportunities. e.g. shadow judging contests for other organisations.</li> </ul>	
<b>Professionalism</b>	<ul style="list-style-type: none"> <li>★ Able to work fairly, impartially, and respectfully in a team environment.</li> <li>★ Respond to requests for information in a timely manner to meet deadlines.</li> <li>★ Dress professionally when carrying out judging duties.</li> </ul>	
<b>Technology</b>	<ul style="list-style-type: none"> <li>★ Basic computer literacy (email, file sharing, online meetings, etc.).</li> </ul>	
<b>Personal Qualities</b>	<p>We're looking for people who are:</p> <ul style="list-style-type: none"> <li>★ Passionate about barbershop and its development.</li> <li>★ Positive about the development and future organisation of LABBS &amp; BABS.</li> <li>★ Open to learning and growth.</li> <li>★ Respectful of diverse musical experiences and backgrounds.</li> <li>★ Motivated to give back to the organisation.</li> <li>★ Mindful of how you present yourself on social media.</li> </ul>	
<p><b>Please note:</b> You will be expected to always present yourself in a professional manner whether performing official duties or not - e.g. during training, serving on panels, in the wider barbershop world and on <b>social media</b>.</p>		

## Document History

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