

# Judges and Hearing Officers

SOC: 23-1021 • Career Profile Report

## ■ Key Facts

<div>\$135,160</div> <div>Median Salary</div>	<div>44,800</div> <div>Employment</div>	<div>+1.0%</div> <div>Growth Rate</div>
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## ■ Requirements & Salary Range

Education: Doctoral

## ■ Automation Risk Assessment

**Low Risk** - 22.0% probability of being automated in the next 10-20 years.  
This job is relatively safe from automation due to its creative, social, or complex problem-solving requirements.

## ■ Work-Life Balance

**8.9/10** - Excellent work-life balance

## ■ Personality Fit (RIASEC)

Higher scores indicate better personality fit for this career type.

Realistic	3.4/10	Investigative	8.0/10
Artistic	5.8/10	Social	7.4/10
Enterprising	8.6/10	Conventional	7.2/10

## ■ Top Skills Required

Analytical skills, Attention to detail, Communication skills, Critical-thinking skills, Decision-making skills

### ✓ Strengths

- High Demand
- Flexible Work
- Continuous Learning

### ■ Challenges

- Burnout Risk
- Rapid Technological Change

## ■ What They Do

Judges and Hearing Officers typically perform the following tasks:

- Determine existence and amount of liability according to current laws, administrative and judicial precedents, and available evidence.
- Monitor and direct the activities of trials and hearings to ensure that they are conducted fairly and that courts administer justice while safeguarding the legal rights of all involved parties.
- Prepare written opinions and decisions.
- Authorize payment of valid claims and determine method of payment.
- Conduct hearings to review and decide claims regarding issues, such as social program eligibility, environmental protection, or enforcement of health and safety regulations.
- Research and analyze laws, regulations, policies, and precedent decisions to prepare for hearings and to determine conclusions.
- Review and evaluate data on documents, such as claim applications, birth or death certificates, or physician or employer records.
- Recommend the acceptance or rejection of claims or compromise settlements according to laws, regulations, policies, and precedent decisions.
- Rule on exceptions, motions, and admissibility of evidence.
- Explain to claimants how they can appeal rulings that go against them.
- Confer with individuals or organizations involved in cases to obtain relevant information.
- Issue subpoenas and administer oaths in preparation for formal hearings.
- Schedule hearings.
- Conduct studies of appeals procedures in field agencies to ensure adherence to legal requirements and to facilitate determination of cases.

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Source: <https://www.bls.gov/ooh/legal/judges-and-hearing-officers.htm>