

UKTC

JUDGE PROGRAMME

WHAT IS IT?

The UKTC judge programme is here to set the standard for competitive, fun and fair tournaments, and to develop the next generation of UKTC judges for our community - *from our community* - and to help the UK's Warhammer events scene continue to be the greatest in the world.

WHO IS THIS AIMED AT?

We recognise that there are many reasons why someone may wish to join the UKTC judge programme - it could be a way for someone to embed themselves in the hobby, or a way of gaining experience with the competitive scene, or perhaps an interest in the organised play aspect of this hobby.

For existing event organisers (who perhaps run smaller local events) or for those seeking a way to support their attendance as a player at more of our events, we have specific packages for you (see sections below).

We know that giving your weekend to support the community is a big deal - so on top of travel, accommodation, and a social meal with the team, you'll also get **paid** for your time.

For more information, and to hear about how we help develop our judges, see the reward programme section.

WHAT DOES IT MEAN TO BE A UKTC JUDGE?

Being a UKTC judge means joining the team at the heart of the biggest Warhammer events in the world - you'll be front and centre to the most exciting tournament scene and surrounded by the hobby that we all love.

On a more practical level it means helping us to set-up and run our tournaments. The most important part of the role is supporting players at our events. This will mean helping with rules queries, resolving game-state questions (tight measurements, line of sight angles, etc) and ensuring that players are finishing games on time. You'll also be involved in judging the best painted submissions, resolving any sportsmanship issues, and signposting or supporting players with basic customer service needs throughout the weekend. A large part of being a judge is knowing the rules, but it is also much more than that, it's about ensuring everyone has the best play experience possible and helping us to grow the best tournament circuit in the world.

As part of the overall event team, the judges are also usually hands on in the set-up and breakdown of the event (setting up tables, loading and unloading vans, unboxing terrain, etc). This isn't mandatory and might be the less glamorous aspect of the role, but it's a key part of helping us to run events and it's great for teambuilding. Many judges undertake this as they will be on site for the weekend anyway, and is paid on top of the standing judge rate. Simply let us know during the application process if you would or would not like to be a part of the set-up crew as well as the judge team.

The Warhammer tournament scene is growing year-on-year and at the UKTC we set the standard for what competitive, fun and fair tournaments look like - as part of the UKTC judge team, you will play a key part in building this amazing community.

WHO CAN BE A UKTC JUDGE?

Everyone has the potential to be a UKTC judge and we are looking to grow the team.

If you have a good baseline understanding of the core rules and want to develop that further, then we can provide coaching and mentoring for you. We pair new judges with senior judges while you get to know the wider team, gain confidence in the role, and learn how to handle some of the trickier aspects of judging at high-level tournaments. Being a UKTC judge is more than just knowing the rules - you'll be a key part of the Warhammer community and champion what we stand for, and to help you do that we'll provide you with support, training and development opportunities.

You'll be on your feet all day, immersed in our social and active events - so a reasonable level of fitness is needed, and the set-up and breakdown does take some physical effort, for those who will be helping with that.

INTERESTED?

Curious? Interested? Then drop a quick message to contact@uktc.events about why you would like to give judging a go, and we'll jump on a call with you to chat - no pressure, no test, just a conversation to get to know you.

This gives you an opportunity to ask any questions and find out more about the role. We'll also want to know about your current experience with supporting events as well as your level of rules knowledge - we want to make sure we have the right team in place for each of our events and to understand what support or mentoring our newer judges might benefit from.

If we both decide this is a good match then we'll book you in for your first event, and take it from there.

WHERE CAN I GET MORE INFORMATION?

If you have any general questions then feel free to get in touch at contact@uktc.events

We've outlined a number of areas in more detail below:

- Remuneration, travel and accommodation
- Judge tier system (perks and bonuses)
- Specific support packages for:
 - Existing TOs and local event organisers
 - Those seeking a way to support their attendance at events as a player

RENUMERATION, TRAVEL AND ACCOMODATION

A huge part of being a UKTC judge is becoming part of the community. Our events are the biggest in the world and showcase the best that there is in the hobby - players, painting and modelling, and community. By joining the judge team you get to be a fundamental and central part of that. In addition:

Remuneration

As we have stated above, our judge roles are **paid** positions.

Judges are paid £150 per day.

Set-up and breakdown are paid in addition at £75 per shift. These typically take approximately 4 hours.

Expenses

- Reasonable travel expenses are covered up to £100
- A daily stipend for food of £15 is covered on Friday and Sunday, lunch on Saturday and Sunday is eaten at the venue and we host a team dinner on Saturday evening (see below)
- Shared accommodation is booked for you through the company at a local hotel with the rest of the team

Other

On the Saturday evening of an event weekend you will be invited to the event team dinner. This is a paid for sit-down meal and we try to find varied and interesting restaurants to go to. This is a key part of the teambuilding

we do and a great way to unwind after the day's work, and a chance to get to know and socialise with the rest of the team. (for details of further perks, see the judge tier system details below).

JUDGE TIER SYSTEM

To support the continued growth of the UKTC event circuit we are looking to develop and grow the judge team. We are looking for a mixture of regular attendees who are trained to the highest level (the core team) and a pool of judges who will help out at a handful of events each year (the support teams). The judge tier system has been designed to support both of those groups, and help facilitate development up the rankings for those that wish to play a larger and more long-term part in the UKTC judge community.

This tier system also means that the more someone wants to put into the judge programme, the more that they will get back from it.

TIER ZERO (Entry level/trainee judge)

This is where everyone starts, and is in effect a beginner or 'trial' role. It's where you can find out if this is for you. Your first few events are a great chance to see how we do things, learn the ropes, and an opportunity for you to develop and grow into a confident and capable UKTC judge.

During your first few events we will help make sure your game knowledge is top tier, not just what the rules are, but the underlying design principles behind them, which will help you resolve some of the more complex queries that we get. We do this through active training and mentorship from our senior judge team, passing down best practice from officiating over 100,000 games of 40k. We will also start to coach you on the 'soft-skills' side of the judge role (such as deescalation techniques, and upskilling in our best practice guides for resolving the more common gamestate issues that judges face).

TIER ONE (UKTC Judge)

After 3 events with us, if you have demonstrated the right skills, aptitude, and attitude, you will be invited to join as an official UKTC judge. This means:

- You can officially call yourself a UKTC judge
- An exclusive pin badge to highlight your credentials
- And, as a celebratory bonus, on your 4th event you will receive a bespoke reward (such as an army box or combat patrol)
- Tier 1 judges are encouraged to continue to play at our events, and for every 4 events attended as a judge you will qualify for free ticket to a different event

- After successfully judging 4 events, judges will be permitted to place one order per event judged for Games Workshop products via the UKTC - this allows access to GW products typically at 60% of RRP (some restrictions apply)
- As a Tier 1 judge we will continue to offer you development, focussing on managing the more complex issues that judges face, as well as transferable skills such as conflict resolution and investigation practices

TIER TWO (Senior UKTC Judge)

Those who wish to play a larger part in the UKTC judge community can work towards becoming a Senior UKTC Judge. This will require a strong demonstration of capability over numerous events, a commitment to a larger number of events per year, as well as a formal assessment (a written submission and a discussion panel). Once qualified, this means:

- You can officially call yourself a Senior UKTC Judge
- An additional 'senior judge' pin badge to add to your collection
- Senior judges are highly trusted positions - you will be relied on to work with some of the best players in the game, manage the stream tables and the top-cut players at our events
- Senior judges also sit on the rules committee for UKTC and will play an active role in continuing to develop the tournament scene over the coming years

TIER THREE (Head Judge, Head of Rule Committee, etc)

The core team is made up of Senior Judges who have demonstrated an ongoing commitment to supporting and working with UKTC - individuals will be invited from Tier Two as needed, and based on merit.

SPECIFIC SUPPORT PACKAGES

Existing TOs and local event organisers

There is an amazing network of events across the UK every week, run by existing TOs and local organisers. If this is you, we're keen to work with you. In exchange for your support as a UKTC Judge, we can support you in a number of ways:

- UKTC marketing channels to support your events to 10,000 players across the country
- Prize and trophy support for your events via the UKTC supply chain, providing higher quality prizes for a smaller investment
- UKTC judge standards and branding agreements highlighting that your events are run to the same standards as the UKTC super-majors
- Access to wider UKTC event management process and experience, enabling you to run better events with less time and effort

- Specific and bespoke support for curating a competitive yet fun and fair local scene (for example, coaching on how to manage player behaviour, resolve sportsmanship issues in a fair but firm manner, etc)

Those seeking a way to support their attendance at events as a player

We recognise that this hobby and attending a weekend tournament is no small financial commitment. At UKTC we are keen to support a growing player base from all walks of life, and are open to working with people for bespoke packages that suit their individual needs and aspirations. For example, as part of the reward programme for judging at UKTC events, we could support your attendance as a player at future events with free tickets, inclusion in the event teams hotel booking, and access to discount products, for example. Please get in touch should you wish to discuss these options.