

Arbitrators, Mediators, and Conciliators

SOC: 23-1022 • Career Profile Report

■ Key Facts

\$67,710

Median Salary

9,100

Employment

+4.0%

Growth Rate

■ Requirements & Salary Range

Education: Bachelor's degree

■ 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

6.7/10 - Good 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, Communication skills, Critical-thinking skills, Decision-making skills, Detail oriented, Interpersonal skills

✓ Strengths

- High Demand
- Flexible Work
- Continuous Learning

■ Challenges

- Burnout Risk
- Rapid Technological Change

■ What They Do

Arbitrators, Mediators, and Conciliators are neutral dispute resolution professionals who help parties resolve conflicts **outside of traditional court proceedings**. By facilitating dialogue, evaluating evidence, and guiding negotiations, they assist individuals, organizations, and governments in reaching mutually acceptable agreements or binding decisions. Their work reduces legal costs, shortens resolution timelines, and promotes cooperative problem-solving.

This career is well suited for individuals who excel in communication, impartial judgment, and conflict resolution, and who prefer collaborative approaches over adversarial litigation.

What Do Arbitrators, Mediators, and Conciliators Do?

These professionals manage structured negotiation and decision-making processes to resolve disputes efficiently and fairly. Their responsibilities vary by role and context but consistently emphasize neutrality and facilitation.

Common responsibilities include:

- Meeting with disputing parties to understand issues and positions
- Facilitating discussions and negotiations between parties
- Reviewing documents, evidence, and relevant information
- Clarifying legal, contractual, or procedural considerations
- Helping parties explore settlement options and compromises
- Issuing binding or nonbinding decisions, depending on role
- Drafting settlement agreements or written decisions

Differences Between Roles

While closely related, these roles differ in authority and approach:

- Arbitrators: Hear evidence and issue binding decisions, similar to private judges.
- Mediators: Facilitate negotiations but do not impose decisions.
- Conciliators: Actively suggest solutions and guide compromise between parties.

Skills and Abilities Needed

Effective dispute resolution professionals combine legal understanding with interpersonal expertise.

Core Professional Skills

Personal Qualities That Matter

Education and Career Pathway

There is no single required path, but most professionals enter this field with substantial experience:

- Bachelor's Degree: Required; often in law, business, or social sciences
- Legal or Professional Experience: Background as a lawyer, judge, manager, or subject-matter expert
- Specialized Training: Mediation or arbitration certification programs
- Professional Memberships: Participation in dispute resolution organizations
- Continuing Education: Ongoing training in ethics and conflict resolution methods

Where Do Arbitrators, Mediators, and Conciliators Work?

These professionals work across many sectors and settings:

- Private Dispute Resolution Firms
- Courts and Government Agencies
- Labor Relations and Employment Boards
- Business and Commercial Organizations

- Community Mediation Centers
- Self-Employed or Contract-Based Practice

Many work on a case-by-case basis rather than full time.

How Much Do Arbitrators, Mediators, and Conciliators Earn?

Earnings vary widely based on experience, reputation, and case volume:

- Entry-Level or Community Mediators: Often earn modest compensation or stipends
- Experienced Arbitrators or Mediators: May earn significant fees per case
- Specialized or High-Profile Professionals: Can command higher rates

Compensation is often project-based rather than salaried.

Is This Career Difficult?

This career is emotionally and intellectually demanding. Professionals must remain neutral while managing high-conflict situations and guiding parties toward resolution. The challenge lies in balancing empathy with objectivity and maintaining trust from all sides.

Who Should Consider This Career?

This occupation may be a strong fit if you:

- Enjoy resolving conflicts and facilitating dialogue
- Can remain impartial under pressure
- Have strong communication and negotiation skills
- Prefer collaborative problem-solving over litigation
- Value fairness, ethics, and consensus-building

How to Prepare Early

- Develop strong listening and communication skills
- Study law, psychology, or negotiation principles
- Participate in debate, mediation, or conflict resolution programs
- Build professional credibility in a related field
- Seek mediation training or volunteer opportunities

Arbitrators, mediators, and conciliators help individuals and organizations resolve disputes efficiently and fairly, promoting cooperation, understanding, and lasting solutions outside the courtroom.

Generated by StartRight • Data from U.S. Bureau of Labor Statistics & O*NET

Source: <https://www.bls.gov/ooh/legal/arbitrators-mediators-and-conciliators.htm>