



NZ BEER AWARDS JUDGE & STEWARD SELECTION PROCESS

The Brewers Guild of New Zealand appoints an 'Awards Advisory Panel' each year to facilitate the NZ Beer Awards. The panel is made up of expert senior judges and the competition Head Judge.

The role of the panel includes and is not limited to the following activities:

- Selection of NZ Beer Award participants – which includes Judges, Trainee Judges and Stewards.
- Determining the Table Captains, Head Steward and other senior roles required to ensure the smooth running of the awards.
- Uphold the integrity of the competition and that their methodology ensures a fair and just selection process.

Candidates who apply for any of the above-mentioned roles at the NZ Beer Awards will be considered against criteria as outlined below. The panel also needs to take into consideration the following when choosing candidates:

- Number of judges based on the requirements of the competition. Example, where possible, tables will consist of a minimum of FOUR judges (x1 Table Captain, x1 Senior Judge, x1 Judge and x1 Trainee Judge)
- Number of stewards are selected based on the requirements of the competition. For example, the number of judges or tables will determine the number of stewards required.
- They will ensure a fair representation of the industry from different brewing businesses, participants from guild and non-guild member breweries, non-brewery participants and industry partners as and when possible.
- They will take into consideration any clashes of interest and clashes of personality and will ensure that the integrity of the competition is not jeopardised.

Criteria:

Experience	<i>Industry experience and experience in stewarding and or judging roles previously</i>
Feedback on past Stewarding and Judging performances from external competitions	<i>The panel will take into consideration feedback on the applicant from external competitions.</i>
Feedback on past Stewarding and Judging performances from previous years at Brewers Guild competitions	<i>The panel will consider and review feedback from previous years at Brewers Guild competitions</i>
How the participant contributes to the industry	<i>What does and how has the candidate contributed to the industry</i>
What does the candidate want to get to from the experience	<i>How will this experience support and grow the candidates future in the industry.</i>

It is important to note that:

- Participants may be asked to provide further information/references to support their application.
- The panel will take into consideration the number of applications received from participants belonging to the same brewery or business.
- Participation as a Steward in the Steward to Judge program does not guarantee selection as a Trainee or Judge in future competitions.
- The selection panel will make their best efforts to ensure there is diversity in their selection of candidates, while also meeting all other requirements of the selection process.
- Participants who fail to adhere to the *Stewarding and Judging Guidelines and Behaviour Expectations* may not be invited back to the competition for a period of time
- Decisions made by the panel will not be disclosed or discussed outside of the panel and appropriate Guild staff.
- The Guild is proactive in promoting the Steward to Judge programme and encouraging new candidates to apply to be Trainee Judges. This is to increase the pool of talent in New Zealand and to grow the skill and knowledge base for the industry. As this becomes more successful there will be a higher rotation of Judges. Participation in the competition previously does not guarantee your selection for the upcoming or future years competitions.
- Participation as a Steward for two years does not guarantee selection as a Trainee for the upcoming or future years competitions. Likewise, participation as a Trainee Judge for two years does not guarantee selection as a Judge for the upcoming or future years competitions.
- While being selected to be a Judge or Steward for the NZ BEER AWARDS is a privilege – (and we ask that you treat it as such) we are very grateful for everyone involved who gives up their time to volunteer for these roles. We could not run the competition without you!
- Whilst we are continually looking for equality and balance in the judging pool be it gender, ethnicity, corporate, non-corporate etc, the panel has an obligation to select the best panel available for the task. With this approach we hope to achieve balance and depth over time. The panel also has an obligation to select the best available pool of Stewards and Judges available.
- The panel's selection decision is final.

Roles and Responsibilities

Table Captain	<i>Senior Judges with super sensory skills who are able to competently lead a table, direct conversation, resolve conflict and mentor Trainee Judges</i>
Senior Judge	<i>10+ years judging at a variety of high-profile beer judging competitions (international judging experience is preferred at this level), sensory skills are at the highest standard, shows leadership at the table, contributes well and concisely to table discussion, is a positive member of the table.</i>
Judge	<i>2+ years as a Trainee or Judge, contributes well and concisely to table discussion, shows development in sensory skills, is a positive member of the table, shows willingness to continue to learn and develop.</i>
Trainee Judge	<i>Minimum 2 years as a Steward, was a thorough and positive member of the back of house team, is actively learning and developing sensory skills, shows willingness to be is a positive member of the table, shows willingness to continue to learn and develop.</i>