

## STEWARD & JUDGE SELECTION PROCESS NEW ZEALAND BEER AWARDS

The Brewers Guild of New Zealand appoints an ‘Awards Advisory Panel’ each year to facilitate the NZ Beer Awards. The panel (AAP) 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.
- Upholding the integrity of the competition and ensuring that their methodology delivers 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 AAP 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.
- Fair representation of the industry from different brewing businesses alongside non-brewery participants and industry partners as and when possible.
- 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 previous years at Brewers Guild competitions	<i>The AAP will consider and review feedback from previous years at Brewers Guild competitions</i>
Experience at past Stewarding and Judging performances from external competitions	<i>The AAP will take into consideration experience at external competitions., and encourages external feedback on the application form</i>
How the participant contributes to the industry	<i>What 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 candidate's 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 AAP will take into consideration the number of applications received from participants belonging to the same brewery or business.
- The AAP 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 AAP will not be disclosed or discussed outside of the AAP 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. Please see below for judge rotation information.
- 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 AAP 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 AAP also has an obligation to select the best available pool of Stewards and Judges available.
- The AAP's selection decision is final.

### Judge Rotation process

As the industry has grown so has the number of judges with the required skills and experience to be accepted as an NZBA Judge. To ensure we continue to grow our pool of judges, and we honour our steward to judge programme the Awards Advisory Panel, will, when necessary, implement judge rotation.

The goal is to establish a rotation of judges to effectively increase positions available. Having a rest year does not mean you will not have the opportunity to partake in future years, it simply means that you are supporting the growth of the judging pool and progression opportunities. Judge rotation is at the discretion of the AAP and all decisions.

The Head Judge is appointed annually, with the selection being mutually agreed upon by both the AAP and the BGNZ Board. Individuals interested in being considered for the position should initially contact the Guild Executive Director.

We thank you for your support in ensuring that we continue to evolve and grow the competition and the industry.

## 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>7+ 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, and 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 a positive member of the table, shows willingness to continue to learn and develop.</i>