



SPASA Awards of Excellence – Judge Selection Criteria

To ensure fairness, expertise, and integrity in the judging process, all judges for the **SPASA Awards of Excellence** must meet the following selection criteria:

1. Industry Experience & Expertise

- Minimum of **two years** of experience in the swimming pool and spa industry or a related field.
- Demonstrated pool and spa industry expertise in areas such as design, construction, landscaping, retail, manufacturing, and/or customer service.
- Previous experience in industry awards judging is preferred but not essential.
- Recognised qualification and/or experience relevant to the category being judged is preferred

2. Professional Integrity & Impartiality

- No direct involvement with or vested interest in any entries they are assigned to judge.
- Commitment to maintaining strict confidentiality regarding all submissions and deliberations.
- Declare all perceived or material conflicts of interest before the judging process begins.
- Ensure their decisions are based sole on the merits of the entry against award criteria, without influence or consideration of external factors.

3. Knowledge of Industry Standards & Innovation

- Strong understanding of current industry trends, best practices, and emerging innovations.
- Familiarity with industry regulations, safety standards, and compliance requirements.

4. Analytical & Critical Thinking Skills

- Ability to assess entries objectively based on set judging criteria.
- Strong attention to detail and consistency in scoring.
- Capacity to provide constructive feedback where required.

5. Professionalism & Commitment

- Availability to review assigned entries within designated timeframes.
- Ability to judge independently collaborate with SPASA representatives professionally.

6. Geographic & Category Considerations

- Judges will be allocated specific categories and regions to prevent conflicts of interest.
- Preference may be given to judges with specialised knowledge in certain award categories.

By meeting these criteria, judges uphold and embody the **credibility, fairness, and excellence** of the SPASA Awards.