



YOUNG LEADER OF THE YEAR

2025 Award Judging Criteria and Guidelines

About the Award

This award recognises an outstanding young professional (aged 35 or under) who demonstrates initiative, leadership, integrity and vision within the nursery and garden industry. The award celebrates emerging talent and encourages future industry leadership.

Eligibility

- Nominee must work for an NGINA member
- Nominee must be aged 35 or under (as of 1st December 2025)

Judging Process:

- Stage 1: Judging of Application
- Stage 2: Finalist Interview with Judges

Judging Criteria

Category	What to Evaluate	Example Indicators
1. Vision & Strategic Impact	Has the nominee played a role in shaping the direction of their workplace or industry?	Growth outcomes, improved systems, sustainability initiatives, expansion efforts

2. Innovation & Problem Solving	Have they introduced new ideas, tools or methods that improved efficiency, quality, or outcomes?	New processes, tech adoption, problem-solving examples, new product lines
3. Industry Engagement & Contribution	Has the nominee contributed beyond their workplace to support the broader industry?	Association involvement, speaking at events, mentoring, advocacy, training delivery
4. People & Culture Leadership	Does the nominee build a positive, inclusive and productive work environment?	Peer/staff feedback, mentoring efforts, wellbeing initiatives, leading by example
5. Influence & Reputation	Are they recognised as a role model or emerging industry leader?	Media recognition, invitations to speak/judge, collaborations, award nominations
6. Sustainability & Ethics	Have they demonstrated ethical practices or leadership in sustainability?	Involvement in sustainability projects, community work, DEI efforts, ethical sourcing

Each section scored out of 10 = **/60 total**

Judges will award up to 10 bonus points based on:

- Clarity and enthusiasm in sharing their story
- Alignment of values with industry goals
- Overall impression of future leadership capacity