

AAA Judge Career Progression

March 2020

This document sets out the process for AAA judge accreditation and progression, a 5-tier system as follows:

1. Apprentice Judge
2. Accredited Level 3 Judge
3. Accredited Level 2 Judge
4. Accredited Level 1 Judge
5. Senior Judge

- **An Apprentice Judge** is appointed following successful completion at a specified level at a judge intake program conducted as needed from time to time by the AAA. Unless special provisions* are put in place, an apprentice judge must successfully complete at least 5 halter show apprenticeships and 5 fleece show apprenticeships. Three of the halter show apprenticeships must be with a Level 1 judge, the final one with a Senior Judge. This process may take some time to complete depending on shows allocated, combined with availability of the Apprentice and relevant Level 1 and Senior Judges. Every effort will be made to expedite the process.

Extra shows may be required if the Apprentice is deemed not yet fully competent. If the Apprentice is identified as requiring extra work in any particular skills area, they will attend an organised workshop or other form of specific training as approved by the SJC Chair to address any particular problem before re-entering the Apprenticeship program.

*Special provisions may be set from time to time by SJC to cover individual circumstances such as could be the case with an experienced overseas judge qualifying for and entering the Australian Apprenticeship program.

A pass mark on the appraisal forms for an Apprentice or a Judge seeking an upgrade to a higher level is a minimum of 75%.

- **Accredited Level 3 judges.** After completion of a successful apprenticeship, a new judge will be appointed as an AAA Accredited Level 3 judge. A Level 3 judge must judge their first three of five shows at smaller shows (up to 120 halter entries) to gain necessary solo judging experience and an understanding of timing.

Level 3 judges must have at least 18 months experience and judge a minimum of 5 halter shows and 5 fleece shows at that level before making application to SJC Chair to request an opportunity for a co-judging assessment assignment to progress to Level 2. An upgrade to Level 2 is possible following a successful appraisal report after co-judging one show with an approved Level 1 judge or Senior Judge.

- **Accredited Level 2 judges** must have at least 18 months experience at Level 2 and judge a minimum of 5 halter shows and 3 fleece shows at that level before making application to SJC Chair to request opportunities for two co-judging assessment assignments to progress to Level 1. An upgrade to Level 1 is possible following two successful appraisal reports after co-judging two separate halter shows and one fleece show with an approved Level 1 judge or Senior Judge, the final halter show report to come from co-judging with a Senior Judge.

If the judge applying to be upgraded at any level does not pass, they are able to consult with the SJC Chair who will liaise with Senior Judges to develop a plan to assist with their progress.



- **Accredited Level 1 Judges** - A Show with more than an estimated 200 entries (halter) can only be judged by a Level 1 judge or Senior Judge. However co-judging opportunities at these larger shows will be identified and put in place wherever possible, funds permitting.

In a normal show year, all accredited judges will be required to judge at least two shows in Australia every calendar year to retain currency as an accredited AAA Judge. Provided judges are regularly nominating for shows the judge allocator will ensure that each judge receives at least two appointments per year. Judges who do not meet this requirement for any reason or are inactive for a longer period of time due to personal circumstances will be required to complete a co-judging placement before returning to their previous level. A judge who is inactive for more than 18 months must inform the SJC Chair in writing with details of their circumstances to seek approval for their continued absence from judging. If special personal circumstances are not communicated to the SJC Chair by the judge and 18 months have elapsed since the last judging appointment, the judge will be deemed to have retired. Reasonable personal circumstances will be assessed by SJC on a case by case basis.

- **Senior Judge** is a position that can be applied for by any Level 1 judge and renewed every two years by written application to the chair of SJC. A maximum of six Senior Judges will be appointed every two years and the judges who fill these positions will be expected to take a leadership role amongst their peers. They will prepare and run training for judges as required working with other Senior Judges and drawing upon other judge and industry resources, generally offering mentorship and leading by example.

The title of Senior Judge will be bestowed and approved biannually. If there are more than six nominations received, the Senior Judges will be chosen by a panel operating in a confidential manner, consisting of the SJC Chair, a AAA Board member, a Regional President and an independent and unrelated exhibitor who regularly shows at a high level. The Regional President and the independent exhibitor members of the panel must change every two years as applications are reconsidered. The position of Senior Judge is not seen as a life-long privilege and Level 1 judges may fluctuate in and out of this position over time depending on their availability and personal circumstances.

Appointment as a Senior Judge will be based on the following criteria:

- Ability to demonstrate a high level of up to date expertise and consistency as a judge
- Ability to demonstrate industry involvement particularly in the area of showing and judging, participation at shows in any capacity for the previous two years
- Ability to demonstrate an acceptance of responsibility to act as mentor/trainer to other judges
- Ability to show leadership within the industry which may include conducting courses or participating in educational events, mentoring and guiding other breeders
- Be a member of good standing within the industry as deemed by the panel
- No period of suspension from judging in the previous two years

Applications will be received at a nominated date in November every two years commencing in November 2020 and appointments made and advised by the end of December for the ensuing two-year period.

The AAA National Show (halter) must always be judged by at least one current Senior Australian Judge.

- **Retired Judge.** It is important that when a judge retires, we do not lose the valuable knowledge and experience they have accumulated. Retired judges may be invited to assist with mentoring and training when suitable opportunities arise.