

**INDAILY**

# 40 UNDER 40

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**2025 40 UNDER 40 PROGRAM  
+ AWARDS ENTRY CRITERIA**

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# ABOUT

The 40 Under 40 Awards is a globally recognised program that celebrates the impact of the finest young Queensland entrepreneurs and changemakers.

The program seeks to acknowledge the movers and shakers of the young business world, the ground-breakers, the visionaries, the quiet achievers, the game changers, the inspiring young Queenslanders helping to shape the future of our state.

Now in its third year in Queensland, the 40 Under 40 program continues to grow and elevate the business and personal profiles of its recipients as well as provide access to the exclusive 40 Under 40 Alumni network.

The program recognises not only the personal determination and commercial drive of these young business leaders but also the philanthropic pursuits that balance these individuals' professional achievements. The 40 Under 40 finalists come from across industries and sectors, from startups to large corporations, but they are united in their passion for building the future of Queensland.

The 40 Under 40 are exceptional individuals who go beyond their field to stand out from the rest.

# KEY DATES

## **Nominations open**

Tuesday 6 May 2025

## **Nominations close**

Tuesday 2 June 2025

## **Judging process**

Monday 11 June – Wednesday 25 June 2025

## **Gala awards**

Thursday 21 August 2025, Howard Smith Wharves

# CATEGORY AWARDS

The judging panel will select the top 40 finalists and individual category award winners. The 40 Under 40 finalists will be announced and celebrated at the Gala Awards Event on Thursday 21 August, 2025.

## Inspiring Future Leaders Award

Recognises the vision, thought, leadership and achievement of a leader in the private or public sector.



## Game Changer Award

Recognises a person who has re-written the rules of business to challenge, inspire and spark significant change.



## Rural and Regional Award

Recognises an individual who demonstrates influence and leadership in contributing to the prosperity of a rural or regional business and community.



## Inspiring Female Leader Award

Recognises an outstanding female who leads, inspires and pushes the boundaries of the business community.



## First Among Equals Award

Selected by the judging panel as the finalist who embodies the 40 Under 40 program as the First Among Equals.



## Industry Innovator Award

Recognises an individual contributing to or a company who is a leading innovator in their field and is contributing to the prosperous future of our state.



## Food Innovation Award

Recognising and celebrating innovation and excellence across all categories in the food and beverage industry.



## Creative Thinker Award

Recognises the person who best demonstrates thinking creatively in relation to any aspect of their business or endeavours, and showing the use of innovation to progress.



## Entrepreneurial Award

Recognises an outstanding lateral business thinker and risk taker exhibiting entrepreneurial flair.



# JUDGING CRITERIA & GUIDELINES

Below are the questions that all nominees have been asked to answer, with a brief description of what we are looking for from their response. A weighting has also been assigned based on the importance of the question. Please take this into account when reviewing each nomination.

## PART ONE: WHY YOU?

Nominees have been asked to make a short video or write a paragraph (max. 500 words) introducing themselves and answering why they should be selected as a finalist in this year's 40 Under 40 Awards. *Weighting is 20/100.*

Nominees to consider the following:

- Significant and important business or career achievements
- Recognition at an individual or organisational level
- What ultimately determined their success
- Future plans and goals.

## PART TWO: BUSINESS FACTORS

Individuals who are leading Queensland business or organisations in a positive direction. This might be by starting a new business or creating change within a more established company. They could be working in a traditional for-profit business or in the business operations of a non-profit, community organisation, charity, research, etc. Nominees are asked to be specific about their contributions. Their story could inspire the next generation. (max. 500 words). *Weighting is 20/100.*

Nominees to consider the following:

- Career story
- Achievements and recognition
- What determined their success thus far.

## PART THREE: SETBACKS AND CHALLENGES

To create change, nominees have likely taken some risks. They are asked to detail the adversities, risks, or challenges they have recognised and highlight the entrepreneurial and innovative actions they took to overcome them. What did they learn and how did it make them a better leader? (max. 500 words). *Weighting is 20/100.*

Nominees to consider the following:

- What were their biggest business or career setbacks or challenges
- How they dealt with the challenges
- Takeaway experiences and lessons learned.

## PART FOUR: COMMUNITY CONTRIBUTION

The best Queensland businesses do more than just make a profit. Nominees are asked how they have left their mark on the local community and how they plan to grow this in the future. Involvement can be past or present; giving back to the community can be through the day-to-day work they do, or it might be in addition to a normal day job. Nominees are asked to explain how the work they do is making a difference to Queensland, and their plans to make an ongoing or bigger contribution in the future. (max. 500 words). *Weighting is 20/100.*

Nominees to consider the following:

- Community involvement for individuals or a community
- Endeavors that positively contribute to Queensland, personally or through business.

## PART FIVE: PLANS FOR THE FUTURE

Successful businesses often have big plans. Nominees are asked: what do you plan to achieve in the next few years? Nominees are asked to outline their plans for personal and business growth. (max. 500 words). *Weighting is 20/100.*

Nominees to consider the following:

- Clear articulation of personal and business growth goals
- Commitment to innovation and ability to adapt to market changes.

# TERMS & CONDITIONS OF ENTRY

## 1. Name

The awards are to be known as the '2025 40 Under 40 Program & Awards – Queensland.'

## 2. Responsibility

2.1 The awards are an initiative of and conducted by Solstice Media (referred to as the 'Award Proprietors'). All decisions as to the recipients of any award in any category are at the discretion of the Award Proprietors and no appeals will be considered or allowed.

## 3. Eligibility Criteria

3.1 An individual can be nominated for these awards if the individual's primary residence and business operations are within Queensland or is employed within Queensland.

3.2 An individual can be nominated for these awards if the individual is under the age of 40 prior to 1 July 2025.

## 4. Conditions of Entry

4.1 Nominees must be willing to provide their business name and biographical details to the Award Proprietors for editorial coverage if successful in winning an award.

4.2 Answers to questions may be used in edited form to explain the entry's success. If detail is considered commercial in confidence or otherwise secret, the nominee must write NOT FOR REPUBLICATION in each part of the entry where detail should be withheld from any article resulting from the awards process.

4.3 All entries must be submitted online using the provided submission application.

4.4 The Award Proprietors reserve the right to publish winners' photographs and biographical details.

4.5 The Award Proprietors reserve the right to vet and substantiate information contained in application forms. No responsibility can be accepted for lost or corrupted entries. Incomplete application forms will be disregarded.

4.6 Submission of a nomination form indicates acceptance of the Conditions of Entry. Failure to comply may result in disqualification.

4.7 The Award Proprietors reserve the right to withdraw a nominee in the event that the nominee's business goes into administration or the nominee's actions are lawful within 12 months of having received a 40 Under 40 application or award.

## 5. Nominations

5.1 The general public will be invited to nominate outstanding business leaders and individuals with entrepreneurial spirit to be considered for the 40 Under 40 program & Awards.

5.2 All nominees will receive an email notification that they have been nominated for the 40

# TERMS & CONDITIONS OF ENTRY

Under 40 Program & Awards. It is the direct responsibility of the nominee to complete this application, providing information relating to their career journey, the setbacks, successes and future plans. Providing a nominee's name does not directly enter them into the program. It is the responsibility of the nominee to complete and submit their application in its entirety to be considered for the awards program.

**5.3** Applicants can also self-nominate, by completing the nomination application directly from the 40 Under 40 website and sharing their career journey.

**5.4** Nominations will open at 9.00am on Tuesday 6 May 2025 and remain open until EOD on Monday 2 June 2025. All nominations must be received by the Award Proprietors prior to the closing date and time.

## 6. Nominee Applicant Submissions

**6.1** All nominees MUST complete an application submission in full to be eligible for the 40 Under 40 Program & Awards.

**6.2** Nominee applications can be completed and submitted via the email link provided or by logging onto the official website: <https://solsticemedia.com.au/40-under-40-qld/>.

**6.3** Enter the required information and attach all required documentation including photo and video.

**6.4** Word count restrictions apply and are clearly identified.

**6.5** Information can be saved and nominees may return to the site multiple times to add/edit data, prior to submitting the application.

## 7. Judging

**7.1** All nominee applications will be assessed by a judging panel, who will meet on several occasions to discuss the scoring process. The judging panel will determine the 40 finalists and which finalist will win each category by unanimous vote.

**7.2** The judges' decision is final, and no correspondence will be entered into.

**7.3** The Chair of Judges has right of veto on all final judging results.

**7.4** If the judges are not satisfied that any nominee meets the necessary standard for an award in any category, they may, at their discretion, elect not to present an award in that category.

**7.5** Shortlisted finalists will receive one complimentary ticket to the gala awards, and will be contacted prior to confirm their attendance.

**7.6** The 40 finalists and individual category award recipients will be announced at the gala awards, to be held on Thursday 21 August, 2025 at Howard Smith Wharves.

**7.7** The 40 finalists will appear in *InQueensland* editorial features following the gala awards, and for continuous promotion of the 40 Under 40 program throughout the year.

# TERMS & CONDITIONS OF ENTRY

## 8. Acknowledgement

**8.1** Businesses and individuals that take part in the awards acknowledge that all decisions in relation to the awards are made by the Award Proprietors in their sole discretion and are final. The Award Proprietors may choose not to enter into any correspondence regarding the awards and there will be no appeals against any decisions of the Award Proprietors.

**8.2** Businesses and individuals that take part in the awards release the Award Proprietors from any actual or alleged liability or costs arising out of, or in connection with, the business' involvement in the awards, or any decision made by the Award Proprietors in connection with the awards.

**8.3** The Award Proprietors (subject to State and Territory Legislation) reserve the right to amend, cancel or suspend the awards for any reason without any liability to any nominee.

## 9. General

**9.1** The Award Proprietors and their associated agencies and companies assume no responsibility for any error, omission, interruption, deletion, defect, delay in operation or transmission, communications line failure, theft or destruction or unauthorised access to, or alteration of nominations, and reserves the right to take any action that may be available. Any costs associated with accessing the promotional website for the awards is the nominee's responsibility and is dependent on the Internet service provider used.

**9.2** Any Business found to be using any form of software or third party application to enter the awards multiple times (including scripting software) will have all nominations invalidated. Award Proprietors have sole discretion to determine if this clause has been breached by any business. The Award Proprietors reserve the right to request whatever documentation is deemed necessary to confirm if a business or individual has breached this clause. A business or individual must provide any requested documentation to the Award Proprietors upon request.

**9.3** An individual or business that takes part in the awards consents to the Award Proprietors using their submission, name, trademarks, logos, images and/or voice as supplied, recorded, photographed or filmed for current or future marketing and promotional purposes in connection with the awards, including in any related publications, news releases or online distributions; the nominee will not be entitled to any fee for such use.

**9.4** The Award Proprietors acknowledge that the individual or business may own intellectual property rights (including copyright) in any material created or otherwise submitted to the Award Proprietors in connection with the businesses' entry or participation in any aspect of the awards (Works). The individual or business does not transfer their intellectual property rights to the Award Proprietors by nominating or otherwise participating in the awards. The business hereby grants the Award Proprietors a nonexclusive, irrevocable, perpetual, worldwide licence to use the Works (including modifying, adapting or publishing the Works, whether in original or modified form, in whole or in part or not at all, to use, modify, delete from, add to, publicly display and reproduce, the photo(s), including without limitation, in any online media formats and through any social media channels, pages or accounts) for the sole purpose of running the



promotion, promoting and celebrating the promotion and future promotions and agrees that the Award Proprietors may assign and/or sublicense the Works to third parties for this same purpose. Should the Award Proprietors wish to use a nominee's or business' Works for any other purposes, the Award Proprietors will contact the nominee or business to discuss licensing opportunities.

**9.5** The individual or business acknowledges and agrees that neither the business nor any third party shall be entitled to any fee, royalty or other consideration in respect of such licence. If the individual or business holds, now, or at any time in the future, any so called "droit moral" or moral rights in connection with the Works, the business unconditionally and irrevocably consents, for the benefit of the Award Proprietors and all of its assignees, licensees and sub licensees to minor alterations to the Works which may be required for print or display purposes such as resizing and minor colour correction notwithstanding that such conduct may amount to derogatory treatment of the Works for the purposes of the Copyright Act 1968 (Cth) (Copyright Act). All participating nominees or businesses consent to attribution by either full name or social media handle in satisfaction of their right to attribution under the Copyright Act.

**9.6** The Award Proprietors shall not be liable for any loss or damage whatsoever which is suffered (including but not limited to, indirect or consequential loss) or for any personal injury suffered or sustained in connection with the awards or any prize/s except for any liability which cannot be excluded by law. The Award Proprietors are not responsible for any incorrect or inaccurate information supplied by a nominee or a business in relation to a business in connection with the awards, or for any incorrect or inaccurate information caused by any of the equipment or programming associated with or utilised in connection with the awards, or for any technical error, or any combination thereof that may occur in the course of the administration of the awards including any omission, interruption, deletion, defect, delay in operation or transmission, communications line or telephone, mobile or satellite network failure, theft or destruction or unauthorised access, to or alteration of, entries.

**9.7** The Award Proprietors reserve the right in their sole discretion to disqualify any individual or business who the Award Proprietors has reason to believe has breached any of these conditions, or engaged in any unlawful or other improper misconduct calculated to jeopardise the fair and proper conduct of the awards. The Award Proprietors' legal rights to recover damages or other compensation from such an offender are reserved.

**9.8** All nominations become the property of the Award Proprietors (with the exception of any intellectual property rights comprised therein). All nominations will be entered into the Solstice Media database and the Award Proprietors may use the nominee's name, address, email address and telephone number for future promotional, marketing and publicity purposes in any media worldwide without notice and without any fee being paid unless otherwise advised by the nominee. By applying, nominees confirm that they allow their details to be used for this purpose. If nominees no longer consent to their details being used for future marketing purposes, the nominee should contact the Award Proprietors on their details set out overleaf. Any request to update, modify or delete the nominee's details should be directed to the Award Proprietors.

**9.9** The Award Proprietors will collect, store, disclose and use any personal information supplied in connection with the awards in accordance with relevant legislative requirements and their respective privacy policies which can be viewed at:

<https://solsticemedia.com.au/terms-conditions/>.

**For more information, please contact:**

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