



Women *in*  
payments

AUSTRALIA 2025

AWARD CATEGORIES  
& CRITERIA

*Kristy Duncan,  
Founder & CEO,  
Women in Payments*

## INNOVATION AWARD

The Women in Payments Innovation Award will be awarded to the woman who has had a positive impact to innovate, create new solution(s) to address challenges, and/or support and protect the industry, including clients and other stakeholders. Nominations will be evaluated in alignment with this year's theme, *The Great Reset*, and are welcomed from across the payments sector.

### CRITERION 1: INNOVATION

Has promoted payments innovation through creativity, vision, and perseverance in her organization or the wider payments industry. Has been instrumental in promoting innovation, transformation, or creative process re-engineering, which is original, has significant impact, can be easily and effectively adopted, and has results that are measurable. They should be able to be applied elsewhere, and support and inspire others in the organization or industry to innovate.

### CRITERION 2: PROBLEM SOLVING

Creative use of new knowledge, technology, or approaches to address ongoing challenges in the organization or industry. The solution should enhance customer experience, address pressing industry issues such as fraud and scams or other challenges, and/or create innovative systems, technology, products, programs, practices, and/or policies to address such challenges.

### CRITERION 3: PRODUCTIVITY

Has created a solution that reduces time, resources, risks, and/or costs associated with delivering a service, system or product. Has successfully implemented such solutions resulting in a positive impact to the product or customer experience beyond the nominee's own team or department.

### CRITERION 4: MENTORSHIP

Is widely recognized for her expertise and actively works to empower others. Leads by example and motivates members of her team, organization, or industry. Acts as a mentor, advisor, and teacher, to make a positive impact on members of her organization or the payments industry.

### CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions



## INSPIRATION AWARD

The Women in Payments Award for Inspiration will be presented to a woman who inspires others in the industry, often through thought leadership or mentorship. The winner will be the nominee who best meets the criteria below. Nominations will be evaluated in alignment with this year's theme, *The Great Reset*, and are welcomed from across the payments sector.

### CRITERION 1: DRIVES VISION IN HER ORGANIZATION OR INDUSTRY

Is able to create a strong vision and inspire a team towards achieving a goal, either in her organization or industry. Has demonstrated payments thought leadership by actively contributing to the payments debate.

### CRITERION 2: LEADERSHIP

Exudes a strong desire for growth and has a vision for the future. Actively encourages debate about the evolution of payments in order to shape a strong payments ecosystem. Inspires others to reach great heights of performance and success and is consistently proactive in seizing opportunities. Creates an environment where everyone feels valued and heard.

### CRITERION 3: EXUDES POSITIVITY

Freely shares knowledge and insights of the payments system with colleagues, industry professionals and/or outside the industry. Is a beacon of positivity in the face of challenges and failures and is able to uplift others through her positive outlook. Inspires others to accomplish goals, despite difficulty or roadblocks to achieving success. Inspires greatness and growth from others.

### CRITERION 4: RELATIONSHIPS AND MENTORSHIP

Is widely recognized for her ability to build strong relationships and mentor others. Actively works to empower others to be positive team players and further change agents. Leads by example and motivates members of her team, organization or industry. Acts as a mentor, advisor and teacher, making a positive impact on members of her organization or the payments industry.

### CRITERION 5: COMMUNICATION AND INTEGRITY

Displays extremely strong communication skills and creates an environment where everyone feels valued and heard. Establishes connections with people to build strong relationships founded on integrity, impeccable ethics and high quality of work.



## EMERGING LEADER AWARD

The Women in Payments Emerging Leader Award will be awarded to a woman under the age of 35 (as of November 1, 2025), who is currently employed in Australia or New Zealand and who best meets the criteria below. Nominations will be evaluated in alignment with this year's theme, *The Great Reset*, and are welcomed from across the payments sector.

### CRITERION 1: DRIVE

Is always willing to go that extra mile to achieve excellence for herself, her organization and/or the industry. She supports and inspires others through promoting innovation and advancement. She is results-oriented, always seeking new ideas with the ability to translate them into action for her organization and customers.

### CRITERION 2: PROFESSIONAL EXCELLENCE

Consistently outperforms her peers in a variety of settings and circumstances. Performs with distinction and delivers strong results by building trust and confidence among her colleagues.

### CRITERION 3: POTENTIAL

Exhibits behaviors that reflect her company's culture and values in an exemplary manner. Shows a strong capacity to grow and succeed throughout her career.

### CRITERION 4: MENTORSHIP

Is widely recognized for her expertise and actively works to empower others. Leads by example and motivates members of her team, organization, or industry. Actively supports others to make a positive impact on members of her organization or the payments industry.

### CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions.



## ADVOCATE FOR DIVERSITY & INCLUSION AWARD

The Women in Payments Advocate for Diversity & Inclusion will be awarded to the man or woman in the payments and fintech industry who best meets the criteria below. Nominations will be evaluated in alignment with this year's theme, *The Great Reset*, and are welcomed from across the payments sector.

### CRITERION 1: PROMOTION FOR FEMALE LEADERSHIP

Actively contributes to the advancement and development of women either inside or outside his/her own organization and publicly celebrates the work and accomplishments of deserving women. Leads by example—promoting and broadcasting the need for continuous support and advocacy for female leadership. Is a strong role model for female empowerment, encouraging the hiring/promotion of strong female talent with diversity in mind.

### CRITERION 2: ADVOCATE FOR ALL WOMEN

Helps support the development of women and encourages women to increase their levels of participation and engagement. Is an advocate for gender equality, including equal pay and equal opportunities for career growth and provides a positive forum for women to network and find mentors within their industry.

### CRITERION 3: SUPPORTS & EDUCATES

Promotes education, career development, and mentorship opportunities, both formal and informal, for women in his/her organization.

### CRITERION 4: MENTORSHIP

Is widely recognized for his/her expertise and actively works to empower others. Leads by example and motivates members of his/her team, organization, or industry. Acts as a coach, advisor, and teacher, to make a positive impact on members of her organization or the payments industry.

### CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions.



## DISTINGUISHED PAYMENTS PROFESSIONAL AWARD

The Women in Payments Distinguished Professional Award is a lifetime achievement honour. It will be presented to a woman who is a recognized role model and positive contributor to the overall image of the industry and who best meets the criteria below. Nominations will be evaluated in alignment with this year's theme, *The Great Reset*, and are welcomed from across the payments sector.

### CRITERION 1: ACHIEVEMENT

Has influenced industry trends, acts as a role model and successfully reached and exceeded goals—taking her team, organization and/or industry to the next level.

### CRITERION 2: CONTRIBUTION

Acts as a payments ambassador to promote a positive image of her organization, industry initiative, and the payments industry as a whole. Actively contributes to the collective success of the payments industry as a whole.

### CRITERION 3: LEGACY

Is known for her personal and professional authenticity and building her career on strong set of values. Has built strong and positive relationships with co-workers and industry stakeholders. Is seen as a role model within her organization and throughout the industry.

### CRITERION 4: MENTORSHIP

Is widely recognized for her expertise and actively works to empower others. Leads by example and motivates members of her team, organization, or industry. Acts as a mentor, advisor, and teacher, to make a positive impact on members of her organization or the payments industry.

### CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions.



## COMMUNITY IMPACT AWARD

The Women in Payments Community Impact Award will be awarded to the woman who has had a positive impact to support and protect the industry, including clients and other stakeholders. Nominations will be evaluated in alignment with this year's theme, *The Great Reset*, and are welcomed from across the payments sector.

### CRITERION 1: COURAGEOUS LEADERSHIP

Has shown courage in the face of adversity to drive change, support and protect stakeholders in the industry. Demonstrates leadership, vision, and resilience to bring about positive change in the community within her organization and/or industry.

### CRITERION 2: POSITIVE IMPACT

Consistently seizes opportunities to steer and protect co-workers and/or the wider industry to a place of positivity, empathy and mutual support. Leads with spirit to drive toward a positive outcome for all. Is able to pivot as circumstances change to maintain a positive direction.

### CRITERION 3: RESILIENCE

Has shown steadfastness in navigating projects, leading teams and/or accomplishing goals, despite difficulty or changing circumstances. Actively works to build resilience of the team, organization or industry to support each other in times of uncertainty and great change.

### CRITERION 4: TEAMWORK AND MENTORSHIP

Is widely recognized for her expertise and skill in leading teams. Actively works to empower others to be positive team players and further change agents. Leads by example and motivates members of her team, organization or industry. Acts as a mentor, advisor and teacher to make a positive impact on members of her organization or the payments industry.

### CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions to support the greater community.



# WOMEN IN PAYMENTS AUSTRALIA 2025 AWARDS PROGRAM CATEGORIES & CRITERIA

## APPLICATION REQUIREMENTS

- Each nominee can only be nominated for one award category, duplicate nominations will not be accepted.
- A maximum of one nominee per category per organization.
- Self-nominations are not allowed.
- Each nominee submitted must reside in Australia or New Zealand.

Please have the following prepared in advance of submitting the application online:

### Nominator (may not be the same as nominee)

- Name
- Organization
- Email
- Phone

### Nominee

- Name
- Organization
- Job title
- Biography
- Email
- LinkedIn Profile (URL)
- Phone
- Address
- Headshot

### Award

- Category
- Describe how the nominee meets the criteria for this award. (min 500 – 1000 max characters)
- Outline of the nominee’s experience in the organization or within the payments industry in the areas of leadership, mentorship, integrity and diversity. (min 500 – 1000 max characters)
- Describe the nominee’s most significant achievements in the organization or the payments industry in the areas of leadership, mentorship, integrity and diversity. Provide concise examples of initiatives, efforts, programs and or policies that have contributed to success. (min 500 – 1000 max characters)
- List any recognition or awards received by the nominee, the organization that awarded them and date awarded.
- Biography (min 500 – 1000 max characters)
- Profile picture of the nominee (max 1000 x 1000 pixels)

### References

- Min of one (1) mandatory reference letter from colleagues and peers who can support the nomination. However, we encourage you to provide additional two supplementary references for a strong nomination. This is optional.
- Name, Organization, Email, Phone
- Capacity in which they know the nominee (min 100 – 300 max characters)
- Reasons why they support the nomination (min 100 – 300 max characters)





## INNOVATION AWARD

Nomination #:					
Nominee:					
Title:					
Organization:					
Innovation	Problem Solving	Productivity	Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50

## INSPIRATION AWARD

Nomination #:					
Nominee:					
Title:					
Organization:					
Shares Vision	Leadership	Exudes Positivity	Builds Relationships & Mentorship	Communication & Integrity	Total Score
/10	/10	/10	/10	/10	/50

## EMERGING LEADER AWARD

Nomination #:					
Nominee:					
Title:					
Organization:					
Drive	Professional Excellence	Potential	Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50



## ADVOCATE FOR DIVERSITY & INCLUSION AWARD

Nomination #:					
Nominee:					
Title:					
Organization:					
Promotion for Female Leadership	Advocate for Women	Supports & Educates	Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50



## DISTINGUISHED PAYMENTS PROFESSIONAL AWARD

Nomination #:					
Nominee:					
Title:					
Organization:					
Achievement	Contribution	Legacy	Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50

10

## COMMUNITY IMPACT AWARD

Nomination #:					
Nominee:					
Title:					
Organization:					
Courageous Leadership	Positive Impact	Resilience	Teamwork & Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50

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