

SPASA Australia Ltd

Annual General Meeting – 28 May 2026

Board Director Candidate Profiles

Mario Aiezza MAICD

Organisation: Innovezza Engineers and Surveyors

Role / Title: Managing Director

Candidate Statement

Mario Aiezza is the founding Managing Director of Innovezza Engineers and Surveyors, bringing over 30 years of technical expertise in the engineering and design of domestic, commercial, and industrial pools as well as water treatment plants. His firm specialises in concrete, FRP, and lined pools, hydraulic engineering, and forensic investigations, and is built on the philosophy that design engineers should help the industry develop innovative solutions that reduce construction effort, minimise cost, and decrease maintenance requirements.

Mario is a member of the Australian Institute of Company Directors (MAICD) and a member of the HIA subcommittee for Industrial Relations and Legal, giving him formal governance training alongside deep technical knowledge. He has previously volunteered as a Director of MPBAA and has contributed to SPASA Victoria through industry events and public education. His independent position as neither a builder nor a manufacturer gives him an impartial perspective well-suited to advancing balanced outcomes for the broader membership.

Skills, Experience and Knowledge

Over 30 years of engineering and technical expertise across domestic, commercial, and industrial pool design, water treatment, hydraulics, and forensic investigation.

Formal governance knowledge through membership of the Australian Institute of Company Directors (MAICD), including board operations, compliance, and director responsibilities.

Deep technical understanding of the Building Code of Australia, NCC, and relevant codes, providing the ability to engage with professional bodies, government agencies, and code creators on behalf of members.

Previous volunteer board experience as a Director of MPBAA, and active contributions to SPASA Victoria through industry education and public engagement.

Conduit capacity between SPASA and the HIA subcommittee for Industrial Relations and Legal, supporting members on legal and regulatory matters.

Key Priorities for SPASA Australia

Lifting the reputation of the pool and spa industry through compliance assistance, governance leadership, and a sustained effort to demonstrate the professionalism SPASA has built.

Developing a tolerance guide for builders to provide clarity for both builders and clients, mitigating disputes and reducing legal exposure for members.

Creating professional training programs drawing on subject matter experts to uplift membership skills and establish clear pathways to excellence.

Kristin Cassidy

Organisation: Sapphire Pool and Spa

Role / Title: Owner

Candidate Statement

Kristin Cassidy is the Owner of Sapphire Pool and Spa, a multi-location business serving the Southern Highlands and Wollondilly regions of NSW. She built her business on hands-on service, technical knowledge, and genuine community connection, and works daily across retail, maintenance, and equipment troubleshooting. This has given her a clear, ground-level understanding of the real challenges the industry faces, from compliance and education gaps to rising operational costs and evolving customer expectations.

Kristin is deeply invested in the future and long-term sustainability of the pool and spa industry. She is passionate about strengthening industry standards, ensuring pool professionals are recognised as skilled experts, and modernising how the industry presents itself to consumers. She has implemented business systems including POS and financial platforms within her own operations and brings a commercially practical perspective to small and medium business challenges.

Skills, Experience and Knowledge

Hands-on technical expertise in water chemistry, filtration systems, pool automation, and equipment diagnostics, with a strong understanding of correct chemical handling, balanced water, and compliant installations.

Business leadership across a multi-location operation, including staff management, operational systems implementation, financial management, and customer retention in a challenging cost environment.

Strategic marketing experience, including consumer education initiatives, brand positioning, and digital engagement, developed and implemented within her own business and applicable to broader industry promotion.

Practical knowledge of regulatory compliance requirements and safety standards, with direct experience managing these across retail and field service operations.

Key Priorities for SPASA Australia

Raising and enforcing industry standards, including strengthening training pathways, consistent accreditation, and compliance in water chemistry, safety, and installation.

Workforce development and attracting new talent through structured apprenticeship and traineeship pathways, and positioning the industry as a skilled profession with clear career progression.

Practical support for small and medium businesses under economic pressure, including resources, benchmarking, and advocacy around cost pressures.

Consumer education and improved industry perception, and embracing innovation and technology including automation and smart pool systems.

Stronger advocacy and representation at government and policy levels, and continued investment in member engagement and community.

Daniel Gibbs

Organisation: Jagun Pools and Landscapes

Role / Title: Director

Candidate Statement

Daniel Gibbs brings over 25 years of experience in the pool and spa industry, built through his role as Director of Jagun Pools and Landscapes. He is a recognised trade leader and award-winning operator, having won multiple state and national SPASA pool renovation awards since 2013, the SPASA state and national Education and Training Award in 2016 following his work raising awareness of asbestos in existing pools, and the SPASA state and national Tradesperson of the Year award in 2018 for his contribution to identifying and teaching skills required across a wide range of pool builds.

Daniel previously served on the Queensland SPASA Board during the state amalgamation process that formed SPASA Australia. He holds a Bachelor of Landscape Architecture and has completed extensive business coaching, drawing on two decades of operating a successful trade business. His candidacy is motivated by a desire to contribute to the industry as his career transitions away from a hands-on trade role, and by a long-held commitment to advocating for the recognition and support of trades within the pool and spa sector.

Skills, Experience and Knowledge

Deep trade expertise spanning pool renovation, new builds, and service, with consumer-facing experience across all segments of the industry. Winner of multiple SPASA state and national awards across education, tradesperson recognition, and pool renovation categories.

Bachelor of Landscape Architecture combined with 20 years of business ownership, including staff training and skills development. Business coaching qualifications and a track record of identifying and teaching complex construction and renovation techniques.

Previous board-level experience as a SPASA Queensland director during the amalgamation period, giving him an understanding of the association's history, governance structure, and strategic direction.

Key Priorities for SPASA Australia

Daniel's key concern for the industry over the next two years is the compounding impact of population growth and resource scarcity, particularly as these pressures intersect with high-density living and competition for construction skills across the broader building and construction sector.

He sees SPASA's challenge as developing clear strategies to keep Australians swimming in an environment of increasing density, with an eye toward the 2032 Olympics and the long-term positioning of the industry beyond it.

Brandon Hill

Organisation: Swimart (Frenchs Forest and Lindfield)

Role / Title: Franchise Business Owner

Candidate Statement

Brandon Hill is a Franchise Business Owner operating Swimart businesses in Frenchs Forest and Lindfield, NSW, and is a current SPASA Board member seeking re-election. With over 10 years of industry experience, Brandon brings a retail and service-sector perspective to the Board, along with strong business acumen and a track record of asking the right questions to support sound operational and strategic decision-making.

In his first term, Brandon has focused on building skill, knowledge, and experience across the Board and ensuring SPASA's executive team is well-supported in their respective roles. He is not afraid to challenge assumptions or raise difficult questions, and is committed to ensuring the association genuinely represents the interests of its members.

Skills, Experience and Knowledge

Broad business experience across retail and service operations, bringing the ability to ask the right questions and navigate complex commercial challenges.

Strong industry connections and relationships built across more than a decade in the pool and spa sector.

Demonstrated ability to simplify complex issues and contribute to sound, credible operational and governance decisions.

Current Board experience providing continuity and institutional knowledge through an important period for the association.

Key Priorities for SPASA Australia

Membership growth and ensuring SPASA is delivering clear, demonstrable value to its members.

Building a best-in-class team at the CEO and executive level, and ensuring strong accountability across SPASA's business units.

Stabilising and strengthening the financial performance and profitability of the association.

Developing and embedding the SPASA trust mark as a meaningful signal of quality and professionalism to consumers.

Stuart Pinfold

Organisation: The Spa Shop (Pinfold Electrical Limited), New Zealand

Role / Title: Director

Nomination Pathway: Open to either pathway

Candidate Statement

Stuart Pinfold is Director of The Spa Shop (Pinfold Electrical Limited) in New Zealand, where he has built extensive hands-on expertise across spa and pool sales, servicing, repairs, refurbishment, logistics, and customer care. Stuart also operates Hudson Transport, a crane truck and third-party logistics business that has developed his experience in planning, compliance, and service delivery, and he co-supports a FreshChoice supermarket with his wife, giving him practical exposure to retail management, financial performance, stock control, and team leadership in a consumer-facing environment.

Stuart is a former rural fire officer and active volunteer firefighter with Fire and Emergency New Zealand, experiences that have strengthened his leadership under pressure, risk management, and community service ethic. He is passionate about contributing to the future growth and professionalism of the pool and spa industry and represents the perspective of New Zealand-based members.

Skills, Experience and Knowledge

Broad practical expertise across spa and pool sales, servicing, repairs, refurbishment, logistics, and day-to-day business management, with a ground-level understanding of the challenges businesses face.

Multi-business leadership experience spanning specialist retail, transport logistics, and supermarket operations, providing strong commercial depth across operational management, compliance, staffing, and customer service.

Risk management, health and safety, and leadership under pressure developed through active service as a rural fire officer and ongoing volunteer firefighting roles.

Real-world understanding of the supply chain, staffing, and compliance pressures affecting small and medium businesses in the pool and spa sector.

Key Priorities for SPASA Australia

Stronger and more consistent industry standards that lift professionalism across the sector and give consumers confidence in the quality of work being delivered.

Greater accountability for those carrying out installation, servicing, repairs, and maintenance, protecting both consumers and reputable businesses.

Continued focus on safety as a major priority, covering installation, water quality, electrical safety, fencing, and owner education.

Investment in training and career pathways for technicians, installers, retail teams, and service staff to improve service standards and attract quality people into the industry.

Joshua Smith

Organisation: Rapid Hardware Group

Role / Title: Senior Category Manager

Candidate Statement

Joshua Smith is Senior Category Manager at Rapid Hardware Group and brings over 15 years of experience in wholesale distribution, with deep expertise supplying pool fencing products through Bunnings Warehouse to millions of Australian and New Zealand consumers. His work centres on developing and commercialising innovative, compliant pool fencing products, managing complex supply chains, and meeting the exacting standards required by Australia's largest home improvement retailer.

Joshua comes to his nomination with honesty about his governance experience, acknowledging that supply, distribution, and product innovation are his strengths, and embracing board service as an opportunity for professional growth. He is passionate about pool safety advocacy, committed to SPASA's mission, and motivated by the belief that the supplier and retail perspective is underrepresented at board level.

Skills, Experience and Knowledge

Over 15 years of wholesale distribution and retail supply experience, including managing major partnerships, compliance at volume, and commercial growth in a competitive market.

Product innovation and design expertise, with hands-on experience developing and bringing new pool fencing products to market across Australia and New Zealand.

Deep knowledge of Australian and New Zealand pool safety standards and regulatory requirements, with a professional focus on products that protect children and families from pool fatalities.

Fresh, commercially grounded perspective from the supplier and retail side of the industry, an angle that is frequently underrepresented at board level.

Key Priorities for SPASA Australia

Pool safety advocacy and continued engagement with government to shape policy and ensure the industry continues to raise the bar on safety standards.

Protecting and promoting the mission of SPASA in advancing a safer, more professional, and more trusted industry for Australian and New Zealand families.

Supporting pathways for developing the next generation of industry leaders, in line with SPASA's stated pillar of building future leadership capacity.

Peter Zukowski

Organisation: PJ Pools and Spas

Role / Title: Managing Director

Candidate Statement

Peter Zukowski is Managing Director of PJ Pools and Spas and a second-generation pool industry professional with more than 40 years of experience spanning pool plastering and pool building. A current SPASA Australia Board member and Chairman of the Master Pool Builders, Peter is seeking a second term to continue the work he has been driving in training, government liaison, and member engagement.

Peter has held board positions across the industry since 2015, including as a Director and Vice President of SPASA Victoria and the MPBAA, and was directly involved in the merger of the MPBAA and SPASA Australia that shaped the association into what it is today. That history gives him a depth of institutional knowledge and stakeholder relationships that is difficult to replicate.

His first term on the SPASA Australia Board deepened his appreciation of what strong governance, genuine collaboration, and clear advocacy can achieve, particularly as the industry continues to evolve and face new challenges. Peter is passionate about building on the progress made and sees his second term as the opportunity to deliver on the foundations already laid.

Skills, Experience and Knowledge

More than 40 years of hands-on expertise in pool plastering and pool building, with a reputation across Australia and internationally for class-leading technical knowledge in the plastering trade, applied daily through PJ Pools and Spas' building, renovation, and plastering operations.

Deep member engagement capability developed through decades of working directly with builders, contractors, and trades across all segments of the pool industry, giving Peter a practical understanding of the issues that matter most to members on the ground.

Extensive board experience across SPASA Victoria, the MPBAA, and SPASA Australia since 2015, including direct involvement in the MPBAA and SPASA Australia merger, providing strong governance continuity and a clear understanding of the association's structure and strategic direction.

Established relationships with government bodies and industry stakeholders, built through years of active liaison work on behalf of the pool and spa sector on training, regulation, and workforce matters.

Key Priorities for SPASA Australia

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