# NAWIC NSWAWARDS FOR EXCELLENCE

2023 SUBMISSIONS GUIDE



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# ABOUT NAWIC

The National Association of Women in Construction (NAWIC) is an Australian, not-for-profit organisation formed in 1995, established to advocate for positive change for women in the construction industry.

NAWIC is led by a team of passionate volunteers who all strive to help champion and empower women in the construction and related industries to reach their full potential. With Chapters in every state and territory, we are also part of a global network of NAWIC organisations, including those in the United States, New Zealand and Canada.

NAWIC provides a forum for its members to meet and exchange information, ideas and solutions. We also offer our members an opportunity to expand personal and business networks, maintain awareness of industry developments, improve skills and knowledge and make a contribution to other women in the construction industry.

Find out more and become a member of NAWIC today by visiting our website here.

The annual NAWIC NSW Awards for Excellence celebrates the contributions made by women at all career levels, and in all sectors of the construction industry. It is an opportunity to showcase industry advancements and achievements of women, and for women, in the construction industry.

Each award has a judging panel consisting of three industry leaders who volunteer their time to support this cause. Our judges are committed to remaining non bias and fair across all aspects of their role in this process.

# HOW TO NOMINATE

Head to the website to complete a submission: https://crystalvision. awardsplatform.com/. If you have not used the platform before, register and create a profile. Once logged into your account select 'Start an entry'.

Complete all required fields in the entry form, including selecting the award you are nominating for. Upload and attach any additional documentation as required, refer to the award criteria for further details. Please note size limits apply to attachments and word count limits apply on all questions.

You can save your application as a draft at any time and return to it later. Please ensure you submit your nomination before the closing date of 4 August 2023.

We encourage both individuals to nominate themselves as well as submissions to be made by someone else on behalf of the nominee with their permission.





# THANKYOU TO OUR SPONSORS.

### MAJOR SPONSORS



























### SUPPORT SPONSORS















### CRYSTAL VISION AWARD



FOR ADVANCING AND FURTHERING THE INTERESTS OF WOMEN IN THE CONSTRUCTION, BUILDING OR RELATED INDUSTRY

### **PURPOSE AND RECOGNITION**

The award celebrates the achievement of individuals, businesses or organisations that actively promote and encourage participation and career progression of women in the construction or related industries.

This award celebrates the continuing commitment towards advancing the interests of women in the construction industry as a whole using examples such as establishing policies, supporting legislation and creating unique organisational initiatives

Nominees will be assessed by the volunteer judging panel based on how they have encouraged, empowered and actively promoted the inclusion of women in the construction, building or related industries.

### **ELIGIBILITY**

Any woman (individual, team, business or organisation) residing or operating in New South Wales in the construction, building or related industries, is eligible for this award.

Nominations for this award may be made by a nominee or a third party, provided that the nominee(s) has provided their consent to the nomination.

#### NOMINATION ATTACHMENTS

- a. nominee biography. View Template Here
- b. a letter of endorsement to support

- the nomination from nominees CEO/ Managing Director, board of directors, manager or client
- c. a letter confirming nominees employment
- d. a good quality, professional image of the nominee or nominee team.

### SUBMISSIONS QUESTIONS & WORD COUNT

Describe the initiatives implemented or championed by the nominee specifically relating to promoting women in the industry Maximum 350 words

Explain what made these initiatives particularly innovative or significant Maximum 350 words

Provide details of challenges that were overcome by the nominee in implementing this initiatives Maximum 350 words

Provide a summary of the impact / legacy achieved by the nominee and how these initiatives contributed to the advancing and furthering the interests of women in the industry

Maximum 350 words

Explain how the nominee went above and beyond their ordinary role requirements to advance womens interests

Maximum 350 words

### 2022 WINNER| LAING O'ROURKE

"Any gender, any birth, any child" is Laing O'Rourke's industry-leading equal parenting policy that provides six months' leave on full pay regardless of gender. The policy also includes parents who adopt, welcome a baby via surrogacy, or suffer a pregnancy loss. Laing O'Rourke currently has 24 women and 16 men taking parental leave, and the policy raises the bar for construction companies around Australia.



# BUSINESS WOMEN OF THE YEAR



### FOR THE ACHIEVEMENT OF WOMEN IN SENIOR POSITIONS IN THE CONSTRUCTION, BUILDING OR RELATED INDUSTRY

#### PURPOSE AND RECOGNITION

This award is aimed at women who hold a senior position in an organisation which operates in the construction, building or related industry.

Nominees will be assessed by a panel of industry volunteers based only on how they have contributed to the success of their organisation through proactive leadership, excellent decision-making and positively influencing organisational development.

### **ELIGIBILITY**

Any woman who is a senior manager, director, owner or partner of an organisation in New South Wales in the construction, building or related industry is eligible for this award. Irrespective of title, the individual must play a substantial role as a decision-maker within the organisation.

Nominations for this award may be made by a nominee or a third party, provided that the nominee has provided their consent to the nomination.

#### NOMINATION ATTACHMENTS

- a. nominee biography. View Template Here
- a letter of endorsement to support the nomination from nominees CEO/ Managing Director, board of directors, manager or client
- c. a brief summary of the nominee's organisation including trading history, structure and operations;
- d. a letter confirming nominees employment

e. a good quality, professional image of the nominee

### SUBMISSIONS QUESTIONS & WORD COUNT

Describe the initiatives and contributions the nominess has made to the business Maximum 350 words

Explain what made these contributions particularly innovative or significant Maximum 350 words

Provide details of challenges that were overcome by the nominee in implementing this initiatives Maximum 350 words

Provide a summary of the impact / legacy achieved by the nominee in relation to the organisation's performance and the satisfaction of key stakeholders Maximum 350 words

Explain how the nominees involvement furthered the business / organisation
Maximum 350 words

Detail how the nominee has been a role model for other women in the industry

Maximum 350 words

### 2022 WINNER | LIZ WESTGARTH, HASSELL

As Global Head of Design at Hassell, Liz Westgarth has spearheaded two transformational strategies: one to achieve gender balance across the business by 2028 and another to ensure all Hassell's design projects are net zero emissions by 2030. With Liz as champion, Hassell has hit the 30% mark for women in leadership positions and is on track to achieve its net zero target.



# ACHIEVEMENT IN CONSTRUCTION, REFURBISHMENT & FITOUT



FOR SIGNIFICANT CONTRIBUTION AND ACHIEVEMENT IN THE CONSTRUCTION, REFURBISHMENT AND FITOUT OF A BUILDING

### **PURPOSE AND RECOGNITION**

This award recognises the achievements in applying exceptional construction processes to a project that has reached practical completion or a significant milestone between 1 April 2022 and 30 August 2023.

Nominees will be assessed by a panel of industry volunteers based on how they have applied exceptional construction practices to manage a complex aspect of a NSW building project.

#### **ELIGIBILITY**

Any woman who has been involved in the construction or building of a project in New South Wales in a management or supervisory role is eligible for this award, including but not limited to, construction managers, project managers, commercial managers, HSEQ managers, supervisors, forepersons or leading hands who successfully managed complex components of a project.

Nominations for this award may be made by a nominee or a third party, provided that the nominee(s) has provided their consent to the nomination.

#### NOMINATION ATTACHMENTS

- a. nominee biography. View Template Here
- b. a letter of endorsement to support the nomination from a manger or client

- c. a letter confirming nominees employment
- d. a letter from the property owner/client confirming consent. View Template Here
- e. a good quality, professional image of the nominee or nominee team.
- f. five good quality images of the relevant project

### SUBMISSIONS QUESTIONS & WORD COUNT

Provide examples of the exceptional construction practices applied by the nominee Maximum 350 words

Provide an explanation of what makes these practices particularly innovative or significant Maximum 350 words

Provide details of challenges that were overcome by the nominee in implementing these practices Maximum 350 words

Provide a summary of the impact / legacy achieved by the nominee that created a definitive impact on the project (ie. the efficiencies, programme acceleration, cost saving or other practical benefits achieved)

Maximum 350 words

### 2022 WINNER | ERIN DOYLE, MIRVAC

As construction Project Manager for the heritage-listed Locomotive Workshops in South Eveleigh, Erin Doyle re purposed the space to create everything from a grocer to a gym, a blacksmith to a one-of-a-kind subterranean storytelling travelator tunnel. Erin's thoughtful reimagining has delivered an exemplary heritage refurbishment for the people of New South Wales.





## CONTRIBUTION TO SUSTAINABILITY



FOR THE CONTRIBUTION TO SUSTAINABLE PRACTICES WITHIN THE CONSTRUCTION, BUILDING OR RELATED INDUSTRIES

### **PURPOSE AND RECOGNITION**

This award recognises achievements in sustainable practices with respect to environmental, social and/or economic outcomes within the construction, building or related industries.

Nominees will be assessed by a panel of industry volunteers based on how they have demonstrated their contribution to sustainability, having regard to the significance and innovative nature of the contribution.

### **ELIGIBILITY**

Any woman who is an employee or owner of a business or organisation operating in New South Wales in the construction or related industries is eligible for this award.

Nominations for this award may be made by a nominee or a third party, provided that the nominee(s) has provided their consent to the nomination.

### NOMINATION ATTACHMENTS

- a. nominee biography. View Template Here
- b. a letter of endorsement to support the nomination from nominees manager or client
- c. a letter confirming nominees employment
- d. a good quality, professional image of the nominee or nominee team.

### SUBMISSIONS QUESTIONS & WORD COUNT

Describe the sustainability contributions made by the nominee including a summary of the new technologies, processes or practices developed Maximum 350 words

Provide an explanation of what makes these contributions particularly innovative or significant Maximum 350 words

Explain how effective consultation or communication was used with key stakeholders during the development and implementation of the sustainability initiative

Maximum 350 words

Provide details of challenges that were overcome by the nominee in implementing these contributions Maximum 350 words

Provide a summary of the impact / legacy achieved by the nominee with respect to the environment, local community, or other key stakeholders, including how the nominees work is commercially viable and replicable across future projects

Maximum 400 words

### 2022 WINNER | MEGAN LOHRISCH AND CEIRE KENNY, LENDLEASE

After working together for less than three years on as many projects, Megan Lohrisch and Ceire Kenny found a way to reduce embodied carbon with a new aluminium façade panel system. By thinking beyond business-as-usual, the pair sourced a supplier that uses hydroelectricity in aluminium smelting, driving down embodied emissions by 34%, and achieving an Australian first that will hit our shores in late 2022.



## TEAM INNOVATION AWARD



### FOR TEAMS WHO HAVE MADE A SUBSTANTIAL CONTRIBUTION TO THE IMPLEMENTATION OF INNOVATIVE WORK PRACTICES

#### PURPOSE AND RECOGNITION

This award recognises teams with substantial female membership, and which have made a significant contribution to the implementation of innovative work practices to NSW construction, building or related industries. For example, this may be by way of capability development, policy implementation, occupational health and safety enhancement, change management, people management or learning and development.

Nominees will be assessed by a panel of industry volunteers based on how they have contributed to the development and adoption of innovative work practices in the construction, building or related industries.

### **ELIGIBILITY**

Any team comprising two or more women from one or more organisation(s), provided that all member organisations operate within the construction, building or related industries, is eligible for this award.

This award is not open to specialist training or human resources organisations.

Nominations for this award may be made by a nominee or a third party, provided that the nominee(s) has provided their consent to the nomination.

### NOMINATION ATTACHMENTS

- a. nominee biography for each team member. View Template Here
- b. a letter of endorsement to support the nomination from a manger or client.
- c. a letter confirming each nominees employment
- d. a good quality, professional image of the nominee team.
- e. where the team is project based, five good quality images of the project

### SUBMISSIONS QUESTIONS & WORD COUNT

Describe the nature of the innovative work practices implemented by the nominee team 350 words

Provide an explanation of what makes these practices particularly innovative or significant 350 words

Explain how effective consultation or communication was used with key stakeholders during the implementation of the innovation 350 words

Provide details of challenges that were overcome by the nominee team and the role of teamwork in surmounting these challenges 350 words

Provide a summary of the impact / legacy achieved by the nominee team including details of the specific contributions made by women in the team 400 words

### 2022 WINNER | ROBERTS CO, HEALTH INFRASTRUCTURE NSW AND UNIVERSITY OF NSW

When Roberts Co bid for the Concord Hospital Redevelopment Project it challenged the status quo with a five-day work week. Health Infrastructure NSW was on board and a partnership with UNSW was formed to study the impact. 'Project 5: A Weekend for Every Worker' identified improvements to work-life balance, work hours and job security, and its evidence-based approach makes a strong case for change.





## INNOVATION IN DESIGN



### FOR EXTRAORDINARY CONTRIBUTION AND ACHIEVEMENTS IN THE DELIVERY OF INNOVATIVE DESIGN

#### PURPOSE AND RECOGNITION

This award recognises achievement in delivering innovative design which responds effectively to the client brief. This may include architecture, interior design, landscape architecture, urban design, transport design, artistic design, heritage design or engineering achievements.

Nominees will be assessed by a panel of industry volunteers based on how they have made an innovative design contribution to a project in satisfaction of the client's brief.

### **ELIGIBILITY**

Any woman in the construction or related industries who has contributed to the design of a project in New South Wales that has reached practical completion or a significant milestone between 1 April 2022 and 30 August 2023 is eligible for this award.

Nominations for this award may be made by a nominee or a third party, provided that the nominee(s) has provided their consent to the nomination.

### NOMINATION ATTACHMENTS

- a. nominee biography. View Template Here
- b. a letter of endorsement to support the nomination from nominees manager or client.
- c. a letter confirming nominees employment
- d. letter from the property owner/client confirming consent. View Template Here

- e. a good quality, professional image of the nominee or nominee team.
- f. five good quality images of the relevant project

### SUBMISSIONS OUESTIONS & WORD COUNT

Provide a summary of the clients functional and aspirational brief for the project 300 words

Describe the exceptional design contributions made by the nominee to meet this brief 350 words

Explain how this approach was innovative and incorporated sound design principals (i.e. how it considered sustainable development, impact on consumers, communities, owners, environment etc.) 400 words

Provide details of challenges that were overcome by the nominee and the role of teamwork in surmounting these challenges (for example, technical complexities, unusual or unique features of the project, or restrictions faced 350 words

Provide a summary of the impact / legacy achieved by the design including its impact on the environment, local community, end users & other key stakeholders 400 words

### 2022 WINNER AMY CLARK, AURECON

Lead Engineer with Aurecon, Amy Clark delivered several innovations on the upgrade of Sydney's Central Station Metro. The project, compared to "open heart surgery", constructed the top level first before tackling the deep excavation beneath. Amy also championed ambitious 3D modeling, digitisation and a commitment to sustainability that reduced materials and embodied carbon by 40%



# PROJECT MANAGER OF THE YEAR



RECOGNISING THE ACHIEVEMENTS OF PROJECT MANAGERS WHO HAVE MADE A SIGNIFICANT CONTRIBUTION TO THE DELIVERY OF A PROJECT

### **PURPOSE AND RECOGNITION**

This award recognises female project managers who have made a significant contribution to the delivery of a project in New South Wales in the construction, building or related industries.

Nominees will be assessed by a panel of industry volunteers based on their significant contribution to the delivery of a project while demonstrating strong leadership, professionalism, strategic thinking and ingenuity

The successful recipient will receive a international educational site visit hosted by Ferrovial Construction in Madrid, Spain

### **ELIGIBILITY**

Any woman who, in the position of a project manager, has been involved in the delivery of a project in New South Wales which reached practical completion or a significant milestone between 1 April 2022 and 30 August 2023, is eligible for this award.

Nominations for this award may be made by a nominee or a third party, provided that the nominee(s) has provided their consent to the nomination.

### NOMINATION ATTACHMENTS

- a. nominee biography. View Template Here
- b. a letter of endorsement to support the nomination from a manger or client

- c. a letter confirming nominees employment
- d. letter from the property owner/client confirming consent. View Template Here
- e. a good quality, professional image of the nominee
- f. five good quality images of the relevant project

### SUBMISSIONS QUESTIONS & WORD COUNT

Describe the contributions made by the nominee in delivering a project

Maximum 350 words

Explain how the nominee demonstrated unwavering leadership, professionalism, strategic thinking and ingenuity to overcome complex challenges
Maximum 400 words

Describe how the nominee considered and met the needs of key stakeholders through effective consultation and communication (i.e. the efficiencies, programme acceleration, cost savings or other benefits achieved)

Maximum 350 words

Provide a summary of the impact / legacy achieved by the nominee

Maximum 350 words

### 2022 WINNER | ASHMA HUSNA, TRANSPORT FOR NSW

As Senior Project Manager on the \$2.6 billion Sydney Gateway project, Ashma Husna is expertly navigating the complexities of a challenging, high-traffic construction site. Her investment in relationships and proactive communication has accelerated construction timelines, while her commitment to team building has fostered a collaborative culture so one of Australia's most complex projects is delivered on time and budget.



# CONTRIBUTION TO A PROJECTS DEVELOPMENT



### FOR ACHIEVING MAJOR MILESTONES FOR THE DEVELOPMENT OF PROJECTS

### **PURPOSE AND RECOGNITION**

This award recognises women who played a significant role in achieving major milestones for the development of projects in New South Wales in relation to design, planning, project management, development management or stakeholder and community management, in the construction, building or related industries.

Nominees will be assessed by a panel of industry volunteers based on how they have contributed to the achievement of a major milestone of a NSW-based project in the construction, building or related industries.

### **ELIGIBILITY**

Any woman participating in the area of design, planning, project management, development, management or stakeholder and community management in the construction, building or related industries is eligible for this award. The significant milestone must have been reached between 1 April 2022 and 30 August 2023 in order to be eligible.

Nominations for this award may be made by a nominee or a third party, provided that the nominee(s) has provided their consent to the nomination.

### NOMINATION ATTACHMENTS

- a. nominee biography. View Template Here
- b. a letter of endorsement to support the nomination from nominees manager or client
- c. a letter confirming nominees employment
- d. letter from the proprty owner/client confirming consent. View Template Here
- e. a good quality, professional image of the nominee or nominee team
- f. five good quality images of the relevant project

### SUBMISSIONS OUESTIONS & WORD COUNT

Describe the contributions made by the nominee in achieving a major project milestone Maximum 350 words

Explain how these contributions were particularly innovative or significant Maximum 350 words

Provide details of challenges faced by the nominee and how these were overcome

Maximum 350 words

Provide a summary of the impact / legacy achieved by the nominee Maximum 350 words

### 2022 WINNER|DEANNE FORREST, TRANSPORT FOR NSW

As the Project Director on the \$2 billion M12 motorway, Deanne Forrest is passionate about delivering infrastructure projects that are sympathetic to the local environment, heritage and community. Balancing commerciality with big picture thinking, Deanne embraced innovative project management approaches, elevated engagement with Indigenous people and prioritised community needs by relocating, rather than closing, a popular bike trail.



# CHAMPION OF CHANGE



A MALE CHAMPION OF CHANGE FOR ACCELERATING AND ADVANCING THE INTERESTS OF WOMEN IN THE CONSTRUCTION, BUILDING OR RELATED INDUSTRIES

### PURPOSE AND RECOGNITION

This award recognises a male who is an advocate and driver of change in advancing gender equality and inclusion in the construction, building or related industries.

This award celebrates an individual's commitment towards the promotion of gender equality within the construction, building or related industries through accelerating women's leadership presence and advancing the interests of women.

The successful recipient will receive for their business a tech-enabled research backed sponsorship program for three pairs delivered and facilitated by Cultivate Sponsorship, experts in sponsorship and gender equality specialising in the construction industry.

Cultivate Sponsorship helps businesses to deliver real, sustainable gender equality by teaching business leaders how to sponsor women and gives women greater advocacy in their business.

Nominees will be assessed by a panel of industry volunteers based on how they have championed change and advanced the interests of women.

### **ELIGIBILITY**

Any male individual employed by or owning a business operating in New South Wales in the construction, building or related industries is eligible for this award.

Nominations for this award may be made by a nominee or a third party, provided that the nominee has provided their consent to the nomination

### NOMINATION ATTACHMENTS

- a. nominee biography. View Template Here
- b. a letter of endorsement to support the nomination from a manger or client
- c. a letter confirming nominees employment
- d. a letter of endorsement from a woman who the nominee has either formally or informally sponsored, championed and/or advocated for in their career journey
- e. a good quality, professional image of the nominee

#### SUBMISSIONS OUESTIONS & WORD COUNT

Describe the contributions made by the nominee to champion women and advance women's interests Maximum 350 words

Explain how these contributions were particularly innovative or significant Maximum 350 words

Provide details of challenges the nominee faced and how these were overcome

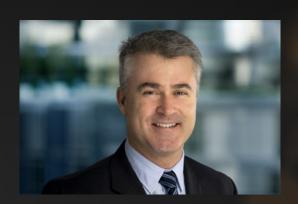
Maximum 350 words

Provide an explanation of how the nominee went above and beyond their ordinary role requirements to champion women and advance women's interests

Maximum 400 words

### 2022 WINNER | STEVE KIDDLE, JOHN HOLLAND

Described as a "force of nature" by his colleagues, Steve Kiddle is Construction Director on the \$4.9 billion Rozelle Interchange Project. Steve's commitment to diversity is multi-faceted. Among his 51 Women in Construction 'pledges', Steve has collaborated with subcontractors to create employment opportunities for female tradespeople, championed flexibility, mentored female engineers, developed a school STEM outreach program and introduced unconscious bias training.





## REGIONAL WOMEN OF THE YEAR



### FOR THE ACHIEVEMENTS OF WOMEN WHO CONTRIBUTE TO THE INDUSTRY IN REGIONAL AREAS OF NEW SOUTH WALES

### **PURPOSE AND RECOGNITION**

This award recognises the contribution and achievements of women in construction, building or related industry organisations in a rural, regional, or remote area of New South Wales.

This award celebrates women's contribution to leadership, sustainability, construction, design, safety and innovation while being regionally-based.

The three finalists for this award will be reimbursed for the cost of accommodation for 1 night and travel to and from the awards from their place of residence in NSW up to the value of \$1000 per person. The reimbursement will be provided upon receipt of evidence of costs incurred.

Nominees will be assessed by a panel of industry volunteers based only on how they have made a substantial contribution to the construction, building or related industries in regional New South Wales.

### **ELIGIBILITY**

Any woman who resides in regional New South Wales and works in the construction, building or related industries is eligible for this award. Regional New South Wales means all areas outside Greater Sydney.

Nominations for this award may be made by a nominee or a third party, provided that the nominee has provided their consent to the nomination

### NOMINATION ATTACHMENTS

- a. nominee biography. View Template Here
- b. a letter of endorsement to support the nomination from nominees manager or client
- c. a letter confirming nominees employment
- d. a letter showing evidence the nominee resides in regional NSW
- e. a good quality, professional image of the nominee or nominee team

### SUBMISSIONS QUESTIONS & WORD COUNT

Describe how the contributions made by the nominee enhanced their regional organisation or project Maximum 350 words

Explain how these contributions were particularly innovative or significant
Maximum 350 words

Provide details of challenges the nominee faced and how these were overcome, including the traditional challenges associated with being located regionally Maximum 350 words

Explain how the nominee has displayed unwavering perseverance, dedication and leadership Maximum 350 words

Explain how the nominee has encouraged the professional growth of other women in their team,

organisation or regional community Maximum 350 words

Provide a summary of the impact / legacy achieved by the nominee

Maximum 350 words

### 2022 WINNER|VIVIEN MURNANE, TRANSPORT FOR NSW

Wollongong-based Vivien Murnane balances strong technical skills with innovative thinking to deliver infrastructure that enhances connectivity, builds community and respects local heritage. The \$258 million Batemans Bay Bridge replacement project, for instance, involved complex deconstruction in a sensitive marine park. Vivien developed new technical requirements for projects over navigable waters that are now being used across NSW.





#### LAING O'ROURKE

## FUTURE LEADER

### FOR THE CONTRIBUTION, POTENTIAL TO INSPIRE AND TO INFLUENCE CHANGE WITH THE CONSTRUCTION, BUILDING OR RELATED INDUSTRIES

#### PURPOSE AND RECOGNITION

This award recognises the dedication of young women who demonstrate enthusiasm and commitment in the construction, building or related industries as potential leaders. This award celebrates their contribution, potential to inspire and influencing of change within the construction, building or related industry.

The successful recipient will receive a \$4000 scholarship toward future education and training in leadership.

Nominees will be assessed by a panel of industry volunteers based only on how they have contributed to the success of their organisation through proactive leadership, excellent decision-making and positively influencing organisational development.

### **ELIGIBILITY**

Any woman who is 35 or under in age and is working for an organisation operating in New South Wales in the construction, building or related industries is eligible for this award.

Nominations for this award may be made by a nominee or a third party, provided that the nominee(s) has provided their consent to the nomination.

#### NOMINATION ATTACHMENTS

- a. nominee biography. View Template Here
- b. a letter of endorsement to support the nomination from the nominees manager or client
- c. a letter confirming the nominees employment
- d. a good quality, professional image of the nominee.

Note that if the nomination for this Award is successful, the nominee must provide a written summary to the Sponsor and NAWIC outlining how the nominee intends to utilise the scholarship, for approval. Proposals must be submitted by 31st May 2024 or as otherwise stated by NAWIC. Personal support to the nominee in professional development activities can be listed in the proposal but must not exceed 50% of the total funds (e.g. childcare, respite care of elder, transport, accommodation and food away from home).

### SUBMISSIONS QUESTIONS & WORD COUNT

Describe how the contributions made by the nominee proactively inspire and influence change in the industry Maximum 350 words

Explain how these contributions were particularly innovation or significant Maximum 350 words

Provide details of challenges the nominee faced and how these were overcome

Maximum 350 words

Describe how the nominee has displayed future leader potential Maximum 350 words

Provide a summary of the impact / legacy achieved by the nominee Maximum 350 words

Outline the nominee's aspirations and goals for future participation in the industry
Maximum 350 words

### 2022 WINNER | EMILY CROZIER, LAING O'ROURKE

A civil engineer working on the Transport Access Program at Pymble Station, Emily Crozier is passionate about creating meaningful places which reflect the diversity of the communities they serve. Whether it's her engagement with UTS' Women in Engineering program, her volunteering in schools to promote women in STEM, or her pioneering outreach program for Indigenous high school students, Emily exemplifies a commitment to give back.



## TRADESPERSON SCHOLARSHIP



### FOR THE OUTSTANDING ACHIEVEMENTS AND CONTRIBUTIONS OF WOMEN UNDERTAKING A TRADE OR TRADE APPRENTICESHIP

### **PURPOSE AND RECOGNITION**

This award recognises achievement in a trade or trade apprenticeship in the construction, building or related industries. This award encourages significant contributions of women in trade.

The successful recipient will receive a \$4000 scholarship to assist with future education and training in the recipient's field.

Nominees will be assessed by a panel of industry volunteers based only on how they have made a substantial contribution to the construction, building or related industries in New South Wales.

### **ELIGIBILITY**

Any woman currently undertaking a trade or trade apprenticeship relevant to the construction, building or related industries and is working for an organisation operating in New South Wales is eligible for this award.

Nominations for this award may be made by a nominee or a third party, provided that the nominee has provided their consent to the nomination

### NOMINATION ATTACHMENTS

- a. nominee biography. View Template Here
- b. a letter of endorsement to support the nomination from nominees manager or client
- c. a letter confirming nominees employment
- d. a written reference from a current employer,

- TAFE lecturer or colleague confirming the nominee's current enrollment or completion of a trade qualification
- e. a good quality, professional image of the nominee

Note that if the nomination for this Award is successful, the nominee must provide a written summary to the Sponsor and NAWIC outlining how the nominee intends to utilise the scholarship, for approval. Proposals must be submitted by 31st May 2024 or as otherwise stated by NAWIC. Personal support to the nominee in professional development activities can be listed in the proposal but must not exceed 50% of the total funds (e.g. childcare, respite care of elder, transport, accommodation and food away from home).

### SUBMISSIONS QUESTIONS & WORD COUNT

Outline the reasons the nominee was inspired to undertake a trade in the industry Maximum 350 words

Describe an experience which has supported the development of the nominee's trade skills Maximum 350 words

Outline the nominee's aspirations and goals for future participation in the industry

Maximum 350 words

Detail what the nominee hopes to achieve if successful in receiving the scholarship funding Maximum 350 words

### 2022 WINNER | ALLYSSA HUDSON, LENDLEASE

A third-year building and construction apprentice with Lendlease, Allyssa Hudson left behind university study for, in her words, the satisfaction of hands-on work and the opportunity to contribute to society. She has since worked on several significant projects while meeting site challenges head on. Allyssa has developed a strong skills base and is working towards a site manager role.



# UNIVERSITY SCHOLARSHIP



### FOR THE OUTSTANDING ACHIEVEMENTS IN STUDIES RELATED TO THE CONSTRUCTION, BUILDING OR RELATED INDUSTRIES

#### PURPOSE AND RECOGNITION

This award recognises outstanding female students who are currently studying who have the potential to significantly contribute to the industry.

The successful recipient will receive a \$4000 scholarship to assist with future education and training in the recipient's field.

Nominees will be assessed by a panel of industry volunteers based only on how they have made a substantial contribution to the construction, building or related industries in New South Wales

### **ELIGIBILITY**

Any female university (undergraduate or postgraduate) student attending a New South Wales tertiary institution, currently undertaking a course related to the construction, building or related industries is eligible for this award. The applicant must not be already be in receipt of a scholarship or employer study contribution.

Nominations for this award may be made by a nominee or a third party, provided that the nominee has provided their consent to the nomination

### NOMINATION ATTACHMENTS

- a. nominee biography. View Template Here
- b. evidence of high achievement on a tertiary assessment or in the nominee's overall academic results
- c. a letter of endorsement to support the nomination from nominees manager or client

- d. a letter confirming nominees employment
- e. a written reference from a lecturer or tutor in support of the nominee that confirms their enrollment in a NSW tertiary institution.
- f. a good quality, professional image of the nominee

Note that if the nomination for this Award is successful, the nominee must provide a written summary to the Sponsor and NAWIC outlining how the nominee intends to utilise the scholarship, for approval. Proposals must be submitted by 31st May 2024 or as otherwise stated by NAWIC. Personal support to the nominee in professional development activities can be listed in the proposal but must not exceed 50% of the total funds (e.g. childcare, respite care of elder, transport, accommodation and food away from home).

### SUBMISSIONS QUESTIONS & WORD COUNT

Outline the reasons the nominee was inspired to enrol in their chosen course, including any role models or specific aspirations

Maximum 350 words

Provide details of challenges the nominee faced and how these were overcome

Maximum 350 words

Outline the nominee's long term career goals Maximum 350 words

Explain how the nominee believes women will

contribute to a positive future for the industry Maximum 350 words

Detail what the nominee hopes to achieve if successful in receiving the scholarship funding Maximum 350 words

### 2022 WINNER | MIRANDA SWIFT, NORTHROP

Studying a double degree in civil engineering while balancing full-time work as Northrop's youngest cadet engineer in Newcastle, 21-year-old Miranda Swift already has five years of construction industry experience under her belt. An ambassador, mentor and keynote speaker, Miranda is developing sustainable design solutions while partnering with an Australian workwear company to create an inclusive range of office wear for young girls.



# FREQUENTLY ASKED QUESTIONS

### IS THERE A COST ASSOCIATED WITH THE NOMINATIONS?

There is no cost associated with submitting a nomination.

### DOES THE NOMINEE HAVE TO BE A NAWIC MEMBER TO BE ELIGIBLE?

Either an individual or company membership is required for the nominee. Don't have this yet? You can still proceed with your entry by entering "Pending", and one of the committee members can assist you with this.

### MY PROJECT REACHED PRACTICAL COMPLETION (OR WILL REACH PRACTICAL COMPLETION) ON XX/XX/XXXX. IS IT ELIGIBLE FOR A PROJECT-BASED AWARD?

In order to be eligible for a project-based award in 2023, the nominee project must have reached practical completion, or achieved a significant milestone, between 1 April 2022 and 30 August 2023.

#### CAN I NOMINATE SOMEONE ELSE?

You are permitted to submit a nomination on behalf of someone else. However, you must seek the consent of the proposed nominee prior to submitting a nomination.

#### CAN I SUBMIT AN ENTRY FOR MULTIPLE AWARDS?

We strongly recommend submitting entries only for the specific awards suited to the nominee's achievements. However, there are no restrictions on how many nominations/categories you can submit under.

### WHO SHOULD MY LETTER OF ENDORSEMENT BE FROM?

If the award requires a letter from endorsement, this should generally be on behalf of your employing company or client. We recommend using our template here

### MY ORGANISATION/PROJECT OPERATES ACROSS MULTIPLE STATES. AM I ELIGIBLE FOR THE NAWIC NSW AWARDS?

If the nominee's project/organisation operates across multiple states, the nominee will be eligible if they can demonstrate they are responsible for at least one project site or scope of works located in NSW.

### MY PROJECT/ORGANISATION IS BASED IN NSW, BUT I RESIDE ELSEWHERE. AM I ELIGIBLE?

In recognition of the fact many individuals engage in remote working practices and fly-in fly-out arrangements, nominees residing outside NSW are eligible for a NAWIC NSW award if they can demonstrate they are responsible for at least one project site or scope of works located in NSW, and that the nomination is in relation to NSW-related achievements.\*

\*This does not apply to the Regional Woman of the Year award. For this award, the nominee must work AND reside in regional NSW.

#### WHAT HAPPENS AFTER I SUBMIT MY ENTRY?

Each award has a panel of three industry leaders and academics who will collaborate and have the tough decision of identifying three (3) finalist. Finalists will be advised prior to the event and the winner will be announced on the night of the awards.

#### DO I HAVE TO USE THE TEMPLATE PROVIDED?

No, it is not mandatory to use the templates however these have been provided to give guidance on what is required. Find our Biography Template here or our Consent Template here.



# ELIGIBILITY MATRIX

AWARD CATEGORY	SUGGESTED ELIGIBILITY The below is provided as general advice only. Nominees should review the award criteria to assess their eligibility							
	Executives / Managers / Supervisors	Workforce	Functional Support (Commercial, Finance, HR, Communications, Stakeholder)	Project or Trade Coordinator / Engineer	Engineering (Design / Planning)	HSEQS	Team	
Achievement in Construction, Refurbishment & Fitout	Х	Х		Х		Х	٠.	
Business Women of the Year	X		X					
Champion of Change	Х							
Contribution to a Projects Development	Х		X		Х			
Contribution to Sustainability	Х	Χ	X	Х	Х	Х	Х	
Crystal Vision Award	Х	Х	X	X	Х	Х	Х	
Future Leader	Х	Х	X	Х	Х	Х		
Innovation in Design					Х		Х	
Project Manager of the Year	Х			Х				
Regional Women of the Year	Х	Х	X	Х	Х	Х		
Team Innovation	Х	Х	X	Х	Х	Х	Х	
Tradesperson Scholarship		Х					1	
University Scholarship	Х		X	Х	Х	Х		

# CONTACT US

### **AWARDS ENQUIRIES**

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Olivia Fenwick, Awards Co-Chair 0418 199 246 Olivia.fenwick@jhg.com.au

### **SUBMISSIONS ENQUIRIES**

Email: nswsubmissions@nawic.com.au

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### WEBSITE

www.nawic.com.au

### INSTAGRAM @nawicnsw

### LINKEDIN

www.linkedin.com/nawic-nsw



# TERMS & CONDITIONS

#### **GENERAL**

- 1. The NSW NAWIC 2023 Awards for Excellence (Awards) are conducted by the New South Wales chapter of the National Association of Women in Construction (ABN 66 070 113 192), an Australian public company limited by guarantee (NAWIC).
- 2. In these Terms and Conditions of Nomination (Terms and Conditions), reference to 'you' or 'your' includes the nominee in a personal capacity and, if the nominee is a group or corporation, includes the group or corporation and the members of the group or corporation (as the case may be).
- 3. By submitting a nomination for the Awards (Nomination), you warrant that you have read and agree to be bound by these Terms and Conditions.

#### NOMINATION REQUIREMENTS

- 1. All Nominations must comply with these Terms and Conditions and be submitted via Awards Force or as otherwise directed by NAWIC.
- 2. Nominations may be assessed on the basis of information, references and documentation submitted in accordance with these Terms and Conditions.
- 3. Nominations must be submitted during the period commencing 30 June 2023 and ending on 4 August 2023, or as otherwise directed by NAWIC.
- 4. To be valid, Nominations must be complete.
- 5. NAWIC NSW may accept or reject Nominations in its sole discretion.
- 6. You agree to provide all reasonable assistance to NAWIC for the purpose of the Awards and the future marketing and promotion of NAWIC, including

inspection and photographing of any property or project identified in your Nomination.

- 7. You consent (and have obtained all necessary consents) to NAWIC using content, information and images:
  - (a) contained in your Nomination (including your personal identity); and (b) taken by NAWIC or its agents of you or any property or project identified in your Nomination.
- 8. You warrant that NAWIC will not breach any intellectual property rights (including copyright) of any third party where NAWIC reproduces or uses content, information and images contained in your Nomination.
- 9. You consent to NAWIC retaining your Nomination and personal information and to NAWIC providing your personal contact details to agents or contractors of NAWIC for the purpose of the Awards and future marketing and promotion of NAWIC.

#### **AWARDS**

- 1. Your Nomination must comply with the eligibility and nomination requirements identified for the relevant Award.
- 2. Finalists for each Award will be notified by NAWIC, and are encouraged to attend the NAWIC Awards presentation to be held on 30 November 2023 at the International Convention Centre.
- 3. You consent to NAWIC using photographs taken of you during the NAWIC Awards presentation in any future marketing and promotional activities.

### **DETERMINATION OF AWARD**

- 1. Awards will be determined by a panel of judges to be selected by NAWIC.
- 2. Where requested by NAWIC, you must be available to attend an interview with the Awards judges and/or provide all reasonable assistance to NAWIC in arranging an inspection by the judges of any project identified in your Nomination.
- 3. All decisions made by the judging panel are binding confidential and final.
- 4. The Awards judges reserve the right to determine the eligibility or otherwise of each Nomination and may transfer a Nomination to a more appropriate Award category if they consider it appropriate.
- 5. If NAWIC discovers at any time that the Nomination is fraudulent or misleading, or that you are involved in any conduct or activity that is illegal, NAWIC may at its discretion revoke or withdraw an Award from you.
- 6. NAWIC will not be liable to you for any loss, injury or damage (howsoever caused) which results directly or indirectly from your Nomination, the Awards, or NAWIC's exercise of its rights granted under these Terms and Conditions, including with respect to any breach of any third party intellectual property rights.