

# AWARDS for EXCELLENCE

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2026

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Award Entry Handbook



November

The National Arboretum

 NAWIC



# ABOUT NAWIC

## OUR VISION

An equitable construction industry for all.

## OUR AMBITION

To drive meaningful and measurable change for women.

## OUR MISSION

To significantly increase female participation through creating opportunities for the active engagement of women in the construction industry.

## OUR MISSION

The trusted voice for change in Australian construction industry.

### WHO WE ARE

Established in 1995, the National Association of Women in Construction (NAWIC) is a not-for-profit organisation based in Australia. Led by dedicated staff and volunteers, we empower women and their allies across diverse backgrounds and career stages in construction. With chapters nationwide and global connections, including in the US, New Zealand, and Canada, NAWIC offers a platform for networking, skill enhancement, and industry awareness. Through forums, we foster information exchange, idea sharing, and professional growth, striving to support women's advancement and contributions in the construction sector.

### WHAT WE DO

#### ADVOCACY AND LOBBYING FOR CHANGE.

With our combined experience, we will be leading change across government and industry. We will be the 'go to' voice for comment around women in construction.

#### EDUCATION AND PROFESSIONAL DEVELOPMENT

We focus on education at all levels, supporting robust initiatives designed to foster success, create future leaders and role models and empower our industry associates to make informed decisions

#### CONNECTION AND CELEBRATION

The presence of energetic and vocal NAWIC Chapters in every State and Territory delivers networking opportunities, individual support, recognition and a lifelong community for women on a personal level that is safe, supportive and welcoming right throughout Australia.

### WE ADVOCATE FOR CHANGE

### WE EDUCATE & EMPOWER

### WE CONNECT

### WE ARE NAWIC



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## 2026 NAWIC ACT AWARD KEY CONTACTS

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## FOLLOW US



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# MESSAGE FROM OUR PLATINUM SPONSOR

Lendlease is honoured to continue support the National Association of Women in Construction (NAWIC) through providing Platinum sponsorship. Like many of us, we are committed to improving the diversity of the construction industry through meaningful change; empowering, advocating and supporting the advancement of woman in the industry.

Our drive and progress towards an equitable industry can only be achieved with the support of a collaborative industry including NAWIC, the public and private sector and workforce participation.

In addition to our sponsorship, Lendlease has been proactive in supporting change. We hosted the first NAWIC ACT on-site constructive coffee, aimed at including trades – a sold out event with over 100 attendees at the Australian War Memorial at the end of 2025. We have continued to carry the conversation with the male allies panel in May 2026, and our staff have been involved in volunteering efforts across events, education and advocacy.

The Crystal Vision Awards for Excellence provide the perfect opportunity for the industry to come together to celebrate the incredible people who are the role models for our future generations.

We encourage you to participate in these Awards by nominating yourself, fellow colleagues, or a team to commemorate the achievements within the ACT construction industry this year.



**RICHARD YARAD**

General Manager, Lendlease ACT





# ABOUT THE AWARDS

**THE ANNUAL NAWIC ACT AWARDS FOR EXCELLENCE SHOWCASES INDUSTRY ADVANCEMENTS AND ACHIEVEMENTS OF WOMEN, AND FOR WOMEN, IN THE CONSTRUCTION INDUSTRY.**

All nominations must be submitted via the online submission process. In order to nominate for an award, the nominee must be a current NAWIC member for 2026-2027 financial year. Nominations can either be by the nominee or for someone else. All entries are judged by a high profile panel of industry experts.

## **2026 NAWIC ACT AWARDS FOR EXCELLENCE CATEGORIES**

**CRYSTAL VISION**

**CONSTRUCTION BUSINESS WOMAN OF THE YEAR**

**LEADERSHIP IN CONSTRUCTION**

**ACHIEVEMENT IN HEALTH AND SAFETY/OR ENVIRONMENT**

**EMERGING LEADER**

**YOUNG ACHIEVER**

**TRADESWOMAN/APPRENTICE OF THE YEAR**

**MENTOR OF THE YEAR**

**INNOVATION AND SUSTAINABILITY IN THE CONSTRUCTION INDUSTRY**

**DIVERSITY AND INCLUSION**

**ACHIEVEMENT IN ENGINEERING**

**ACHIEVEMENT IN DESIGN**

**MALE ALLY AWARD**

**NOMINATIONS CLOSE 7 SEPTEMBER 2026**

## **KEY DATES**

|                                |                                |
|--------------------------------|--------------------------------|
| <b>NOMINATIONS OPEN</b>        | 9 July 2026                    |
| <b>AWARDS WRITING WORKSHOP</b> | Link will be provided to video |
| <b>NOMINATIONS CLOSE</b>       | 7 September 2026               |
| <b>AWARDS CEREMONY</b>         | 13 November 2026               |



# CRYSTAL VISION

**FOR ADVANCING AND FURTHERING THE INTERESTS OF WOMEN IN THE CONSTRUCTION INDUSTRY.**

## **PURPOSE**

This award recognises a woman who actively promotes and encourages participation and career progression of women in the construction industry.

Promotion may be by way of establishing policies, supporting legislation and/or creating supportive organisational structures.

## **PREVIOUS WINNER PROFILE**

### **NOLITA RYAN**

#### **2025 ACT CRYSTAL VISION AWARD**

Nolita Ryan is a Registered Architect and Senior Design Manager at Icon, bringing over 25 years of experience across the construction industry. Her career encompasses consultancy, project management, Practice Management, and Design Management roles in Australia, China, Southeast Asia, the USA, and Europe.

Known for her commitment to equity, education, and mentorship, Nolita is the former co-chair of the NAWIC ACT Education Chapter, the NAWIC NSW Education Chair, a business mentor with the Irish Australian Chamber of Commerce, and a Voluntary Adult Tutor.

Nolita was instrumental in creating and implementing the 'EMPOWER Strathnairn' Program to support Objective 2 under the ACT Women's Plan (2016-26). The program is currently in place on Icon's Strathnairn School project. Initiatives under EMPOWER Strathnairn encompass mentoring, wellness, mental health, professional development, education, community engagement, and support.





## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- This award is open to females within the construction industry
- Candidates must be based and working in the Capital Region
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry
- Candidates must be NAWIC financial members at the time of nomination and award ceremony

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A minimum of two written references confirming the nominee's contribution to the construction industry and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## NATIONAL AWARD

The winner of the ACT 'Crystal Vision' Award will automatically be eligible to enter into the NAWIC National Crystal Vision Awards for the same year. An incredible opportunity to showcase and celebrate the awardees advancements made in the ACT alongside the very best achievements, outstanding work, and contributions in the construction industry by NAWIC members across the country.

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's relevant biography and contributions to the construction industry (i.e. your role, project, organisation, company) (10%)
- Demonstrate how the nominee has achieved one or more of the following (60%):
  - Encouraged and empowered women in the construction industry by establishing company policy or by initiating legislative changes or other changes to an organisational structure, benefiting women in construction
  - Achieved a position of significance and authority which has enabled them to influence and/or make policy decisions that are beneficial to women in the construction industry
  - Shown leadership in implementing initiatives for the betterment of women in construction
  - Successfully broken barriers with a 'first' for women in the construction industry
- Describe any lessons learnt and what advice the nominee would give to others (15%)
- Describe how the nominee is perceived by their colleagues as a positive role model or mentor to women (15%)

## SPONSORED BY





# CONSTRUCTION BUSINESS WOMAN OF THE YEAR

**FOR THE BUSINESSWOMAN WHO DIRECTLY CONTRIBUTES TO THE INDUSTRY.**

## **PURPOSE**

This award recognises an outstanding businesswoman who is in a pivotal role in a company, partnership or organisation directly related to the construction, infrastructure and development industries.

A businesswoman who makes a significant contribution to the creation, development or growth of a construction or development related business.

## **PREVIOUS WINNER PROFILE**

### **ELISE KLARENBEЕК**

#### **2025 CONSTRUCTION BUSINESSWOMAN OF THE YEAR**

Elise Klarenbeek is the first female General Manager at FDC, leading the ACT division after 18 years in construction. She has delivered more than \$360M of landmark projects, including Deloitte's

Canberra workplace and the award-winning Greenway Views aged care village. Combining a background in interior design with deep construction expertise, Elise is known for her "firm but fair" leadership, strategic vision and ability to foster trusted relationships. As national ambassador of FDC's

Women in Construction Movement, she has lifted ACT's female participation to 30% and mentors and inspires emerging talent. Elise is a trailblazer reshaping culture, capability and opportunity in construction.





## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates must play a substantial role within the organisation
- Candidates must be based in the Capital Region
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry
- Candidates must be NAWIC financial members at the time of nomination and award ceremony

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role (20%)
- Describe any challenges the nominee has faced and how they overcame them (20%)
- Describe how the nominee is a role model for other women in the industry (20%)
- Describe how the nominee has contributed to the achievement of the business/organisation addressing the following as relevant (20%):
  - The nominee's contribution to the ongoing business planning and development of the organisation
  - How the nominee has provided opportunities for women in their business
  - Demonstrates expansion or increased turnover of a business
- Demonstrate the nominee's ability to build relationships with key stakeholders and how they have supported the continual improvement of the business/organisation (20%)

## SPONSORED BY





# LEADERSHIP IN CONSTRUCTION

**RECOGNISING EXCEPTIONAL INITIATIVE THROUGHOUT THEIR 5 TO 15 YEARS OF INDUSTRY EXPERIENCE.**

## **PURPOSE**

This award recognises a woman with 5 to 15 years of experience in any areas of the construction, property, civil or related industries; who demonstrates exceptional initiative in their fields, communities and places of work.

## **PREVIOUS WINNER PROFILE**

### **MARITSA KACOPIEROS**

#### **2025 LEADERSHIP IN CONSTRUCTION AWARD**

Maritsa is a civil engineer with over 12 years' experience in project management and civil design on water and wastewater infrastructure projects.

She has worked across various stages of the design process including planning, concept design, detailed design through to issue for construction and construction phase support, both nationally and internationally.

Maritsa has a deep passion for promoting sustainable water management and working with developing communities to increase access to safe, clean water. Through every initiative, program or project,

Maritsa has built strong relationships with key stakeholders and driven meaningful change across GHD and the wider water industry, reinforcing her role as a major advocate for positive change.





## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- This award is open to any occupation within the construction, property, civil or related industries.
- Candidates must have between 5-15 years experience
- Candidates must be based in the Capital Region
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry
- Candidates must be NAWIC financial members at the time of nomination and award ceremony

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role (20%)
- Describe any challenges the nominee has faced and how they overcame them (20%)
- Highlight the nominee's key skills that will assist them in being successful in the construction industry (20%)
- Provide an example of the nominee's commitment to the construction industry (20%)
- Provide an outline of the nominee's aspirations and goals for future participation in the construction industry and what the nominees hope to achieve (20%)

## SPONSORED BY

# Built



# ACHIEVEMENT IN HEALTH AND SAFETY / OR ENVIRONMENT

RECOGNISING LEADERSHIP IN HEALTH, SAFETY, WELLNESS, AND ENVIRONMENTALLY RESPONSIBLE PRACTICES IN THE CONSTRUCTION INDUSTRY.

## PURPOSE

This award celebrates the achievements of an outstanding woman who has made a significant contribution to the implementation of health and safety practices within the construction industry, including, but not limited to, their contribution to work practices, site safety and implementation of safety systems or initiative of environmental programs within their organization.

## PREVIOUS WINNER PROFILE

### MAREE TETLEY

#### 2025 ACHIEVEMENT IN HEALTH AND SAFETY / OR ENVIRONMENT

Maree Tetley is a Safety Advisor at BMD with eight years' experience supporting major NSW and ACT infrastructure projects. She has played a key role in embedding strong safety, environmental and quality systems, contributing to outcomes such as more than 54,000 injury-free hours on a project

Transitioning from a labouring role into safety leadership, Maree built her technical capability through WHS qualifications, ICAM training and Lead Auditor accreditation. Her approachable style, clear communication and focus on explaining the "why" behind controls helped shift perceptions and establish her as a trusted advisor.

On site, Maree delivers practical, tailored safety guidance through toolbox talks, workshops and inductions that make complex requirements easy to apply. Her ability to build trust and encourage ownership has strengthened compliance and improved team culture.

A standout achievement is her leadership of BMD's four-week 'Back to Basics' campaign, which refocused teams on core safety behaviours and delivered measurable improvements in incident reduction and Activity Based Conversations. Her commitment to continuous improvement continues to elevate safety outcomes across BMD projects.





## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates can be any woman who holds a role within the construction industry or related industries that directly relates to Health/Safety and/ or Environment, this award is open to but not limited to workers, consultants, business owner or Safety officer.
- Candidates must be based in the Capital Region
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must be NAWIC financial members at the time of nomination and award ceremony
- Candidates must read and agree to be bound by the Conditions of Entry

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Outline the nominee's Health & Safety/ and or Environment contributions and achievements to the industry and describe their role.

- Describe challenges the nominee has faced in their role and how they overcame them (20%)
- Provide examples of how the challenges were overcome or improvement initiated which has changed the outcome: (20%)
- Provide examples of working with workers to ensure general safety (20%)
- Provide examples of improving regulatory compliance within the organization with relevant regulators in Health, Safety and the Environment. (20%)

Effective new safety or environmental directions within the organization which have minimized incidents within your organization in relevance to: (20%)

- How has the nominee achieved best practices on the project/in their organisation and what were the beneficial impacts of their involvement on this project for safety and/or the environment? Provide measurable examples of their achievement.
- Describe how has the nominee's involvement in this project/in the organisation advanced the nominees, and their project team's / company's understanding of safety and/or the environment in the construction industry

## SPONSORED BY

**RICHARD CROOKES**  
  
**CONSTRUCTIONS**



# EMERGING LEADER

**FOR WOMEN IN ANY ROLES WHO ARE DEMONSTRATING LEADERSHIP EARLY IN THEIR CAREER.**

## PURPOSE

This award recognises and celebrates a woman who is in the first five years of their career and demonstrates exceptional leadership in her role and personal life.

A woman that is seen as a model for others within the industry, overcomes adversity and utilises her skill and passion to influence change within the construction industry.

## PREVIOUS WINNER PROFILE

### JASMINE CLINGAN

#### 2025 EMERGING LEADER

Jasmine Clingan is a Project Coordinator at Icon with almost five years' experience. Jasmine's career began as a Cadet at 19, she fast-tracked her Bachelor of Building and Construction Management, learning multiple academic awards and applying this knowledge to mentor women and improve industry practices.

Her role includes leading D&I initiatives on the construction of the female-led Strathnairn School, a pilot project under the ACT Government's Second Action Plan.

As part of Icon's 'EMPOWER Strathnairn' program, Jasmine coordinates mentoring efforts with Build Like a Girl (BLAG), facilitates wellbeing toolbox sessions through The Healthy Tradie Project (HTP), and oversees the School-Based

Apprenticeship Program in collaboration with ATC, ensuring the successful delivery of these initiatives on-site.

Her leadership is characterised by technical proficiency, community engagement, and advocacy which collectively contribute to the success of projects and the promotion of sustainable change within the industry





## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- This award is open to all women who have worked within the construction industry in any role for less than 5 years
- Candidates must be based in the Capital Region
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry
- Candidates must be NAWIC financial members at the time of nomination and award ceremony

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role (20%)
- Describe how the nominee is as a role model for other women in the industry (such as achievements in chosen field, working with community, entering a field with limited number of women etc.) (20%)
- Describe any challenges the nominee has faced in their role and how they overcame them (20%)
- Describe the nominee's involvement in community and industry activities and any opportunities they have had to act as a leader (20%)
- What developments or changes does the nominee want to implement in the industry and how? (20%)

SPONSORED BY

# TSA Riley



# YOUNG ACHIEVER AWARD

**A DEMONSTRATED COMMITMENT TO LIFELONG LEARNING.**

## PURPOSE

This award recognises the dedication and excellence of an individual 25 years or younger, who is involved in the construction, property, or infrastructure development industries.

Assessed on significance of contribution to the construction industry, involvement in the community and demonstrated commitment to lifelong learning. This category specifically celebrates the efforts of women and gender diverse young people engaging in the industry as students, graduates or in early career roles.

## PREVIOUS WINNER PROFILE

### ISABELLA BENCIC

#### 2025 YOUNG ACHIEVER AWARD

Isabella is a 4th year University student undertaking a Bachelor of Building & Construction Management. Since the end of her first year at Uni, she has worked and studied full time at Construction Control.

Isabella has been involved with a range of projects such as ANU: Hail Remediation, working across 14 buildings in 18 months, completing approx. 60 handover packages.

Anzac Park East: Introduced to Greenstar, assisted the ESD consultant targeting 5 star rating.

91 Northbourne: further developing Greenstar skills via services trades, working with the Senior Site Engineer across structure & fit out trades regarding ITP's and trade procurement.





## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates must be studying and/or working in the Capital Region.
- Candidates must currently be studying and/or working in industries that can include, but are not limited to: building, carpentry, plumbing, electrician, landscaping, glazier, building design, civil construction, interior design, construction education, etc.
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must be NAWIC financial members at the time of nomination and award ceremony
- Candidates must read and agree to be bound by the Conditions of Entry.

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's commitment to the construction industry and lifelong learning. (20%)
- Describe a challenge overcome or improvement initiated by the nominee. (20%)
- Describe the nominee's future potential in leadership and involvement in the community and industry. (20%)
- Outline the nominee's aspirations and goals for future participation in the industry and what the nominee hopes to achieve. (20%)
- Describe a learning experience which developed the nominee's skills. (20%)

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# TRADESWOMAN / APPRENTICE OF THE YEAR

RECOGNISING THE VALUABLE CONTRIBUTION OF A FEMALE TRADESPERSON TO THE INDUSTRY.

## PURPOSE

This award recognises the achievements of a tradeswoman which includes all year apprentices currently undertaking an ACT trade license who have excelled and significantly contributed to the construction industry.

The objective of the award is to encourage women to pursue and establish their careers within the industry.

## PREVIOUS WINNER PROFILE

### KIRSTEN MACQUET

#### 2025 TRADESWOMAN OF THE YEAR

Kirsten is an inspirational leader passionate about making change by creating an inclusive work environment, Kirsten brings a mix of key skills to the hands-on environment and is paving the way for future tradeswomen by demonstrating her strengths, confidence and courage to be different.

Following the completion of her trade certificate, a lengthy career as a paramedic Kirsten has embraced the change of direction and continues to grow as an individual both professionally and personally.

Recipient of several awards, Kirsten is an enthusiastic team player capable of working independently whilst maintaining high levels of accountability, integrity, and professionalism.





## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates must hold an ACT trade license, or be a current apprentice completing their ACT trade license and be currently working in the Capital Region in a relevant construction field
- Trades can include, but are not limited to: Carpentry, Bricklaying, Plumbing, Painting and Decorating, Electrical, Landscaping, Plastering, Tiler and Roof Tiler
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must be NAWIC financial members at the time of nomination and award ceremony
- Candidates must read and agree to be bound by the Conditions of Entry

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- At least one written reference from a colleague confirming the nominee's contribution to the business/organisation and the way in which the contribution is significant
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Give an outline of the reasons the nominee was inspired to undertake a trade in the construction industry (20%)
- Provide details of the nominee's industry involvement (20%)
- Describe an experience or project which developed or is developing the nominee's trade skills (20%)
- Describe a particular achievement/challenge the nominee has overcome through the demonstration of higher skill by the nominee (20%)
- Provide an outline of the nominee's aspirations and goals for future participation in the construction industry and what the nominee hopes to achieve (20%)

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# MENTOR OF THE YEAR

**A MENTOR THAT HAS ENCOURAGED PROFESSIONAL GROWTH OF WOMEN IN THE CONSTRUCTION INDUSTRY.**

## PURPOSE

This award recognises an individual, man or woman, that is a mentor, assisting and encouraging women in the construction industry.

This award promotes investment in the development of women in the construction industry; it acknowledges the outstanding contributions made by the mentor to the professional growth, guidance and betterment of their mentees.

## PREVIOUS WINNER PROFILE

### ERINNA GUARINO

#### 2025 MENTOR OF THE YEAR

Erinna Guarino is the Program Management Leader for Ventia Project and Workplace Solutions, overseeing a \$100 million plus portfolio of construction and property projects nationwide.

With over 20 years of industry experience, Erinna is recognised for her technical expertise, strategic vision, and commitment to excellence. She leads a diverse team of ten program professionals, 80 percent of whom are women, providing strategic recommendations on asset management, lifecycle planning, risk mitigation, and capital works delivery.

Erinna's mentoring approach is transformative and inclusive. She invests in regular one-on-one sessions, offering constructive feedback and sharing practical leadership insights. Her hands-on guidance empowers team members to step outside their comfort zones, develop leadership skills, and achieve career progression.

Erinna is a champion for women's advancement, supporting flexible work arrangements and advocating for women returning from maternity leave. Her influence extends beyond her team through active participation in Ventia's women's forums and by connecting mentees

with broader networks. Erinna's leadership has fostered a culture of empowerment, innovation, and continuous growth, driving positive organisational change and setting new benchmarks for women in the construction industry.





## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- This award is open to individuals, male or female
- Candidates must be based and working in the Capital Region
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry
- Candidates must be NAWIC financial members at the time of nomination and award ceremony

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A letter of reference or endorsement from a trainee or mentee in the program
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Describe the mentoring and demonstrate how this assists employees/trainees/apprentices develop skills and leadership qualities (30%)
- Provide details of how the mentoring program/mentor relationship provides a forum to share experiences, business skills and expertise to benefit others, particularly women in the construction industry (20%)
- Provide details of successful experiences where mentees have gained professional growth and guidance in career development or how a mentor has utilised expertise and networks to assist others and resolve challenges (20%)
- Provide details of how organisational change has occurred and how the mentor program has benefited women in the construction industry (30%)

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# INNOVATION AND SUSTAINABILITY IN THE CONSTRUCTION INDUSTRY

**DEMONSTRATED INNOVATION IN ANY IMPLEMENTED IDEAS THAT HARNESS CHANGE.**

## **PURPOSE**

This award recognises innovations or successfully implemented sustainability design or measures undertaken by individuals or companies in the construction industry.

The Innovation and sustainability category will be considered for any implemented ideas that have harnessed change within the construction industry including but not limited to projects, programs, processes, systems or sustainability.

## **PREVIOUS WINNER PROFILE**

### **VENTIA SUSTAINABILITY PROGRAM AND PROJECTS**

#### **2025 INNOVATION AND SUSTAINABILITY IN THE CONSTRUCTION INDUSTRY AWARD**

Ventia's Projects & Workplace Solutions (PWS) team is a national program and project delivery powerhouse, combining technical expertise with a strong commitment to innovation, sustainability, and inclusive leadership. Operating across Australia, PWS delivers complex capital works, workplace transformations, compliance programs, and integrated fit-out solutions for clients across diverse sectors.

What sets the PWS team apart is its people-first approach. With over 60% female representation and a leadership team that is 75% women, PWS is redefining what high-performing teams look like in the construction and built environment industry. The team actively champions diversity as a driver of better outcomes, fostering creativity, stronger stakeholder engagement, and more resilient project delivery.

PWS embeds sustainability and innovation into every stage of its projects, from advisory and design through to delivery and operations. By leveraging data-driven decision making, flexible delivery models, and collaborative partnerships, the team consistently delivers outcomes that are both commercially robust and environmentally responsible.

With a culture grounded in inclusion, opportunity, and continuous improvement, Ventia's PWS team is not only shaping successful projects, but also contributing to a more equitable and forward-thinking industry.





## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates are to be either based in the Capital Region or the subject(s) of innovation and/or sustainability must be within the Capital Region
- Candidates may be either an individual or a company
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry
- Candidates must be NAWIC financial members at the time of nomination and award ceremony

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about or your team/company
- A Letter of Endorsement from someone involved in the innovation who can attest to the nominee's role and contribution
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Describe the context of the innovation and/or sustainability measure and how best practice was achieved (10%)
- Describe the innovation and/or sustainability measure, focusing on the nominee's contribution (30%)
- Describe the key challenges/technical complexity that were faced and how the nominee overcame them (30%)
- Explain how the innovation and/or sustainability measure benefits the construction industry, the organisation, the community, the client or women in construction (30%)

## SPONSORED BY





# DIVERSITY AND INCLUSION AWARD

**DEMONSTRATED COMMITMENT TO INCREASING DIVERSITY AND INCLUSION.**

## **PURPOSE**

This award recognises an individual (woman or man) or an organisation, that has demonstrated a significant commitment to increasing diversity and inclusion in their workplace or organisation.

## **PREVIOUS WINNER PROFILE**

### **'EMPOWER STRATHNAIRN' TEAM**

#### **2025 DIVERSITY AND INCLUSION AWARD**

The EMPOWER Strathnairn Team from Icon Construction delivered a pioneering response to the ACT Government's gender-equity targets for the Strathnairn School project. By partnering with leading training and industry organisations, they created the EMPOWER Strathnairn Program to "support gender equity and workforce diversity" through mentoring, wellbeing initiatives, and cultural training.

Despite limited precedents, funding challenges, and negative media commentary, the team implemented practical, collaborative solutions with partners such as The Umbrella Collective, Build Like a Girl, and The Healthy Tradie Project. Their approach ensured meaningful support for women entering and progressing within construction.

The program achieved outstanding results: a 100% female site management team and 90% female overall site team by September 2025, backed by structured development pathways and continuous evaluation. Their work has since been recognised across the ACT, establishing EMPOWER Strathnairn as a scalable model for industry-wide cultural change.





## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Open to any individual, firm, partnership, company, or organisation within the construction industry
- Candidates must be based and working in the Capital Region
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry
- Candidates must be NAWIC financial members at the time of nomination and award ceremony

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A Letter of Endorsement from someone in the organisation who can attest to the nominee's role and contribution
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role (20%)
- Describe any challenges the nominee has faced in their role and how they overcame them (20%)
- Provide a detailed description of how the nominee has demonstrated significant commitment to increasing diversity and inclusion in their workplace or organisation through any one or more of the following (60%):
  - Establishing and implementing a company policy
  - Developing a diversity and inclusion program or initiative
  - Championing the transformational change in organisational culture to increase the diversity and inclusion of a workplace; or
  - Actively promoting diversity and inclusion in a construction project or organisation wide

## SPONSORED BY





# ACHIEVEMENT IN ENGINEERING

## RECOGNISED ACHIEVEMENTS IN ENGINEERING OR CIVIL WORKS CONSTRUCTION.

### PURPOSE

This award recognises a woman's significant achievements through their career path in design engineering, site engineering or civil works construction. This includes both technical and leadership roles.

### PREVIOUS WINNER PROFILE

#### STEPHANIE WILCON

#### 2025 ACHIEVEMENT IN ENGINEERING AWARD

Stephanie Wilson is a Civil and Geotechnical Engineer whose decade of work has strengthened major public, environmental, and community infrastructure across the ACT and regional NSW. With experience spanning projects such as the National Security Precinct, Batemans Bay Community Health Centre, the National Circularity Centre, and the Rebuild Cobargo initiative, she brings technical depth and a strong commitment to sustainable, community-focused engineering.

Her career is defined by an ability to solve complex ground challenges with clarity and innovation. From navigating strict security and variable subgrade conditions in Barton to supporting post-bushfire reconstruction in Cobargo, Stephanie consistently delivers practical, resilient solutions that improve design accuracy, construction efficiency, and long-term project performance.

Stephanie is also a visible and valued role model for women in engineering. Her approachable leadership and hands-on mentorship help emerging engineers—particularly women entering fieldwork—build confidence, communicate effectively, and take ownership of technical responsibilities. She actively contributes to a more inclusive and supportive industry culture.

Across all projects, Stephanie exemplifies best practice through rigorous documentation, evidence-based assessments, and a strong focus on safety and environmental stewardship. Her work reflects the highest standards of engineering professionalism and demonstrates the impact of thoughtful, community-minded geotechnical practice.





## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Open to all women who have worked within the Engineering industries
- Candidates must be based in the Capital Region
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry
- Candidates must be NAWIC financial members at the time of nomination and award ceremony

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A Letter of Endorsement from someone involved in the project who can attest to the nominee's role and contribution
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Outline the nominee's contributions to the industry and describe their role (20%)
- Describe any challenges the nominee has faced or an improvement initiated which has changed the outcome of the project (20%)
- Describe how the nominee is a role model for other women in the industry (20%)
- Describe the nominee's achievements on the project. Provide measurable examples of these achievements (20%)
- Demonstrate how the nominee has achieved best engineering practice on the project (20%)

## SPONSORED BY





# ACHIEVEMENT IN DESIGN

**DELIVERING INNOVATIVE DESIGN THAT RESPONDS EFFECTIVELY TO THE CLIENT BRIEF.**

## PURPOSE

This award recognises women in the Capital Region who have made a significant contribution to the design of a project that has reached practical completion.

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

## PREVIOUS WINNER PROFILE

### CHLOE MEAGHER

#### 2025 ACHIEVEMENT IN DESIGN AWARD

Chloe Meagher is a valued member of the AMC Architecture team and a designer recognised for her commitment to creating intentional, human-centred spaces. Her practice is grounded in the belief that every detail should serve a purpose, with composition, spatial balance and pragmatic creativity at the heart of her approach.

Chloe is known for guiding teams and clients to explore how thoughtful detailing shapes experience, fostering a culture of collaboration and innovation. She has built a strong reputation for leading commercial workplace and public realm projects, consistently delivering solutions that are both elevated and deeply practical.

Anchored in client value, Chloe's work is defined by clarity, comfort and connection. She is equally passionate about mentoring emerging professionals, offering hands-on exposure and nurturing the next generation of designers who will continue to shape the built environment.





## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates should have a significant role in design and delivery of the project
- Candidates must be based in the Capital Region
- Candidates must be individual and female
- Candidates can nominate themselves or be nominated by someone else
- Candidates must read and agree to be bound by the Conditions of Entry
- Candidates must be NAWIC financial members at time of nomination.

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A letter of reference or endorsement from a client or someone in the organisation confirming the nominee's contribution
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Provide relevant details of the project, including any unusual or unique features, restrictions, technical complexities and other relevant information (20%)
- Provide details of the successful application of innovation to the design of the project (20%)
- Provide details of the nominee's role in design of the project, including the nature and extent of nominee's contribution to the design, with particular emphasis on (20%):
  - The nominee's application of sound design practices and principles
  - Any exceptional design outcome achieved
- Describe how the nominee achieved satisfaction of the client's functional and aspiration brief for the project, as well as effective consultation and liaison with the user and other parts of the industry (20%)
- How did the nominee take a considered approach to principles of ecologically sustainable development and the beneficial impact of the design upon the consumer, owner, environment and surrounding communities? (20%)

SPONSORED BY





# MALE ALLY AWARD

**FOR THE RECOGNITION OF MEN IN CONSTRUCTION WHO ACTIVELY CHAMPION GENDER EQUITY AND DIVERSITY,**

## **PURPOSE**

The Male Ally Award recognises men in the construction industry who actively champion gender equity and diversity by taking meaningful actions that foster inclusivity. It celebrates individuals who challenge gender stereotypes, advocate for equity in policy and practice, and promote respect within the workplace.

The award highlights the critical role male allies play in driving cultural change, inspiring others to address unconscious biases, support female colleagues, and create lasting impact both within their organisations and across the construction industry. Through their leadership and advocacy, these men set an example for others, contributing to a more equitable and diverse workplace.

## **PREVIOUS WINNER PROFILE**

### **JACK BATTY**

#### **2025 MALE ALLY AWARD**

Jack Batty is a dynamic leader in Canberra's infrastructure landscape, bringing broad experience from major rail projects across Australia and the UK. As Rail Construction Manager for Light Rail Stage 2A, Jack is recognised for technical proficiency and a team-first approach. He leads a diverse group, setting high standards for accountability and culture while championing innovation and inclusion.

Beyond his immediate team, Jack actively mentors emerging talent in the ACT and is dedicated to creating opportunities for female leaders, supporting their advancement and visibility. Through his commitment to collaboration, professional growth, and external mentorship, Jack is shaping the future of sustainable transport and inspiring positive change across the construction industry.

For Jack, being a male ally means using his position and influence to actively support, advocate for, and create opportunities for women in construction. He also recognises that diversity extends beyond gender and is a vocal advocate for intersectionality, championing initiatives that support First Nations people, LGBTQIA+ colleagues, and other underrepresented groups in construction.

Since receiving the ACT NAWIC Male Ally of the Year award in 2025, Jack has actively pursued opportunities to further develop his skills and understanding as an ally. As a result, Jack was also awarded the 2025 National Male Ally award.





## ELIGIBILITY

The following conditions apply for who can be entered into this award category:

- Candidates must be individual and male
- Candidates can nominate themselves or be nominated by someone else
- Candidates must be NAWIC financial members at the time of nomination and award ceremony
- Candidates must read and agree to be bound by the Conditions of Entry

## ADDITIONAL INFORMATION REQUIRED

Nominees are required to provide the following as an attachment:

- A summary profile (100 words or less) about yourself
- A letter of reference or endorsement from a client or someone in the organisation confirming the nominee's contribution
- A minimum of two photos of the nominee and one photo of projects (for use in marketing material)
- Any endorsements/approvals required for the photos provided

## JUDGING CRITERIA

Nominations will be assessed in accordance with the nominee's ability to meet the following assessment criteria and respective weightings:

- Provide a description of the nominee's role within their organisation and/or team
- Describe how you actively identify and challenge common stereotypes and unconscious biases that affect women in the workplace. What have you done to raise awareness of these biases among your peers and help others overcome them? (20%)
- Demonstrate how you define and embody the role of a male ally. What have you done to support female colleagues, intervene as a bystander when necessary, and mentor or sponsor women in their career development (20%)
- Describe how you actively promote diversity and inclusion within your team and organisation. What have you done to address micro-aggressions and foster a culture of respect where everyone feels valued and included? (20%)
- Demonstrate how you develop and implement policies or practices that promote positive and inclusive leadership. What have you done to empower other men to lead by example, and how do you inspire change by championing gender equity and diversity in your organisation? (20%)
- Describe any challenges you have faced in promoting gender equity and diversity. How have you addressed or overcome these obstacles, and what strategies have you used to continue advocating for inclusivity despite these challenges? (20%)

SPONSORED BY

# burgtec.



# PRESIDENTS CHOICE

THE ACT CHAPTER PRESIDENTS SELECTION OF AN OUTSTANDING MEMBER OF THE COMMUNITY CONTRIBUTING TO THE INCREASED PARTICIPATION OF WOMEN IN CONSTRUCTION.

## PURPOSE

This award recognises overall outstanding achievement of an individual NAWIC ACT Committee member that innovates and inspires the construction industry toward lasting and positive cultural change for construction.

## PREVIOUS WINNER PROFILE

### CHARLOTTE COOPER

#### 2025 PRESIDENTS CHOICE AWARD

Charlotte excels in construction through disciplined project delivery and strong leadership. As a Project Manager at Manteena, she achieved Practical Completion on a major project during the same week as the NAWIC ACT Awards, demonstrating exceptional focus and capability.

As NAWIC ACT Marketing Chair, she rapidly lifted the professionalism and visibility of the chapter's communications, ensuring events, advocacy and sponsorship recognition are consistently represented with clarity and impact.

Charlotte is a trusted role model who supports every stream of NAWIC ACT's work. Her creativity, reliability and collaborative approach help others succeed and ensure initiatives are communicated thoughtfully and effectively.

Her work strengthens NAWIC ACT's advocacy by making programs and achievements more visible, building credibility and supporting cultural change. Charlotte's commitment and capability will continue to positively influence the construction industry over time.



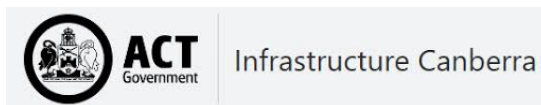


# THANK YOU TO OUR 2026 - 2027 SPONSORS

PLATINUM



GOLD



SILVER



BRONZE





# ENTRY GUIDELINES

## ENTRY PROCESS

- Set up a profile, if you don't already have one, on the Awards for Excellence Online Awards Platform (there is a How To available on the NAWIC website under Awards > ACT Awards).
- Start a new entry on Awards Force.
- Fill out the required fields in the entry form which include nominee details and written responses to each of the Judging Criteria.
- The entry needs to address each of the Judging Criteria, which are detailed under each award category.
- Upload any additional required documents.
- Submit entry.
- All entries will receive a confirmation email after the nominations close in September 2026
- All nominees will be featured on-screen throughout the Awards Ceremony evening.
- Winners will be announced at the Awards Ceremony.
- You must be a NAWIC ACT member or become a member before entering.
- All entrants must reside within the Capital region.

## AWARDS FORCE ENTRY SUPPORT

For queries and support relating to Awards Force, please contact:

Sera Fazzari  
awards@nawic.com.au  
1800 767 977

## GENERAL

- References to Capital Region within this Entry Handbook refers to Canberra, Goulburn, Cooma, Bungendore, Yass and surrounds.
- The 2026 Awards for Excellence (Awards) are conducted by the ACT chapter of the National Association of Women in Construction (ABN 66 070 113 192), an Australian public company limited by guarantee (NAWIC).

## JUDGING PROCESS

The judging process will be as follows:

- The ACT Chapter Council will appoint a panel of judges
- Each Award will be judged by three judges
- Judges will independently review the submissions in the Awards Force program and will individually score each Judging Criteria
- Judges may request further information from a nominee and/or may interview nominees if required
- The various panels will be carefully constituted to ensure that no conflict of interest exists, or is seen to exist
- The judging panel may consider entries for an alternate award in addition to the nominated category, if they deem that an entry meets the requirements for that category.



# CONDITIONS OF ENTRY

1. All nominations must comply with the rules stated on the online awards nomination website.
2. Nominees may be self-nominated or nominated by another person. (If nominating another person, it is recommended that their endorsement is obtained for privacy reasons).
3. Nominees may enter more than one award category.
4. Nominations are encouraged from both the public and private sectors who are employed by small, medium or large organisations or those who are self-employed. Nominees will be assessed primarily by reference to their own achievements (i.e. their contribution to a project).
5. Nominees should address all the selection criteria described in the nomination form and submission document and may provide further information if it is relevant to their submission.
6. Nominees should be prepared to attend an interview and site inspection with the judges if required, regardless of which category has been entered. This will enable the nominees to demonstrate to the judges any unique or outstanding features of their work and to explain any other relevant matters.
7. All winners are encouraged to attend at least two additional NAWIC events in your state during the financial year.
8. The Awards for Excellence winner in each state will be expected to speak at at least one NAWIC event in their state.
9. All nominees are encouraged to attend the Awards Ceremony.
10. All winners are required to make a speech upon receiving their award.
11. NAWIC reserves the right to use any entry in the Awards for promotional and marketing purposes. NAWIC will use its best endeavours to avoid, but will not be responsible for, any error, omission or misrepresentation made in such cases.
12. Nominees are requested to consent to their contact details being provided to NAWIC's public relations consultants for the purpose of any Awards-related or general public relations activities (e.g. newspaper articles, television or radio appearances, etc.).
13. The judges reserve the right to request further information and documentation from a nominee if required.
14. The judges reserve the right to consider a nominee from any other award category regardless of whether the nomination has been submitted for that award.
15. Winning entries from past NAWIC Awards may not be resubmitted, however, previous entries that did not win may be resubmitted providing the nomination complies with the criteria listed for each category.
16. NAWIC reserves the right to extend the final date of entry submission, or at its discretion provide extensions to one or more nominees.
17. NAWIC is under no obligation to provide an extension to all nominees or publish any extension.



2026

## 2026 AWARDS TIMELINE

**Thursday 9 July**

Awards Launch and Nominations Open

**Early August**

Awards Writing Workshop

**Monday 7 September**

Nominations Close

**Friday 13 November**

Awards for Excellence Ceremony



WE ADVOCATE FOR CHANGE  
WE EDUCATE & EMPOWER  
WE CONNECT

At NAWIC we welcome those working in construction from all walks of life, cultures, ages and career stages.

Whether you are beginning your career, looking for a new chapter or refining your life's work, at NAWIC you will find a diverse community of like-minded people; **great people doing great work.**

A not-for-profit and the Peak Body championing the diverse collective of great women, female identifying and non-binary people and their allies in construction. NAWIC provides a forum for its members to meet and exchange information, ideas and solutions. Our members have the opportunity to expand personal and business networks in an open and inclusive environment.

We help you to maintain awareness of industry developments, improve skills and knowledge and make a contribution to other women in the construction industry.

We rise together.



@NAWIC\_ACT

*Join your  
Community*

As a NAWIC member you can access a wide range of opportunities nationally and in your local chapter, including:

- One on one and group mentoring
- Free mental health support
- Industry training and continuous professional development
- Career accelerating awards and scholarship programs
- Access to networking and a diverse range of events
- Member benefits program and exclusive shopping discounts
- Leadership roles with chapter councils and national board
- The early 'heads up' on jobs, tenders and career opportunities in the NAWIC community



# THROWBACK TO 2025 AWARDS





# COMMITTEE THANK YOU

For volunteering your time, energy and skills. NAWIC ACT only achieves great things because of you.

## PRESIDENT

## VICE PRESIDENT AND MALE ALLIES

## SECRETARY

## TREASURER

## EDUCATION CO-CHAIR

## EDUCATION CO-CHAIR

## COMMUNICATIONS AND MARKETING CHAIR

## SPONSORSHIP CO-CHAIR

## MEMBERSHIP CHAIR AND SPONSORSHIP CO-CHAIR

## EVENTS CHAIR

## ADVOCACY CO-CHAIR

## ADVOCACY CO-CHAIR

## MENTORING CHAIR

## AWARDS CO-CHAIR

## AWARDS CO-CHAIR

Amanda Allan

John Reed

Jessica Kennedy

Sneha Coutinho

Jo Whitfield

Tracy Wilcox

Charlotte Cooper

Meagan Higgins

Claudia Maher

Jerri Coleman

Peita de Boer

Kristine Scheul

Anda-Leigh Reilly

Esha Patil

Georgia Griffiths

