

2018 QRC/WIMARQ

Resources Awards for Women

SELECTION CRITERIA

EXCEPTIONAL WOMAN IN QUEENSLAND RESOURCES

This award recognises exceptional achievement in the Queensland resources sector in any occupation.

It notes leadership skills, resilience, methods of overcoming barriers and seeking out and accepting new responsibilities and challenges. It also notes candidate's record of encouraging and mentoring other women in the resources sector and her efforts towards improving gender diversity within the sector. It also recognises her contribution to her community, and/or resources communities with which she has a connection, particularly in helping to secure the industry's social license to operate.

Selection criteria 1. Candidate's life/career journey. Take into consideration such things as personal challenges and work/family/life balance.

Selection criteria 2. Evidence of promoting the resources sector's social license to operate, for example through involvement in advocacy/community/charity work/schools/education and training.

Selection criteria 3. Evidence of encouraging and mentoring other women in the resources sector and efforts towards building sustainable gender diversity within the sector.

Selection criteria 4. Evidence of leadership and/or breaking new ground for women in the resources sector.

Selection criteria 5. Candidate's current role and its place within your company:

Selection criteria 6. Candidate's qualifications and evidence of continuous learning.

EXCEPTIONAL YOUNG WOMAN IN QUEENSLAND RESOURCES

This category is for exceptional women under 30 years of age who have worked in the resources sector from one to five years, in any occupation.

This category recognises an outstanding young woman who has shown significant promise and achievement during that time, as well as a passion for the resources sector, willingness to help other women, and be a catalyst for change to improve gender diversity in the sector.

Selection Criteria 1: Candidate's life/career journey. Take into consideration such things as personal challenges and work family life balance.

Selection Criteria 2: Career path, particularly evidence of accelerated promotion through ranks.

Selection Criteria 3: Evidence of promoting the resources sector's social license to operate, for example through involvement in advocacy/community/charity work/schools/education and training.

Selection Criteria 4: Evidence of encouraging and mentoring other women in the resources sector and efforts towards building sustainable gender diversity within the sector.

Selection Criteria 5: Evidence of leadership and/or breaking new ground for women in the resources sector.

Selection Criteria 6: Candidate's qualifications and evidence of continuous learning.

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 **wimarq**
Women in Mining & Resources Queensland

 QUEENSLAND
resources
COUNCIL

EXCEPTIONAL QUEENSLAND TRADESWOMAN/OPERATOR/TECHNICIAN

This category recognises the achievements of women working in trades, as operators, or technicians in the resources sector in Queensland.

It also recognises their resilience, achievement of goals and mentoring of other women in these fields.

Selection Criteria 1: Current position/title:

Selection Criteria 2: How candidate came to work in current occupation, why she chose this career, and why she continues to work in the sector.

Selection Criteria 3: Candidate's contribution to her company and/or the resources sector and/or community.

Selection Criteria 4: Demonstrated contribution to the attraction and/or retention of women in the resources sector (for example, being a role model or mentor or through leadership). Please give examples.

Selection Criteria 5: Leadership qualities and breaking new ground for women in the sector.

GENDER DIVERSITY CHAMPION IN QUEENSLAND RESOURCES

This category recognises an individual, male or female, who has shown excellence in the encouragement, promotion and advocacy for the attraction retention and promotion of women within their company and/or the Queensland resources sector.

Selection Criteria 1: Demonstrated record of advocacy for women in resources. How has the candidate encouraged, promoted and advocated for women in resources, for example through recruitment processes, changing workplace culture, working arrangements etc.

Selection Criteria 2: Outcomes/impact of advocacy (eg statistics) and their sustainability (eg not reliant on the actions of a single person).

Selection Criteria 3: Candidate's vision for gender diversity in the resources sector including any planned initiatives. Provide examples of initiatives either under way or in the planning stages.

Selection Criteria 4: Current position/title and qualifications.

Selection Criteria 5: Career achievements.

EXCELLENCE IN DIVERSITY PROGRAMS AND PERFORMANCE IN QUEENSLAND RESOURCES

This category recognises QRC member companies who have shown excellence and innovation in gender diversity programs and demonstrated outstanding performance in increasing the proportion of women in their workplaces.

Selection Criteria 1: Why the initiative was developed?

Selection Criteria 2: Statistical/other evidence of the program's effectiveness.

Selection Criteria 3: Benefits program has had for the company/employees and/or or communities in which the company operates, eg, statistical evidence, endorsement from employees, other stakeholders/ community groups/local councils etc.

Selection Criteria 4: Evidence of any additional operational benefits (eg improved plant usage, decreased staff turnover or reduced absenteeism, improved safety, ROI). How has it enhanced attraction/ retention of women.

EXCEPTIONAL QMEA STUDENT

This category recognises QMEA students with a passion for the resources sector.

The QMEA award is judged on the basis of candidates' strong demonstrated interest in a career in the resources sector and their ability to be an ambassador for the sector. It is available only to students of Queensland Minerals and Energy Academy schools. To be eligible students must be entering year 12 in 2018.

Selection Criteria 1: What subjects are you studying?

Selection Criteria 2: What QMEA activities have you participated in?

Selection Criteria 3: What are your career plans when you leave school?

Selection Criteria 4: What sparked your interest in this career path?

Selection Criteria 5: How will a career in the resources sector benefit you?

Selection Criteria 6: What work experience have you undertake?

Selection Criteria 7: Why do you want to win this award and how will you use the award?

Selection Criteria 8: What makes you a good ambassador in your school/community for the resources sector?

Selection Criteria 9: Tell us about your citizenship qualities within your school/ community.

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