



2025

QRC/WIMARQ

**Resources Awards
for Women**

APPLICANT INFORMATION

2025 AWARDS OVERVIEW

The QRC/WIMARQ Resources Awards for Women recognise and celebrate the achievements of women in the Queensland resources sector, along with the efforts of people and companies who champion diversity and inclusion.

Categories

Awards will be given in seven categories in 2025:

- Inclusion and Diversity Champion in Queensland Resources
- Excellence in Diversity Programs and Performance in Queensland Resources
- Exceptional Tradeswoman/Operator/Technician in Queensland Resources
- Exceptional Woman in Queensland Resources Technological Innovation
- Exceptional Young Woman in Queensland Resources
- Exceptional Woman in Queensland Resources
- Exceptional Female Queensland Minerals and Energy Academy student (separate entry platform)

Key dates

Award entries open: 9th September, 2024

Award entries close: 11th November, 2024

Awards ceremony: 7th March, 2025

Privacy statement

- The collection of entrants' personal information is necessary for the purposes of the QRC/WIMARQ Resources Awards for Women.
- All personal information collected as part of the application process will be stored securely and not shared with third parties without the consent of the applicant.
- Personal information will be used by the Queensland Resources Council and WIMARQ Committee and third party judges to assess entries and to contact entrants.
- All award entries become and remain the property of the Queensland Resources Council.
- In the event of being selected as an award finalist, the Queensland Resources Council may use the information collected from award entries in promotional materials, including in the media. By submitting an application you agree to publication of information in the entry.
- Any information marked as personal or commercial-in-confidence will not be published.
- By applying for the QRC/WIMARQ Resources Awards for Women, you are providing consent for your image along with details of your application to be used by QRC for media and other promotional purposes.

Contact details

All enquiries should be directed to jenh@qrc.org.au or 07 3316 2532

ENTERING THE AWARDS

Eligibility

- The QRC/WIMARQ Resources Awards for Women are open to all women, diversity champions and companies with operations in Queensland.
- Entries for multiple awards will be accepted but each entry must be entered into each category and address each award's specific criteria.
- If the entrant resigns from the company that they were employed with when they won the state/territory award, the entrant will be listed as formerly from that company.
- Entrants must be willing to participate in awards-related publicity organised by the Queensland Resources Council.

Entry portal

All entries must be lodged online through the [Judgify awards portal](#). To commence your application you will need to create an account on the Judgify awards platform.

Once you have completed and submitted your application, you will receive an email notification confirming the submission.

All entries must include the following:

- Name of entrant
- Company
- Current position and title
- Contact details
- Responses to the allocated criteria
- A curriculum vitae

Entrants may wish to provide additional material to support their entry (e.g. video links, links to reports/publications, links to advertising material etc.). All additional material should be uploaded via the Judgify awards portal and adhere to the following guidelines:

- A maximum of five files/links per entry may be uploaded per application.
- The maximum size for uploading is 5MB per file.
- Website URL links may be uploaded instead of a file.
- Website URLs must be accessible - please provide active usernames and passwords if required.

Judging

- Judging will be undertaken by a panel of industry experts. All decisions are final and cannot be challenged.
- Word count limits apply for each award criteria entry field. Judges are only permitted to review criteria responses within the word limit, therefore please adhere strictly to the allocated word count for each selection criteria.
- Please do not upload additional answers to the selection criteria.
- No feedback is provided to the applicants.
- An award may not be presented in a category if the circumstances warrant it.
- All personal and commercially sensitive information will be treated in confidence.

Definitions

- Reputation and standing in the community – this refers to the resources sector's social license to operate.
- Innovation/innovative – for the purposes of these awards something is deemed innovative where:
 - (a) a completely new technological innovation has been developed, or,
 - (b) an existing technology has been applied in a new and unique way.

Application tips

- **Optimise word limit:** Aim for a balance between being concise and covering all necessary details. Typically, successful nominations use 80% to 100% of the word limit in each section.
- **Focus on the nominee:** In the individual categories, keep the spotlight on the nominee and their accomplishments. References to companies or projects should only be included if required for contextual understanding.
- **Accessible language:** Be mindful of using jargon, technical terms, or project-specific language. Remember, judges can only evaluate what they understand. Use clear, simple language to ensure your nomination is easy to understand.
- **Provide context:** If the nominee played a pivotal role in a major project, ensure you contextualize their involvement and the project itself. Without this context, it becomes challenging for judges to evaluate the significance of their contributions.
- **Give examples:** When making claims, bolster them with concrete examples. For instance, if you mention a challenge, explain why it was challenging. Tangible instances provide credibility and depth to your narrative.
- **Remember to include evidence:** Where the criteria asks for evidence, make sure to include any data or statistics that support your claims.
- **Review for impartiality:** After completing the submission, adopt the perspective of an outsider. Read through it as though you have no prior knowledge of the nominee or their projects. Does the narrative capture the essence of the nominee? Is it easy to understand and engage with?



AWARDS CRITERIA

Exceptional Woman in Queensland Resources

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

It recognises professional success, leadership skills, resilience, methods of overcoming barriers, and seeking out and accepting new responsibilities and challenges.

It also recognises work to promote the industry's reputation and standing in the community. This work may include a commitment to community engagement and development, contributing to inclusion and diversity within the sector and/or other sustainability initiatives.

The award is open to women of any age.

Assessment Criteria

1. Career [max 600 words - scored out of 25]

Describe your career journey: how and why you entered the resources sector, your career progression, and work/life balance.

Include how you have managed professional or personal challenges; and how you have applied what you learned to advance your career and manage your work/life balance.

2. Achievement [max 400 words - scored out of 10]

Describe your career highlights, including achievements, milestones and accomplishments and how you are an exceptional woman in resources.

Include demonstration of leadership skills and continuous improvement (including education and training pathways, career and personal development).

3. Contribution [max 400 words - scored out of 15]

Provide evidence of where you have shown leadership, broken new ground, and/or made a meaningful contribution to the resources sector and/or community outside of your career achievements.

For example, advocacy, volunteering, establishing a peer support or mentoring group, and/or initiatives that support the recruitment, retention or promotion of women in your workplace.

4. Inclusion and diversity [max 400 words - scored out of 10]

Describe what inclusion and diversity means to you and how you actively apply this within your workplace, the resources industry and/or the community.

For example, establishing or participating in working groups or committees implementing new projects, policy and process outside your role, community engagements to advance or promote the resources industry as an employer of choice, and/or involvement in advocacy, community, or charity initiatives aimed at improving inclusion and diversity.

Exceptional Young Woman in Queensland Resources

This category recognises an outstanding young woman who has shown significant promise and achieved significant milestones in her career to date. It also recognises her contribution to promoting the Queensland resources industry's reputation and standing in the community and increasing inclusion and diversity in the sector.

This category is open to women 30 years of age and under as at 31 March 2025.

Assessment Criteria

1. **Career** [max 600 words - scored out of 25]

Describe your career journey: how and why you entered the resources sector, your career progression, and work/life balance.

Include how you have managed professional or personal challenges; and how you have applied what you learned to advance your career and manage your work/life balance.

2. **Contribution** [max 400 words - scored out of 15]

Provide evidence of where you have shown leadership, broken new ground, and/or made a meaningful contribution to the resources sector and/or community outside of your career achievements.

For example, advocacy, volunteering, establishing a peer support or mentoring group, and/or initiatives that support the recruitment, retention or promotion of women in your workplace.

3. **Inclusion and diversity** [max 400 words - scored out of 10]

Describe what inclusion and diversity means to you and how you actively apply this within your workplace, the resources industry and/or the community.

For example, establishing or participating in working groups or committees implementing new projects, policy and process outside your role, community engagements to advance or promote the resources industry as an employer of choice, and/or involvement in advocacy, community, or charity initiatives aimed at improving inclusion and diversity.

4. **Achievement** [max 400 words - scored out of 10]

Describe your career highlights, including achievements, milestones and accomplishments and how you are an exceptional woman in resources.

Include demonstration of leadership skills and continuous improvement (including education and training pathways, career and personal development)

Exceptional Tradeswoman/Operator/Technician in Queensland Resources

This award recognises the achievements of a woman currently working in a trade, operator or technical role in Queensland's resources industry. The award recognises achievements in breaking new ground for women in non-traditional roles as well as resilience, achievement of goals and support for gender diversity.

Assessment Criteria

1. Career [max 600 words - scored out of 25]

Describe your career journey: how and why you entered the resources sector, how you came to work in your current occupation and your career progression, and work/life balance.

Include how you have managed professional or personal challenges; and how you have applied what you learned to advance your career and manage your work/life balance.

2. Contribution [max 400 words - scored out of 15]

Provide evidence of where you have shown leadership, broken new ground, and/or made a meaningful contribution to the resources sector and/or community outside of your career achievements.

For example, advocacy, volunteering, establishing a peer support or mentoring group, and/or initiatives that support the recruitment, retention or promotion of women in your workplace.

3. Inclusion and diversity [max 400 words - scored out of 10]

Describe what inclusion and diversity means to you and how you actively apply this within your workplace, the resources industry and/or the community.

For example, establishing or participating in working groups or committees implementing new projects, policy and process outside your role, community engagements to advance or promote the resources industry as an employer of choice, and/or involvement in advocacy, community, or charity initiatives aimed at improving inclusion and diversity.

4. Achievement [max 400 words - scored out of 10]

Describe your career highlights, including achievements, milestones and accomplishments and how you are an exceptional woman in resources.

Include demonstration of leadership skills and continuous improvement (including education and training pathways, career and personal development)

Exceptional Woman in Queensland Resources Technological Innovation

This award recognises the achievements of a woman who has developed and/or applied technological innovation in mining. It also recognises the innovative solutions that she has developed and applied in a unique/innovative way in the Queensland resources industry.

This award is not for traditional project management – there needs to be a clear demonstration that the contribution of the nominee was unique or specialist in nature and required more than a traditional project manager (for example, specialist technical background or knowledge).

Definition

- Innovation/innovative – for the purposes of these awards something is deemed innovative where:
 - a) A completely new technological innovation has been developed; or,
 - b) An existing technology has been applied in a new and unique way.

Assessment Criteria

1. Identification and development of the opportunity [max 600 words - scored out of 20]

Describe the problem that you were seeking to address through technological innovation. Explain the technological innovation/solution you developed and/or applied in response to the problem. Describe how it was new or unique (if existing technology was applied).

Include details about whether the project was delivered by you alone or a team, if in a team explain your specific role and contribution.

2. Problem solving [max 600 words - scored out of 20]

Describe the challenges you overcame to develop and implement the technological innovation, how you managed these challenges and how you can apply what you have learned to other areas of work or innovation.

Include details of your contribution to problem solving.

3. Outcomes/impact [max 600 words - scored out of 20]

Describe the outcomes/impact of the technological innovation.

Include statistical evidence, endorsement from employees and other stakeholders, and other evidence to demonstrate its impact on your operation, your company, your community and/or the resources sector. Include information on how it might be further developed or deployed and the potential benefits that could ensue.

Inclusion and Diversity Champion in Queensland Resources

This category recognises an individual – of any sex or gender identity - for excellence in the encouragement, promotion and advocacy for the attraction, retention, inclusion and promotion of women within their company and/or the Queensland resources sector.

Assessment Criteria

1. Advocacy [max 800 words - scored out of 25]

Describe how you have encouraged, promoted and advocated for inclusion and diversity throughout your career. For example, through work practices, recruitment processes and changing workplace culture.

2. Achievement [max 400 words - scored out of 15]

Explain and provide evidence of the outcomes/impact of your advocacy and demonstrate the sustainability of this success.

3. Vision [max 400 words - scored out of 10]

Describe how you plan to further champion inclusion and diversity in your company and/or in the resources sector. Provide examples of initiatives either underway or in the planning stages.

4. Leadership [max 400 words - scored out of 10]

Describe ways in which you have modelled a commitment to diversity and inclusion and/or the business case for diversity and inclusion programs in the resources sector.

Excellence in Diversity Programs and Performance in Queensland Resources

This award recognises a resources company (or subsidiary) for excellence and innovation in inclusion and diversity programs to create a more diverse workplace in the Queensland resources sector. Companies that have increased the proportion of women in non-traditional roles, such as senior management, engineering, sciences, operators and trades will be particularly highly regarded.

Please note: Applications in this category are only open to Queensland Resources Council member companies. If you are unsure if your company is a QRC member contact Jen Hoyle (jenh@qrc.org.au).

Assessment Criteria

1. Program [max 200 words – scored out of 5]

Outline the nature of the company program(s) or initiative(s).

2. Purpose [max 400 words - scored out of 10]

Describe the problem/opportunity the program/initiative was developed to address, its objectives and the process undertaken to develop and implement.

Include performance indicators created.

3. Effectiveness [max 400 words - scored out of 20]

Describe the measurable outcomes that demonstrate the success of this initiative and provide statistical evidence.

Include targets set in the development phase, participation rates, success rates and all other targets that have measured what worked and/or did not work.

Include any additional operational benefits such as improved performance, decreased staff turnover, reduced absenteeism, effective in growing/expanding existing/future talent pool etc.

4. Cultural change [max 400 words – scored out of 15]

Describe how the program changed the culture of the company and/or improved the standing of the company and/or resources sector as an employer of choice.

Include statistical evidence and/or endorsement from employees and other stakeholders.

5. Transferability: [max 400 words – scored out of 10]

Describe the scope and reach of the inclusion and diversity program(s) within the company, the sector or other industries.

For example, whether the program/initiative limited to a specific jurisdiction or is it implemented nationally; if the program/initiative could or has been modified or transferred to other settings or industries.