



CIEEM AWARDS 2021

Entry Guidance

www.cieem.net

Welcome

It is 15 years since we presented our highest honour, the CIEEM Medal, to Sir David Attenborough. The annual CIEEM Awards have now grown into the foremost celebration of the outstanding work of ecologists and environmental managers across the UK and Ireland. They provide a wonderful opportunity for us to recognise the incredible contribution that you all make to the profession and to the sustainability of the natural environment.

"The future, as we know, is troubled. And it's in your hands, and your expertise, and your persuasion, and your insight and your wisdom that the world is going to depend".

Sir David Attenborough.

So, as we ask you to think about who or what you would like to nominate for the CIEEM 2021 Awards, please take a moment to reflect on the journey that's brought you here. Where did it all begin? What first inspired you and could you have done it without the encouragement of others along the way?

These awards are a chance to inspire the next generation, to recognise the skills of your peers and to remind one another why we're here, doing what we do and striving every day to make a difference.

"I wish you the greatest success in years to come, because, my goodness, the world needs you".

Sir David Attenborough.

How to win an award

It sounds obvious but you have to be in it to win it! The awards follow a clearly defined step-by-step process which starts with you reviewing the categories and criteria to decide those that you are going to enter. You need to make a note of the deadlines for entries (which are strict!) and the entry requirements, including any need for supporters' statements or additional evidence (again, word /page limits are strict).

Try not to leave completing the entry to the last minute. Your evidence is all the judges will have to make a decision on so please take the time to do it properly. We want the best people, projects and organisations to win.

How the judging works...

Each award is judged by a panel of volunteer CIEEM members. When all the entries are in, we do a check with the judges to ensure no conflict of interests. The judges will independently look through each application and then allocate a score for each criteria. These scores are then collated and the judges have the opportunity to discuss the merits of each nomination in detail before drawing up a short-list from which the winners for each category are chosen.

What happens then?

All those lucky enough to have been shortlisted will be contacted in early April and invited to attend the Awards Lunch, hopefully in person by then at The Merchant Taylor's Hall in London on 24 June 2021. All nominees are offered a complimentary place and are welcome to purchase additional tickets for project partners, colleagues, friends and family, subject to any restrictions which may apply at the time.

The fun bit...

The Awards Lunch is a prestigious affair and will include a delicious three-course lunch, guest speaker and all the fanfare of the awards presentation itself. It's a fantastic opportunity to celebrate the success of your colleagues and friends, network and, most importantly, thoroughly enjoy yourselves!



"I hooked up again with people I hadn't seen for years at the awards ceremony, met new friends and we even got a bit of work too!"

Andy Graham

Head of Community Working Wetlands, Wildfowl & Wetlands Trust (WWT) – SuDS for Schools Project: Winner BP for Innovation 2016

A summary of all the awards and their respective closing dates is given in the table below.

If you would like to submit a nomination:

1. Read carefully through the award specific information in this booklet and check the entry criteria.
2. Read the Nomination Form Essentials on page 4. This guidance applies to all award categories.
3. Download the entry form(s) from our [website](#).
4. Compile your nomination, including any relevant supporting information.
5. Return your nomination form as a **Word document** and your supporting information as a **single PDF document** to awards@cieem.net by midnight on the relevant closing date.

We wish you every success with your entries!

How to use this booklet

Everything you need to know about the Awards is here. We've outlined what the judges are looking for, specific eligibility, criteria and details of how to enter, so have a good read-through before you get started.

Summary Table of CIEEM Awards 2021

Award	Self-nomination permissible?	Nomination of another permissible?	Closing Date
Postgraduate Student Project	✓	✓	30th November 2020
Best Practice Awards	✓	✓	18th January 2021
Action 2030 Award	✓	✓	18th January 2021
Member of the Year	X	✓	1st February 2021
Promising Professional	X	✓	1st February 2021
NGO Impact	✓	✓	1st February 2021
Planning Authority of the Year	✓	✓	1st February 2021
Consultancy of the Year	✓	✓	1st February 2021
In Practice Article	All 2020 feature articles are automatically nominated		Not applicable
Tony Bradshaw Award	Best Practice Category winners are automatically considered		Not applicable

"I think everyone should be an ecologist. They are one of my favourite taxa; inherently principled and passionate and mostly just downright nice. So, doing my bit to encourage other ecologists and promote ecology hasn't exactly been hard. Even a couple of months after the event it still feels quite emotional to have won it and as a personal pinnacle in my career its matched only by the time I took my first step towards the profession."

Ian Bond

Winner of the first Members' Award 2017

Nomination Form Essentials

"The application process provided a great opportunity to promote our project and to share successes and learning with others in the environment sector".

Gillian Barrie

Central Scotland Green Network Trust – 2019 Winner.

We've pooled the collective experience of our past Judging Panels to compile this guidance and help you submit the best nomination possible. Please have a good look through, alongside the award-specific information contained overleaf, before you start to compile your nomination.

1. Think of your nomination as you would a job application; you want it to be engaging, but still professional. It's your sales window, so don't forget to proof-read it before you hit send. Typos and spelling mistakes can make an otherwise stellar submission off-putting.
2. The judges make their assessments based solely on the information in front of them, so assume they know absolutely nothing about your nomination, no matter how widely it's known about in your field.
3. Explain why your submission stands out and why it

deserves to win. The judges welcome submissions that deliver the 'wow' factor, especially where supporting material provides underpinning evidence.

4. Be sure to address each and all of the judging criteria as fully as possible.
5. Be as specific and evidence-based as possible when making your case. If your nomination is about a project or initiative, the judges will be looking for evidence of its impact and require strong monitoring and outcome data in support of this e.g. whether habitat creation has been successful in terms of supporting biodiversity. Don't be afraid to nominate a project that was completed some time ago but for which you have good monitoring data evidencing impact. You may be advised to delay submitting a nomination until more material has been gathered.
6. Use the full allowance of words to make the most detailed case for your submission but avoid repetition of material.
7. Submitting supporting information is strongly encouraged, but make sure it doesn't exceed the specified page limit and can be easily read by the judges within a reasonable period.
8. Make sure that supporting information is relevant, focused, fit for purpose and supports the text on your nomination form by providing additional evidence against the judging criteria.
9. Please submit nomination forms in Word format (so that contact details can easily be redacted before circulation to the judges) and supporting information as a single PDF document.



Postgraduate Student Project Award



"Being a career changer is hard, so winning this was a big boost of reassurance that my decision to embark on a career within ecology was the right thing to do. Not to mention prove to employers that I have the capabilities to deliver award winning work!"

Jacqueline Jobes
Winner of Postgraduate Student Project award 2016

Have you recently graduated from your Master's Degree Course and received a high mark for your final dissertation? If so we would encourage you to put forward your project for further recognition. Being shortlisted will be a fantastic way to show future employers you have the capability to produce award winning work and there is the added bonus for the winner of a £250 cheque. We also welcome nominations from project supervisors who consider their student has completed an outstanding project.

What are the judges looking for?

The winning project will demonstrate excellence in planning, undertaking and reporting of a Master's-level project in a relevant aspect of ecology or environmental management. Projects will be assessed against the following eight criteria:

1	How the project positions the subject within the wider literature, showing an awareness of current understanding and debate within the ecological and environmental management context of the project and clearly defining the terms of the literature search.	10 points
2	There are clear research hypotheses with appropriate and well-described terms.	10 points
3	Research methods are clearly described, appropriate for the hypotheses being tested and any limitations are identified and their implications discussed.	15 points
4	Discussion and arguments are informed by a well-defined and identifiable primary source base, including appropriate statistical analysis of data.	15 points
5	The project shows clarity and rigour in interpretation and/or analysis of results.	15 points
6	The findings are discussed fully and appropriately in the context of the hypotheses.	10 points
7	The project is well presented (e.g. structure, citations, bibliography, appendices), the standard of writing (e.g. style, punctuation, spelling and grammar), has a clear and concise abstract/summary and data/figures/tables are correctly presented.	10 points
8	The project provides new evidence or information of relevance to ecology and environmental management in an applied context.	15 points

Eligibility

- ✓ Entries require the support of the student and project supervisor and can be initiated by either.
- ✓ Nominees may have completed their project whilst on a CIEEM-accredited degree programme or been a CIEEM Student member whilst undertaking their project and still be a member of the Institute at the time of nomination. The project or dissertation must have been undertaken in the 2019-2020 academic year, 2020 calendar year or equivalent if a different academic system is used.

How do I make a nomination?

- ✓ Return your completed nomination form and a copy of the dissertation by 30 November 2020.



Member of the Year Award



"It has given me a warm glow that some of my Scottish colleagues had taken the time to make the recommendation. I am thrilled! Thank you!"

Annie Say
Finalist for Members' Award 2016

This is your chance to recognise the contribution of a CIEEM member who really goes the extra mile. Is there someone who has inspired you with their commitment to protecting biodiversity and their dedication to volunteering, or who works tirelessly for your Member

Network and is passionate in the way they share their skills and knowledge? The Member of the Year Award is a fantastic opportunity to show your appreciation of a member of the Institute at any stage in their career and a great way to applaud a previously 'unsung hero'.

What are the judges looking for?

The judges will be looking for evidence that the nominee has made a significant contribution to ecology and environmental management and supported the profession. This may be demonstrated through achievements at a regional or national scale and could include voluntary service on behalf of CIEEM.

Nominees will be judged for the impact they have had in relation to one or more of the following criteria:

1	Personal achievements in relation to protecting and enhancing biodiversity.	10 points
2	Sharing knowledge and skills with others.	10 points
3	Developing professional understanding/raising standards through research and/or innovation.	10 points
4	Undertaking activities in support of CIEEM and its members.	10 points

Eligibility

- ✓ Current CIEEM Members of Associate grade or above may be nominated.
- ✓ To nominate you must be a CIEEM Member (all grades are eligible). Two nominators are required.
- X Serving members of the Governing Board are not eligible for nomination.
- X Self-nominations are not acceptable.

How do I make a nomination?

- ✓ Compile the additional information required in support of your entry. This can include, for example, a CV or examples of the nominee's work. You may contact the nominee for assistance with this if you would like. The additional material must be **limited to 6 pages** and **submitted as a single PDF document**.
- ✓ Return your completed nomination form and supporting information by 1st February 2021.

Promising Professional Award



This award gives established ecologists and environmental managers the opportunity to recognise and encourage a more junior colleague in the early stages of their career. Nominating someone for the Promising Professional Award can show them that their skills and knowledge are valued, help boost their confidence and provide a very positive addition to their CV. It can also demonstrate that your organisation provides a supportive working environment for developing professionals.

What are the judges looking for?

The winner will have demonstrated textbook competence and a strong commitment to their professional development. Nominations are assessed against the following five professional attributes:

		Nominee demonstrates the ability to:	
1	Knowledge and skills	<ul style="list-style-type: none"> Apply their knowledge and skills above the expected level for the grade of employment. Take responsibility for their personal development. 	10 points
2	Communication	<ul style="list-style-type: none"> Successfully communicates ideas and complex messages with a range of audiences and through a variety of media. Share knowledge and experience with others. Seek and respond to feedback. 	10 points
3	Leadership and Team Working	<ul style="list-style-type: none"> Build and sustain productive working relationships. Successfully influence others. Inspire and motivate others. 	10 points
4	Making Decisions and Problem solving	<ul style="list-style-type: none"> Use knowledge and skills to inform decisions. Use innovative/creative approaches and act decisively. Challenge and investigate. 	10 points
5	Personal Achievements	<ul style="list-style-type: none"> Show initiative and enthusiasm. Deliver positive outcomes for biodiversity through their work/volunteer activities. 	20 points

Eligibility

- ✓ Nominees must be current Qualifying, Graduate or Associate members of CIEEM in the first three years of their professional practice
- ✓ Each entry requires the support of two nominators who are Full members or Fellows of CIEEM
- X Self-nominations are not acceptable

How do I make a nomination?

- ✓ Compile the additional information required in support of your entry. This can include testimonials from clients/partner organisations and/or examples of the candidate's work. It must be limited to 6 pages and submitted as a single PDF document.
- ✓ Return your completed nomination form and supporting information by 1st February 2021.

Action 2030 Award

Following announcement of our own commitment to achieving net-zero carbon emissions by 2030 (Action 2030), CIEEM's newest award seeks to recognise individuals or organisations who have had or are having the most impact in raising awareness, engaging others and/or leading action in relation to the climate emergency and/or the biodiversity crisis. We invite members of the Institute to nominate other individuals, their own initiatives or those of other organisations for this new award. Projects focused on specific sites will not be eligible for consideration but may be eligible for entry in the Best Practice Awards.

What are the judges looking for?

The judges are looking for an individual or initiative that can demonstrate impact. This could be by influencing others through raising awareness of the issues and the need for action. Or it could be an initiative that purposely addresses the issues and makes a difference. These can be at a local, national or international scale.

The judges are particularly keen to recognise individuals or initiatives that highlight the inter-relationship between the climate emergency and biodiversity crisis. Nominations will be judged against three criteria and marked out of a total possible score of 50 points. The weighting for the criteria is given below.

1	Evidence of impact in relation to people, policy or practice.	20 points
2	Scale of impact at local, national or international levels.	20 points
3	Action to promote understanding of the inter-relationship between the climate emergency and biodiversity crisis.	10 points

Eligibility

- ✓ Nominations can be for members or non-members (if an individual or individuals).
- ✓ Nominations must be made by a CIEEM member (all grades are eligible).
- ✓ Nominators can work for the organisation (if the nominee is an organisation).
- ✓ All entries require a statement from a supporter who is also a CIEEM Member (up to 500 words).
- x The supporter must not be an employee of the nominated organisation or a family member of the nominee (if an individual).

How do I make a nomination?

- ✓ Compile supporting material for your entry. This can include short videoclips and/or a small number of weblinks. It must be limited to 6 pages and submitted as a single PDF document.
- ✓ Return your completed nomination form and supporting material by 18th January 2021.

Best Practice Awards



**Greenspace
Ecological
Solutions**



"It was a great honour to receive the CIEEM Best Practice Award for Stakeholder Engagement 2019, on behalf of the SBIF Community. This Award celebrates the community spirit behind the SBIF Review. Recognition through this accolade will help us gain momentum as we move towards developing an implementation plan and securing resources to revolutionise the way Scotland collects, manages, shares and uses biological data."

Rachel Tierney
Scottish Biodiversity Information Forum – The
SBIF Review – 2019 Winner

These flagship project-based awards recognise high standards of professionalism and ecological and environmental management practice by CIEEM members. Past finalists have commented on how being shortlisted helped enhance their reputation and standing, increased stakeholder confidence, helped with funding bids as well as being a fantastic opportunity to reflect on all the hard work that has gone into the project's success. There are seven different categories of award. Projects may be entered in more than one category but can only win one category. Category winners are automatically entered in the Tony Bradshaw Award for Outstanding Best Practice.

1. Large-Scale Practical Nature Conservation
2. Small-Scale Practical Nature Conservation
3. Large-Scale Project Mitigation, Compensation and Enhancement
4. Small-Scale Project Mitigation, Compensation and Enhancement
5. Innovation
6. Knowledge Sharing
7. Stakeholder Engagement

What are the judges looking for?

Projects must demonstrate high standards of professionalism including:

- a sound evidence base to inform and support the project's aims and objectives;
- a well-conceived plan, staff schedule and budget, with appropriate risk assessment;
- value for money in terms of the impact of the project; and
- evidence that the project has achieved (or is achieving) its objectives.

The judges are looking for evidence of success, so it is important to be able to demonstrate the impact of the project to date. Recently completed projects where evidence of impact is not yet clear will not win and may be better submitted for an award at a later date. The judges are keen to consider projects where monitoring has been in place for enough time (e.g. 10-15 years) to allow proper assessment of project outcomes, particularly biodiversity gain.



Large-Scale Practical Nature Conservation and Small-Scale Practical Nature Conservation

Enhances biodiversity, ecosystem functioning and sustainable development. Typical examples would be work undertaken to restore habitat that has been in decline or work undertaken to improve the fortunes of a struggling population or species. The scale of the project is determined by the cost of the ecological component of the project. Small-scale projects are defined as costing less than £100,000 with large-scale projects costing more than £100,000.

1	Project contributes to the conservation and enhancement of biodiversity.	20 points
2	Project contributes to enhancement of ecosystem functioning and services.	10 points
3	Project embodies and advances the principles of sustainable development.	10 points
4	Project demonstrates value for money in terms of impact.	10 points

Large-Scale and Small-Scale Project Mitigation, Compensation and Enhancement

Delivers good outcomes for biodiversity through a development project. The judges will be particularly looking for mitigation and/or compensation that goes beyond the minimum required and will also be looking for evidence of its success. The scale of the project is determined by the cost of the ecological component of the project. Small-scale projects are defined as costing less than £100,000 with large-scale projects costing more than £100,000.

1	Project demonstrates innovative use of mitigation/enhancement techniques.	10 points
2	Project evidences biodiversity gain.	15 points
3	Project embodies and advances the principles of sustainable development.	10 points
4	Project demonstrates value for money in terms of impact.	15 points

Innovation

Demonstrates novel approach to professional practice in any aspect of ecology and environmental management. Introduces new ideas or techniques that are useful to or replicable by others.

1	Project displays innovation in its approach, methods or outcome(s) and demonstrates significant advances in new technology or techniques.	20 points
2	Project is easily replicable and can advance best practice within the profession.	10 points
3	Project demonstrates the role of ecologists and environmental managers in delivering sustainable benefits for society.	10 points

Knowledge Sharing

Impact in providing knowledge exchange, training and education within ecology and environmental management. Projects could, for example, be tools, materials, publications or programmes.

1	Project successfully communicates its objectives, approaches and findings to both project stakeholders and a wider audience.	20 points
2	Project has the potential to influence research and policy agendas promoting best practice in ecology and environmental management.	10 points
3	Project promotes opportunities for professional training and education.	10 points

Stakeholder Engagement

Effectiveness of engagement with a range of stakeholders. Entries should demonstrate how stakeholder engagement was a significant part of the project and evidence effectiveness from different perspectives.

1	Project demonstrates transparent, effective and timely access to information for stakeholders, with enough time for decision-makers to fully understand and incorporate concerns and recommendations of all stakeholders.	20 points
2	Project was culturally appropriate to facilitate dialogue and exchange of information and allow consensus building.	20 points
3	Project demonstrates how potential tensions or conflicts were anticipated and, if relevant, how they were resolved or taken into account in appropriate ways.	10 points

"Winning the CIEEM innovation award has been one of my proudest career moments and the recognition from my colleagues and fellow ecologists/ consultancies who are pledging to change to Velcro feels amazing. I came to the award ceremony thinking that my submission was too small against the high standard of competition, but winning proved that a small simple idea can mean a lot and make a significant difference, and I am now more determined than ever to reduce plastic waste within the industry. I hope my project also inspires others to do the same."

Grace Burdge
2019 Winner

complete a supporting statement summarising the impact of the project against the entry criteria.

How do I make a nomination?

- ✓ There is no limit to the number of categories into which a project can be entered. A separate entry form is required for each category entered.
- ✓ Compile additional material in support of your entry. This can include short video clips and/ or web links. It must be limited to 6 pages and submitted as a single PDF document.
- ✓ Return your completed nomination form and supporting information by 18th January 2021.

"We were so proud to receive the award for Best Practice – Large-scale Nature Conservation. Some of our volunteers who support our project came to London with us and it was even more fulfilling for us to collect the award with the volunteers by our side. Ratty is a partnership project and we were all delighted that our team efforts paid off."

Kelly Hollings
Kielder Water Vole Partnership – Restoring Ratty,
2019 Winner

Eligibility

- ✓ Nominations must be made by a CIEEM member (all grades are eligible) who has been involved in the project or has enough knowledge of it to submit a detailed nomination.
- ✓ Entries must be endorsed by a supporter (who can be a CIEEM member or non-member) who has not worked directly on the project but can

NGO Impact Award



"Since winning the award, our campaign has gone from strength to strength. We have now secured commitments to serve only verifiable sustainable fish from caterers, restaurants and food outlets that together serve well over half a billion meals every year in the UK."

Kath Dalmeny,
Coordinator of Sustain: The alliance for better food and farming, NGO Finalist 2014

This award is an opportunity for members to recognise a Non-Governmental Organisation that has delivered a project or initiative that has had

a major impact in benefiting nature. The charity could be working at a local, national or international level so the scope for nominations is huge. It is a fantastic opportunity to put forward a charity whose work you believe in or that you volunteer or work for. Recent winners have included a community-based practical conservation project and national campaigning forum.

What are the judges looking for?

The winning NGO will have delivered a project or initiative that has made a significant difference to the conservation of the natural environment. Nominations will be marked out of a total possible score of 40 points. The weighting for the criteria is given below with greater emphasis being placed on the overall impact of the initiative.

1	Overall impact of initiative.	20 points
2	Stakeholder engagement.	10 points
3	Creativity and/or innovation.	10 points

Eligibility

- ✓ Nominations must be made by a current CIEEM member (all grades are eligible).
- ✓ Nominators can volunteer or work for the NGO put forward, but there is no requirement to have done so.
- ✓ An NGO is defined as any organisation that is non-governmental, not-for-profit and pursues aims that are of benefit to society and nature. NGOs of any size and based anywhere in the world are eligible.
- ✓ The initiative can be local, national or international, site-based or species-based, campaigning or awareness-raising.

How do I make a nomination?

- ✓ Compile additional material in support of your entry. This can include short video clips and/or web links. It must be limited to 6 pages and submitted as a single PDF document.
- ✓ Return your completed nomination form and supporting information by 1st February 2021.

Planning Authority of the Year

This award recognises planning authorities or National Park authorities leading the way in planning for our natural environment at a landscape scale. We invite members of the Institute to nominate those authorities from across the UK and Republic of Ireland that they believe develop and implement effective strategies to protect and enhance the natural environment, including through the development process. Projects focused on specific development sites will not be eligible for consideration but may be eligible for entry in the Best Practice Awards.

What are the judges looking for?

The judges are looking for a planning authority which demonstrates a strong commitment to protecting biodiversity and supporting resilient ecological networks within and across its boundaries. They expect to see evidence of this commitment being carried through into practical delivery either through service wide initiatives or particular planning strategies. Nominations will be judged against four criteria and marked out of a total possible score of 50 points. The weighting for the criteria is given below.

1	Ambition, approach and scope of strategies, plans and policies.	10 points
2	Effectiveness of implementation of strategies, plans and policies through practical action and sound planning decision-making.	20 points
3	Training and support for relevant staff and committee members in biodiversity-related issues and opportunities.	10 points
4	Outreach activities undertaken to inspire and influence others.	10 points

Eligibility

- ✓ Nominations must be made by current CIEEM member (all grades are eligible).
- ✓ Nominators can work for the planning authority put forward.
- ✓ All entries require a statement from a supporter who is also a CIEEM Member but is not, and never has been, an employee of the nominated authority.

How do I make a nomination?

- ✓ Compile additional material in support of your entry. This can include short video clips and/or web links. It must be limited to 6 pages and submitted as a single PDF document.
- ✓ Return your completed nomination form and supporting information by 1st February 2021.



Consultancy of the Year Award



"It was an enormous honour to be awarded CIEEM's Small Consultancy of the Year 2019 and a fitting accolade. As a small team, this award provided the industry recognition we were after, a real boost to morale and felt like just reward for all our hard work. To be able to give our clients the reassurance that Wildwood Ecology has been acknowledged by the sector's leading professional body is a privilege and an achievement we very much hope to repeat in 2020."

Lucy Larkman
Wildwood Ecology, 2019 Winner

This is a valuable opportunity for organisations to showcase high standards of professional practice and receive formal endorsement of their work within the sector. There are separate categories for Small, Medium and Large Consultancies so you can celebrate the dedication and achievements of staff whatever the size of your organisation.

What are the judges looking for?

The winning consultancies will evidence that they deliver high quality ecological services whilst being exemplar employers and advocates for the profession. Each consultancy will be judged against four criteria and marked out of a total possible score of 100 points. The weighting for the judging criteria is indicated below.

Small Consultancy of the Year

Employs up to 10 ecologists and environmental managers

1	Consistent delivery of high-quality practical outcomes that benefit business and the economy as well as nature/and or people's connection with nature.	50 points
2	Evidence of sharing learning and good practice externally.	15 points
3	Commitment to undertaking CPD/ Supporting the professional development of staff.	20 points
4	Promotion of the profession.	15 points

Medium Consultancy of the Year

Employs between 11 and 40 ecologists and environmental managers

1	Consistent delivery of high-quality practical outcomes that benefit business and the economy as well as nature/and or people's connection with nature.	50 points
2	Evidence of sharing learning and good practice externally.	15 points
3	Commitment to supporting the professional development of staff.	20 points
4	Promotion of the profession.	15 points

"Everyone at Clarkson & Woods was delighted to win Medium Consultancy of the Year and we all feel proud that the work that our consultancy has been involved with, the technical expertise, contribution towards better standards within the industry, and the employee-focused approach to the business has been recognised. We are only a 'small' medium consultancy operating out of rural Somerset and it is reassuring and inspiring to see CIEEM recognising our contribution."

Tom Clarkson
Winner 2019

Large Consultancy of the Year (companies may be single or multi-discipline)

Open to companies with more than 40 ecologists and environmental managers.

1	Consistent delivery of high-quality practical outcomes that benefit business and the economy as well as nature/and or people's connection with nature.	50 points
2	Evidence of sharing learning and good practice externally.	15 points
3	Commitment to supporting the professional development of staff.	20 points
4	Promotion of the profession.	15 points

Eligibility

- ✓ To nominate for this award, you must be a current CIEEM Member (all grades are eligible).
- ✓ Nominators can put forward the company they work for or another company.
- ✓ At least two thirds of the eligible staff must be current members or member-applicants of CIEEM (any grade).

How do I make a nomination?

- ✓ Compile additional material to support your entry. This might include client testimonials, other stakeholder testimonials, monitoring report summaries and photographs, careers promotion, work experience initiatives and/or staff development initiatives. Short video clips are acceptable. Supporting information must be limited to 6 pages and submitted as a single PDF document.
- ✓ Return your completed nomination form and supporting information by 1st February 2021.

Tony Bradshaw Award

The Tony Bradshaw Award for Outstanding Best Practice recognises exceptional projects that set an overall impressively high standard. Category winners for each of the seven Best Practice Awards are automatically entered. The Award is made at the judges' discretion and will not necessarily be presented each year.

In Practice Award

This award recognises the invaluable contribution to knowledge sharing that authors of feature articles in our members' bulletin, In Practice, make. The judges will be looking for the most influential and thought-provoking article of the year. All feature articles published in In Practice in 2020 will be considered for this Award, irrespective of whether the article was written by a CIEEM member or not.

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