



# CIEEM Awards Entry Guidance 2025

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# Welcome

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It is more than 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 2025 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 strictly adhered to).

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. The CIEEM Medal is judged by the Vice Presidents on behalf of the Governing Board. 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 Luncheon, planned to take place in person in London at the end of June 2025. All nominees are offered a complimentary place and are welcome to purchase additional tickets for project partners, colleagues, friends and family.

## The fun bit...

The Awards Lunch is a prestigious affair. This year it will be held in London and the venue will be announced shortly and will include a delicious three-course lunch 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! As Helen says in the quote below, come and share in some positive hope for the future.

*"It really is a great event to share in successes and all my team left saying how the news can be generally pretty depressing these days but with all the amazing work evidenced by all those shortlisted and the enthusiasm and support in the room – there is hope for biodiversity in the future."*

Helen Evriviades, Stantec, Sponsors of the Postgraduate Student Project Award 2023

# How to use this guidance

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.

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** and **three high quality photos** for use in the Awards presentation and booklet if shortlisted to [awards@cieem.net](mailto:awards@cieem.net) by midnight on the relevant closing date.
6. Please note that you can include a maximum of 3 links to online resources within your supporting information.
7. Please note that CIEEM staff, Governing Board members, CIEEM projects (or projects that CIEEM are significantly involved in) or other CIEEM activities are not eligible for nomination.

We wish you every success with your entries!



# Summary Table of CIEEM Awards 2025

Award	Self-nomination permissible?	Nomination of another permissible?	Closing Date	Page Number
<b>Postgraduate Student Project</b>	✓	✓	20th December 2024	6
<b>Higher Education Programme of the Year</b>	✓	✓	28th February 2025	7
<b>Member of the Year</b>	X	✓	31st January 2025	8
<b>Promising Professional</b>	X	✓	17th January 2025	9
<b>Climate and Nature Action 2030 Award</b>	✓	✓	10th January 2025	10
<b>Best Practice Awards</b>	✓	✓	10th /31st January 2025	11
<b>NGO Impact</b>	✓	✓	17th January 2025	14
<b>Consultancy of the Year</b>	✓	✓	17th January 2025	15
<b>In Practice Article</b>	All 2024 feature articles are automatically nominated		Not applicable	17
<b>Tony Bradshaw Award</b>	Best Practice Category winners are automatically considered		Not applicable	17

# Nomination Form Essentials

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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. Do not include photographs, diagrams or images in the nomination form, this could lead to your nomination being invalidated. Please include these as part of the supporting information where relevant.
8. Submitting supporting information is strongly encouraged, but make sure it doesn't exceed the specified page, links or video limits and can be easily read by the judges within a reasonable period. Supporting information is to be submitted as one single PDF document.
9. 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.
10. 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

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 six criteria:

1	Project is presented well with appropriate structure, use of citations, bibliography and appendices, with a high standard of writing (style, punctuation, spelling and grammar), and a clear abstract / summary.	10 points
2	Evidence of consulting appropriate (particularly primary peer-reviewed literature) sources, using findings to support facts and arguments and show how the subject is positioned within the wider literature. Clearly focused literature search showing an awareness of current understanding and debate within the ecological and environmental management context of the project.	15 points
3	Clear and appropriate hypotheses / research questions are presented with clear explanation and justification of methods chosen to test them, limitations identified and their implications discussed.	15 points
4	Evidence of an analytical / discriminating approach to the collection, evaluation and interpretation of data. Appropriate statistical analysis and manipulation / presentation of data, including effective use of figures and tables.	25 points
5	Evidence of critical evaluation with findings discussed fully and appropriately in the context of hypotheses, with limitations in methods and data evaluated. Evidence of understanding / impact of findings within wider context.	25 points
6	The project provides new evidence or information of relevance to ecology and environmental management in an applied context.	10 points

### Eligibility

- ✓ Nominees must have either 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 Chartered Institute at the time of nomination.
- ✓ Entries require the support of the student and project supervisor and can be initiated by either.
- ✓ The project or dissertation must have been undertaken in the 2023-2024 academic year, 2024 calendar year or equivalent if a different academic system is used.

### How do I make a nomination?

- ✓ Complete the Nomination Form ensuring the Project Supervisor has completed the relevant section, referencing the eight award criteria, outlining why the project should receive a CIEEM Postgraduate Student Project Award. **Maximum 500 words.**
- ✓ Return your completed [nomination form](#) as a word document alongside your supporting information as a single PDF document and three high quality photos for use in the Awards presentation and booklet if shortlisted by 20th December 2024 to [awards@cieem.net](mailto:awards@cieem.net).

# Higher Education Programme of the Year Award

This is a valuable opportunity for higher education institutions to showcase their high standards of teaching and receive recognition of their work in promoting employability and entrepreneurship within their programme(s).

Employability is defined as the set of competencies, demonstrated by a combination of knowledge, skills, and behaviours, that produce individuals more likely to gain employment and be successful in their chosen occupation, benefiting themselves, the workforce, the community, and the economy<sup>1</sup>. Entrepreneurship enhances employability by promoting personal development, fostering those attributes that enable students to transition into successful graduates, actively identifying opportunities that enable them to develop a meaningful career<sup>2</sup>.

## What are the judges looking for?

Demonstrable evidence of the way students are prepared for their future careers in ecology and/or environmental management. We are particularly keen to see innovation and examples that go above and beyond the national requirements, for example those set by the QAA. Each application 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.

1	Evidence of consistent delivery of high-quality practical employability-related outcomes that benefit business and the economy, as well as nature and/or people's connection with nature.	50 points
2	Evidence of involving external partners, local projects and/or professionals to share learning and best practices that enhance the student's learning experience and support their professional development. Additionally provide evidence of how you facilitate engagement between students and CIEEM.	20 points
3	Supporting the professional development of staff in the departmental/programme delivery team and summary/examples of subject specific CPD undertaken.	15 points
4	Promotion of the professions of ecology and environmental management.	15 points

### Eligibility

- ✓ The programme must be in a discipline related to ecology or environmental management.
- ✓ The nominator must be a current CIEEM member.

### How do I make a nomination?

- ✓ Complete the Nomination Form addressing the four award criteria and outlining why your Programme should receive the Higher Education Programme of the Year Award (maximum 1,000 words).
- ✓ Additional supporting information, for example programme/module descriptors, alumni and/or employer testimonials and details of authentic assessment tasks, must be limited to six pages with no more than three external links, videos totalling no more than 15 minutes and submitted as a single PDF document.
- ✓ Your entry must be supported by someone who has not worked directly on the programme and who is not an employee of the University/College. They need to provide a supporting statement (500 words max.) and they can be a CIEEM member (of any grade) or a non-member.
- ✓ Return your completed [nomination form](#) as a word document alongside your supporting information as a single PDF document and three high quality photos for use in the Awards presentation and booklet if shortlisted by 28th February 2025 to [awards@cieem.net](mailto:awards@cieem.net).

1. HEA (2016) FRAMEWORK FOR Embedding Employability in Higher Education. See <https://www.heacademy.ac.uk/system/files/downloads/embedding-employability-in-he.pdf>  
 2. QAA (2018) Enterprise and Entrepreneurship Education: Guidance for UK Higher Education Providers. See [https://www.qaa.ac.uk/docs/qaas/enhancement-and-development/enterprise-and-entrepreneurship-education-2018.pdf?sfvrsn=15f1f981\\_8](https://www.qaa.ac.uk/docs/qaas/enhancement-and-development/enterprise-and-entrepreneurship-education-2018.pdf?sfvrsn=15f1f981_8)

# Member of the Year Award

*“The CIEEM awards is one of the highlights of the year. An opportunity for all of us to come together and celebrate the great work we are doing. It is always uplifting to see the fantastic projects, hear about the great teams and meet old and new friends over a glass of wine. The awards celebrate the best of our work and in this critical time for nature it could not be more important to share these inspiring stories of success and embolden us to do even more.” – Tom Butterworth FCIEEM, Winner – Member of the Year 2024*

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 Chartered 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 the following criteria:

1	Personal achievements in relation to protecting and enhancing biodiversity.	15 points
2	Developing professional understanding/raising standards through sharing knowledge, research and/or innovation.	15 points
3	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.
- ✗ Serving members of the Governing Board are not eligible for nomination
- ✗ Self-nominations are not accepted

### 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 six pages with no more than three external links, videos totalling no more than 15 minutes and submitted as a single PDF document.
- ✓ Return your completed [nomination form](#) as a word document alongside your supporting information as a single PDF document and three high quality photos for use in the Awards presentation and booklet if shortlisted by 31st January 2025 to [awards@cieem.net](mailto:awards@cieem.net).



## Promising Professional Award

*“Unbelievably proud to have won a CIEEM award in the Promising Professional category! It’s an amazing feeling of recognition for all the hard work I’ve put in over the years.” - Lucy Pocock, Winner – Promising Professional 2023*

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.

The judges will agree a shortlist of nominations from their scoring of all of the entries. The shortlisted nominees will then be invited to submit their own personal statement which the judges will then review and score to determine the winner.

### 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:

1	Knowledge and skills	Apply their knowledge and skills above the expected level for the grade of employment. Take responsibility for their personal development.	10 points
2	Communication	Successfully communicate 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	Build and sustain productive working relationships. Successfully influence others. Inspire and motivate others.	10 points
4	Making Decisions and Problem Solving	Use knowledge and skills to inform decisions. Use innovative/creative approaches and act decisively. Challenge and investigate.	10 points
5	Star Quality	Describe their key qualities that make them an outstanding early career employee.	10 points

#### Eligibility

- ✓ Nominees must be current Qualifying 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 accepted.

#### 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. The additional material must be limited to six pages with no more than three external links, videos totalling no more than 15 minutes and submitted as a single PDF document.
- ✓ Return your completed [nomination form](#) as a word document alongside your supporting information as a single PDF document and three high quality photos for use in the Awards presentation and booklet if shortlisted by 17th January 2025 to [awards@cieem.net](mailto:awards@cieem.net).

# Climate and Nature Action 2030 Award

*"These awards reinforce the passion I have in knowing we are working on exciting projects that are truly doing the best for nature, the environment, our water and protecting and restoring it all for future generations."* - **Graham Osborn, Winner – Climate and Nature Action 2030**

Ecologists and Environmental Managers are at the forefront of addressing the interlinked climate emergency and biodiversity crisis. They dedicate their careers to protecting and restoring nature and, in response to the climate emergency, many have recognised the need to go further in reducing our own operational impacts on the environment, influencing others and working collaboratively to find innovative and shared solutions.

There is also increasing recognition of the importance of addressing the climate emergency and biodiversity crisis amongst organisations, from small businesses to governments. Some are leading the way by implementing initiatives to address their own organisational impacts and influence others to do the same, or by offering solutions and raising awareness of actions that need to be taken to address the climate emergency and biodiversity crisis.

This 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. Impact should be described in terms of both reach and significant outcomes in a local, national or international context relative to the size or scale of resources/people involved. This enables the judges to compare initiatives/activity undertaken by individuals/small organisations relative to larger organisations. Best practice should take account of, for example, ethical considerations, cultural sensitivities, and consultative approaches.

We invite our members to nominate individuals or organisations that they feel are really making a difference to tackling the climate emergency and biodiversity crisis. Activity 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	Action to promote the understanding of the inter-relationships between the climate emergency and biodiversity crisis in a local, national or international context.	20 points
2	Evidence of impact (relative to resources available)	20 points
3	Evidence of good practice approach(es) to achieving impact	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. The additional material must be limited to six pages with no more than three external links, videos totalling no more than 15 minutes and submitted as a single PDF document.
- ✓ Return your completed [nomination form](#) as a word document alongside your supporting information as a single PDF document and three high quality photos for use in the Awards presentation and booklet if shortlisted by 10th January 2025 to [awards@cieem.net](mailto:awards@cieem.net).

# Best Practice Awards

*"These awards show how far we have come as an ecology team in the last few years, which is due to the hard work, dedication and knowledge of every one of the ecologists!" - Chris Meddins, Technical Director at TetraTech, Winner – Best Practice Large Scale Project Mitigation, Compensation and Enhancement*

*"Absolutely thrilled to have won the Best Practice Innovation Award at the 2022 CIEEM Awards. The shortlisted nominees were exceptional, and collectively demonstrated the very innovative nature of the profession. With a small idea and a bit of obsession, anything is possible!" Gareth Lang, BSG Ecology, 2022 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, OR significant learning outcomes if the project faced challenges and didn't achieve expected outcomes. There may therefore be various ways you can you will 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.

Something New This Year We are also actively looking for entries this year that showcase the challenges and difficulties faced by a project where expected outcomes were not necessarily achieved but where, instead, important lessons were learned that would benefit the wider profession and the overall advancement of biodiversity conservation and enhancement. "Creative breakthroughs always begin with multiple failures. We cannot grow unless we are prepared to learn from our mistakes". Mathew Syed, Black Box Thinking 2016

*"I never fail. I either win or learn". Nelson Mandela*

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 and/or restoration of ecosystem functioning and/or services.	20 points
3	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 OR important lessons learned if the outcome fell short of expectations (i.e. what could others learn from that would improve the likely outcome their own projects?). 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 goes beyond the minimum required and evidences significant 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, through evidence / monitoring, significant advances and benefits of introducing 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 new and innovative sustainable approaches*.	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 issues, concerns and recommendations of all stakeholders.	20 points
2	Project was culturally appropriate to facilitate dialogue and exchange of information and allow consensus building (possibly among a diverse group of stakeholders) .	10 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

\* Sustainable development/sustainable approaches. Means using natural resources in a way that avoids irreversible damage to ecosystem structure and function, the loss of irreplaceable features or a reduction in ecosystem resilience. Environmental interests must be considered alongside social and economic interests, so as to prevent the irreplaceable loss of natural features, function or processes and to ensure a long-term and dependable flow of benefits from the exploitation of renewable resources.

## 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 complete a supporting statement summarising the impact of the project against the entry criteria. Judges will give weight to statement from independent supporter who can discuss the impact of the project.

## 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. The additional material must be limited to six pages with no more than three external links, videos totalling no more than 15 minutes and submitted as a single PDF document.
- ✓ Return your completed [nomination form](#) as a word document alongside your supporting information as a single PDF document and three high quality photos for use in the Awards presentation and booklet if shortlisted by 10th/31st January 2025 to [awards@cieem.net](mailto:awards@cieem.net).

# NGO Impact Award

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 benefitting 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.

## 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 - highlighting key outcomes, including positive changes or enhancements achieved for the conservation of the natural environmental as a direct result of the initiative	20 points
2	Engagement with relevant stakeholders, including beneficiaries, partners, and the wider community, ensuing their input was acknowledged and integrated into the planning and implementation of the initiative	10 points
3	Creativity and/or Innovation (such as through effective use of limited available resources) demonstrating how the initiative achieved or exceeded its original objectives	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. The additional material must be limited to six pages with no more than three external links, videos totalling no more than 15 minutes and submitted as a single PDF document.
- ✓ Return your completed [nomination form](#) as a word document alongside your supporting information as a single PDF document and three high quality photos for use in the Awards presentation and booklet if shortlisted by 17th January 2025 to [awards@cieem.net](mailto:awards@cieem.net).

# Consultancy of the Year Award

*"It's not all about the winning...but we are SO proud to receive our CIEEM award for 'Medium Consultancy of the Year' 2023. It serves as true recognition for the contribution of our talented and dedicated team, and the period of steady growth we have worked so hard to achieve." - Wildwood Ecology, Winner – Medium Consultancy of the Year 2023*

*"Extremely proud to be a part of the Ecology team at Tetra Tech who, at the ecology event of the year were awarded not one – but two prestigious awards. Such an amazing day and wonderful recognition for all of the excellent work our ecology team do." - Rachel Kerr CEnv, TetraTech, Winner – Best Practice Large Scale Mitigation and Large Consultancy of the Year 2023*

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 five 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 15 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.	45 points
2	Evidence of sharing learning and good practice externally.	20 points
3	Evidence of how the company is working to reduce its carbon footprint and encouraging others to do so.	15 points
4	Commitment to undertaking CPD and supporting the professional development of staff.	20 points

Medium Consultancy of the Year		
Employs between 16 and 50 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.	40 points
2	Evidence of sharing learning and good practice externally.	15 points
3	Evidence of how the company is working to reduce its own carbon footprint and encouraging others to do so.	15 points
4	Commitment to undertaking CPD and supporting the professional development of staff.	15 points
5	Promotion of the profession.	15 points

Large Consultancy of the Year (companies may be single or multi-discipline)		
Open to companies with more than 50 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.	40 points
2	Evidence of sharing learning and good practice externally.	15 points
3	Evidence of how the company is working to reduce its own carbon footprint and encouraging others to do so.	15 points
4	Commitment to undertaking CPD and supporting the professional development of staff.	15 points
5	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. The additional material must be limited to six pages with no more than three external links, videos totalling no more than 15 minutes and submitted as a single PDF document. Please ensure you include any photos, maps, graphs and diagrams within the six page limit.
- ✓ Supporting evidence should relate clearly to the work of the ecology and environmental management team and not wider corporate achievements. Descriptions of high-quality practical outcomes should be evidence-based.
- ✓ Return your completed [nomination form](#) as a word document alongside your supporting information as a single PDF document and three high quality photos for use in the Awards presentation and booklet if shortlisted by 17th January 2025 to [awards@cieem.net](mailto:awards@cieem.net).





# 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 2024 will be considered for this Award, irrespective of whether the article was written by a CIEEM member or not.

# 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.





Raising the profile of professional ecological and environmental management and promoting the highest standards of practice for the benefit of nature and society.



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