

Emerging HR Practitioner of the Year

The Emerging HR Practitioner of the Year recognises those who are in the early stages of their human resources career. This award focuses on identifying emerging talent, demonstrated in a generalist role.

Although this is a person specific award it can be entered either by self-nomination or nominated by another.

Eligibility: HR practitioners who have been in an HR position for less than four years (commencing work in an HR role in 2015 or later).

Entries into this award (either self nominated or nominated by another) will need to be able to demonstrate that the person nominated is superior to other HR practitioners in their field and provide supporting evidence to this effect. These statements will be backed up by the nominated referees.

Submission Requirements

For this award, applicants have the option to complete a written submission or to create a video submission.

Video Submission

If a video submission is selected, please ensure that all criteria is addressed within the two minute time limit. Videos longer than two minutes will not be accepted. Applicants that submit by video will still be required to fill in their referee contact details and upload their supporting evidence using the online submission form. Videos should be submitted to events@hrinz.org.nz using an online file hosting service such as Dropbox.

Written Submission

All applicants for this Award will be required to include the following information in their application:

Submission Statements

- 100 word statement about the organisation with which the nominee is employed
- 100 word statement about the nominee
- 250 word statement on each of the criterion (maximum of 2000 words).

Supporting Evidence

Up to 15 single sided pages of evidence supporting the submission statements.

Referee Checks

Three referees are to be provided and a contact email and telephone number for each must also be provided. Referees must include the nominee's current immediate manager. Character references will not be accepted.

Emerging HR Practitioner of the Year Criteria:

Criterion:	Defined as:	Evidenced by:
Achievement	The nominee has been recognised for excellence in an academic or career capacity.	Tertiary qualifications, reward and recognition programmes, academic transcripts.
Impact	The nominee has made a significant contribution to the wider business community.	Participation on project teams/working parties/committees/presentations at conferences, events, education/teaching.
Growth	The nominee's career demonstrates upwards trajectory beyond the expected.	CV, references, referee support.
Leadership	The nominee has demonstrated a capacity for leadership.	Management/supervision roles, community roles, committee chair.
Commitment	The nominee has demonstrated a passion for HR through services to the HR profession.	Membership/contribution/representation of professional/industrial association, education of students, presentations at industry events.
Innovation	The nominee is ahead of the field in ideas and practices.	Leadership of project/initiative teams, research undertaken into new practices/theories, training undertaken in new areas of the HR profession.
Personal Credibility	The nominee demonstrates personal credibility but also a point of view about the organisation.	References from colleagues, participation on taskforce, contribution to business wide/cross functional teams, demonstration of ethical behaviour, recognition as a role model in their organisation.
Strategic Contribution	The nominee demonstrates an understanding of strategy and how HR will deliver strategy to meet the organisation's strategic	HR strategy documents demonstrating alignment/contribution to organisation strategy, evidence of

	goals and customer needs.	participation/role in strategy setting.
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