ENTRY
CRITERIA

NSW WOMEN IN MINING AWARDS

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Recognising the outstanding achievements of women in the NSW mining industry.

Overview

The NSW Women in Mining Awards celebrate the exceptional careers and contribution of women in the NSW industry. The Awards acknowledge the work of individuals and company programs that promote inclusion and diversity, and make our sector a better place to work.

Awards will be given in six categories:

- Exceptional Woman
- Exceptional Young Woman
- Exceptional Tradeswoman/Operator/Technician
- Exceptional Woman in Technological Innovation
- Inclusion and Diversity Champion
- Excellence in Diversity Programs and Performance

Winners will go on to represent NSW at the Women in Resources National Awards, hosted by the Minerals Council Australia.

Submissions

Entries for the 2027 NSW Women in Mining Awards open on Monday 2 November 2026 and **close on Friday 15 January 2027**. All entries must be submitted online through Judgify.

[awards.judgify.me/wimawards]

- Register an account and complete the online submission form for your chosen award category. Ensure you submit your completed entry before the closing date.
- You can save your progress and return to edit your submission before entries close.
- Address each criterion clearly and within the specified word limit. Provide relevant examples and evidence to help judges assess your submission fairly.
- You may upload supporting material, such as media coverage, charts, images or other relevant documents, for consideration alongside your written responses.
- For individual awards, upload your current CV/résumé and a high-resolution headshot.
- For company awards, upload a high-resolution company logo.

Judging

- All entries will be assessed by an independent judging panel against the criteria for the relevant award category.
- All personal and commercially sensitive information will be treated in confidence.
- All decisions of the judging panel are final.
- The judging panel reserves the right not to present an award in a category if the circumstances warrant it.

Eligibility

- These awards are open to individuals working in the NSW minerals industry, mining and exploration companies, and businesses supplying NSW mines.
- Entrants must meet the eligibility requirements for their chosen award category.
- Entrants must be willing to participate in awards-related publicity organised by NSW Minerals Council during the awards process.
- All finalists are encouraged to attend, or send a representative to, the NSW Women in Mining Awards Dinner in Sydney on Wednesday 7 April 2027, where the winners will be announced.
- Winners must enter the Women in Resources National Awards program, organised by the Minerals Council Australia.

Privacy

- Personal information is collected for the purposes of administering the NSW Women in Mining Awards.
- NSW Minerals Council will use this information to assess entries and contact applicants.
- All award entries become and remain the property of NSW Minerals Council.
- NSW Minerals Council may use information provided in award entries in awards-related publicity and promotional materials, including media coverage.
- By submitting an entry, you agree to the publication of information contained in your submission, excluding information clearly marked as personal or commercial-in-confidence.
- Please clearly identify any information or supporting material that is confidential and must not be published.

Contact

All enquiries should be directed to Maddie Dimech, Events Manager, at [mdimech@nswmining.com.au].

1. Exceptional Woman

This award recognises the exceptional achievements of a woman in the NSW 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.

This award is open to women of any age.

1.1 Career Journey & Personal Resilience [max 600 words – scored out of 25]

Share your career story, including how and why you entered the resources sector, key milestones, challenges you've overcome, and how you've balanced professional growth with personal commitments. Highlight any moments that reflect your resilience, adaptability, or determination.

1.2 Professional Achievements & Leadership [max 400 words – scored out of 10]

Describe your key career achievements, milestones, and what makes you an exceptional woman in the resources sector. Include examples of leadership, initiative, and your commitment to continuous improvement through education, training, and personal development.

1.3 Contribution to the Resources Sector & Community [max 400 words – scored out of 15]

Share examples of where you've shown leadership, broken new ground, or made a meaningful contribution to the resources sector or the broader community, beyond your formal career achievements. This could include advocacy, volunteering, or driving change in areas such as sustainability, education, or social impact.

1.4 Championing Inclusion, Diversity & Cultural Change [max 400 words – scored out of 10]

Explain how you've contributed to creating more inclusive, respectful workplaces. This could include mentoring, promoting gender equity, supporting diverse teams, or driving cultural change within your organisation or the broader sector.

2. Exceptional Young Woman

This category recognises an outstanding young woman who has shown significant promise and achieved significant milestones in her career to date.

It also recognises contribution to promoting the NSW resources industry's reputation and standing in the community and increasing inclusion and diversity in the sector.

The award is open to women 30 years of age and under as at 07 May 2027.

2.1 Career Journey & Personal Resilience [max 600 words – scored out of 25]
Share your career story, including how and why you entered the resources sector, key milestones, challenges you've overcome, and how you've balanced professional growth with personal commitments. Highlight any moments that reflect your resilience, adaptability, or determination.

2.2 Professional Achievements & Leadership [max 400 words – scored out of 10]
Describe your key career achievements, milestones, and what makes you an exceptional young woman in the resources sector. Include examples of leadership, initiative, and your commitment to continuous improvement through education, training, and personal development.

2.3 Contribution to the Resources Sector & Community
[max 400 words – scored out of 15]
Share examples of where you've shown leadership, broken new ground, or made a meaningful contribution to the resources sector or the broader community, beyond your formal career achievements. This could include advocacy, volunteering, or driving change in areas such as sustainability, education, or social impact.

2.4 Championing Inclusion, Diversity & Cultural Change
[max 400 words – scored out of 10]
Explain how you've contributed to creating more inclusive, respectful workplaces. This could include mentoring, promoting gender equity, supporting diverse teams, or driving cultural change within your organisation or the broader sector.

3. Exceptional Tradeswoman/Operator/Technician

This award recognises the achievements of a woman working in a trade, operational or technical role in the NSW mining 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.

3.1 Career Journey & Personal Resilience [max 600 words – scored out of 25]
Share your career story, including how and why you entered the resources sector, key milestones, challenges you've overcome, and how you've balanced professional growth with personal commitments. Highlight any moments that reflect your resilience, adaptability, or determination.

3.2 Professional Achievements & Leadership [max 400 words – scored out of 10]
Describe your key career achievements, milestones, and what makes you an outstanding tradeswoman, operator or technician in the resources sector. Include examples of leadership, initiative, and your commitment to continuous improvement through education, training, and personal development.

3.3 Contribution to the Resources Sector & Community
[max 400 words – scored out of 15]
Share examples of where you've shown leadership, broken new ground, or made a meaningful contribution to the resources sector or the broader community, beyond your formal career achievements. This could include advocacy, volunteering, or driving change in areas such as sustainability, education, or social impact.

3.4 Championing Inclusion, Diversity & Cultural Change
[max 400 words – scored out of 10]
Explain how you've contributed to creating more inclusive, respectful workplaces. This could include mentoring, promoting gender equity, supporting diverse teams, or driving cultural change within your organisation or the broader sector.

4. Exceptional Woman in 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 the entrant has developed and applied in a unique/innovative way in the NSW 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.

4.1 Career Journey & Personal Resilience [max 400 words - scored out of 10]

Share your career story, including how and why you entered the resources sector, key milestones, challenges you've overcome, and how you've balanced professional growth with personal commitments. Highlight how you've applied your learning to grow professionally, pursue technical excellence, and maintain work/life balance.

4.2 Identifying the Opportunity & Developing the Innovation [max 600 words - scored out of 20]

Describe the problem or challenge you set out to solve through technological innovation. Explain the solution you developed or applied, and how it was new or unique, especially if it involved applying existing technology in a novel way. Include key performance measures that were established to evaluate success. Clarify whether the project was led by you individually or as part of a team. If team-based, outline your specific role, technical contribution, and leadership in driving the innovation forward.

4.3 Problem Solving & Technical Leadership

[max 600 words - scored out of 15]

Share the key challenges you faced in developing and implementing the innovation. Describe how you approached and overcame these obstacles, and what you learned in the process. Highlight your personal contribution to problem solving and how your experience can be applied to future innovations or other areas of work.

4.4 Demonstrating Impact & Outcomes

[max 600 words - scored out of 15]

Detail the results of your innovation. Include measurable outcomes, stakeholder feedback, and evidence of its impact on your operation, organisation, community, or the broader resources sector. If applicable, describe how the innovation could be scaled, adapted, or further developed—and the potential benefits it could deliver in the future.

5. Inclusion and Diversity Champion

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 states resources sector.

5.1 Career Journey & Personal Resilience [max 400 words – scored out of 10]
Share your career story, including key achievements, challenges you've overcome, and how you've balanced professional responsibilities with personal commitments. Reflect on how your experiences have shaped your values and approach to inclusion and diversity.

5.2 Advocacy & Cultural Change [max 600 words – scored out of 25]
Describe how you've actively advocated for the attraction, retention, and advancement of women in resources. Include examples of initiatives, mentoring, or actions that go beyond formal job requirements to drive meaningful change.

5.3 Achievements, Impact & Sustainability
[max 600 words – scored out of 15]
Describe the outcomes of your inclusion and diversity advocacy. Provide evidence of the impact (e.g. measurable results, stakeholder feedback, or cultural change) within your organisation or the broader resources sector. Explain how these outcomes have been sustained over time or embedded into workplace practices, and outline how your efforts could continue to influence future initiatives or industry-wide progress.

5.4 Vision & Leadership
[max 400 words – scored out of 10]
Share your vision for a more inclusive resources sector, and how you've led others toward that goal. Include examples of strategic thinking, collaboration, and leadership that have inspired or empowered others. Outline any future plans, initiatives, or commitments you are driving to continue advancing inclusion and diversity—within your organisation or across the industry.

6. Excellence in Diversity Programs & Performance

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 NSW 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.

6.1 Program Purpose & Strategic Intent [max 600 words – scored out of 10]

Outline the inclusion and diversity program your company has implemented. Describe the problem or gap the initiative was designed to address, its core objectives, and how it aligns with your organisation's broader strategy and values. Include details about the program's structure, target groups, and the key performance measures that were established to evaluate its success.

6.2 Program Results & Effectiveness [max 400 words – scored out of 20]

Provide evidence of the program's effectiveness against the key performance measures. Include quantitative and qualitative outcomes such as increased representation of women in non-traditional roles, improved retention or promotion rates, and other measurable indicators of success. Highlight any additional operational benefits, such as improved team or business performance, decreased staff turnover, reduced absenteeism, or success in growing and expanding the existing or future talent pool.

6.3 Impact on Workplace Culture & Industry Reputation

[max 400 words – scored out of 15]

Describe how the program has influenced organisational culture, such as shifts in attitudes, behaviours, or practices that support inclusion and diversity. Explain how the initiative has enhanced your company's reputation or contributed to positioning the resources sector as an employer of choice for women and underrepresented groups. Include statistical evidence and/or endorsements from employees, leaders, or external stakeholders to demonstrate the depth and reach of this impact.

6.4 Program Innovation, Leadership and Transferability

[max 400 words – scored out of 15]

Describe how the nominated program demonstrates innovation and/or leadership in advancing inclusion and diversity. Highlight any unique approaches, bold strategies, or pioneering practices that set it apart. Include examples of how the program could be scaled within your organisation or adapted by others in the resources sector. If applicable, explain how it has already influenced others, challenged norms, or led the way in creating more inclusive workplaces within the resources sector.

SPONSORS

Thank you to these industry leading businesses for partnering with the NSW Minerals Council to present the 2027 NSW Women in Mining Awards.

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