



## Human Resources Excellence Award 2025

In partnership with:

### JUDGING PANEL

The judging panel will include the Chair of the ACI EUROPE Leadership and Human Resources Forum, as well as the Chairs of the four other ACI Regional Human Resources Committees.



### INTRODUCTION

ACI EUROPE in partnership with its Leadership and Human Resources Forum, wishes to recognise an HR department from amongst ACI EUROPE Regular Members that has demonstrated excellence in managing human resources and developing airport workforce for the future. The award aims to give exposure to initiatives that will help the airport community better assess and implement the new procedures and skills needed to develop its workforce.

In assessing the applications, the judging panel will consider the various challenges facing HR directors and airport leaders, such as employee mobility, succession planning, training, well-being, change-management, sustainability and digitalisation. In maintaining this award as part of its Best Airport Awards suite, ACI EUROPE aims to emphasise that HR management is crucial for the strategic development of an airport and contributes to the social and economic fabric of the airport community, efficiency initiative, training, awareness, community engagement, etc.

### ELIGIBILITY & EVALUATION

- ACI EUROPE airport members in good standing, regardless of their size, are encouraged to apply.
- The award criteria consist of four key questions, each contributing 25% to the total score.
- Each of the four award criteria questions will have a word limit, and candidates are encouraged to submit additional materials to support their application. This may include evidence of best practice development, testimonials from employees, or endorsements from industry partners.
- The jury members will look for evidence of leadership model, appropriate standards development, cooperation with other departments, milestones, project completion and proven success.
- The winner will be invited to present their paper at the ACI EUROPE Leadership & HR forum meeting.
- Submissions are free of charge.



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### AWARD THEME

This year, the focus of the award is on Diversity, Equality, and Inclusion (DEI):  
**What are HR's best practices in recruiting and enabling an environment for a diverse and multigenerational workforce?**

### QUESTIONS

1. How has the HR department identified the opportunities for improving DEI within their airport and assessed the current level of diversity and inclusion of employees? Provide an overview of your company's initiatives, procedures, processes or certifications obtained. (300 words)
2. What specific initiatives and activities have HR implemented to attract a diverse workforce? Explain how DEI programs are potentially linked to sustainability and digitalization processes. (300 words)
3. How is the success of these DEI development activities measured, and what insights or lessons have been derived from the implementation of DEI principles? (300 words)
4. What ongoing measures are currently in place to identify learnings, and refine and improve the efforts related to DEI development? (300 words)

**YOUR ENTRY SHOULD BE SUBMITTED BY MIDDAY ON FRIDAY 02 MAY 2025.**

The winners in each category will be announced at the at the ACI EUROPE Annual Congress & General Assembly in Athens, Greece on Thursday, 19 June 2025.

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