



YOUNG MANAGER OF THE YEAR AWARD

LEADERSHIP & MANAGEMENT EXCELLENCE

2024

As part of LGMA's commitment to developing the next generation of leaders in local government, we are delighted to invite nominations for the 2024 Young Manager of the Year Award for Leadership and Management Excellence.

To acknowledge and encourage leadership and management excellence, this Award will be presented to a young local government employee who, in the opinion of the judging panel, has made an outstanding contribution to the positive growth of their council and community.

The Award is open to managers aged 35 years or younger, who are employed by a Queensland local government and have been for a minimum of 12 months.

The Award winner will receive professional development to the value of \$1,500, recognition in LGMA'S publication, The Journal, and a framed Award certificate.

Nominations can be made by employers, supervisors or co-workers and must be received by 3pm on **Wednesday, 17 April 2024**.

AWARD OBJECTIVE

The Young Manager of the Year Award was established to encourage the recognition of leadership and management excellence as shown by a Queensland local government employee 35 years old or younger who has demonstrated outstanding commitment and whose performance is worthy of special recognition. The Award promotes increased community awareness of the important role played by local government professionals as well as recognising exceptional performance in the sector.

NOMINATION REQUIREMENTS

1. Provide a written submission addressing the judging criteria (maximum 3 pages)
2. Provide a single page outline of the nominee's career history
3. Provide two professional written references and referee contact details

Visit www.lgmaqlld.org.au to download the nomination form.

JUDGING CRITERIA

VISIONARY LEADERSHIP

- Develops a clear vision and obtains ownership for that vision with colleagues and reports
- Sees beyond existing structures, practices and ideas
- Encourages and develops leadership amongst staff and colleagues
- Maintains high ethical and professional standards at all times

INNOVATION AND CONTINUAL IMPROVEMENT

- Generates new and better ways to manage their business area
- Builds a culture that encourages and rewards innovation
- Drives and implements useful change, always seeking better ways to do things

BEST PRACTICE

- Demonstrates an organisational awareness of triple bottom line issues
- Demonstrates effective deployment of financial, human, physical, technological, asset and information resources to achieve optimal efficiency and effectiveness

INTERPERSONAL SKILLS

- Has a strong working relationship with staff, colleagues and committees
- Pursues quality relationships with customers, stakeholders and service providers
- Welcomes and acknowledges staff contributions to the organisation's success

CONTRIBUTION TO THE COMMUNITY / REGION

- Understands the needs of the community and the wider role of council in the community
- Demonstrates above-average understanding of regional disparities, socio-economic and political conditions and community resources, to ensure informed decisions are made on issues affecting residents across local government boundaries
- Actively seeks information on local government practices and enhancements beyond their own area, keeping up to date with trends and broader changes in the environment

PROFESSIONAL DEVELOPMENT

- Pursues ongoing leadership learning opportunities with a view to personal improvement and providing a more effective service within the organisation
- Employs work practices that encourage employees' personal and career development

LGMA
2024 YOUNG MANAGER OF THE YEAR AWARD
FOR LEADERSHIP & MANAGEMENT EXCELLENCE
NOMINATION FORM

(Please complete and attach this form as the front page of the written submission)

NOMINEE NAME:
POSITION:
COUNCIL:
AGE:
NOMINATOR NAME:
NOMINATOR TELEPHONE:
NOMINATOR EMAIL:
DOES THE NOMINEE KNOW THEY HAVE BEEN NOMINATED? <input type="checkbox"/> YES <input type="checkbox"/> NO

TERMS AND CONDITIONS OF ENTRY

1. Nominations for the Young Manager of the Year Award are open to any member of LGMA who is employed in a management capacity by a Queensland local government and who is 35 years old or younger at the time of nomination. The nominee must be a financial member of LGMA at the time of nomination. (Nominations may be accompanied by a membership application if not already a member).
2. Applicants must have been employed at the nominating council for a minimum of twelve months.
3. Past winners and Chief Executive Officers are ineligible for nomination for the Young Manager of the Year Award. Directors and current employees of LGMA are also ineligible for the Award.
4. It is permissible, but not essential, to gain prior consent of the nominee for their nomination to be lodged.
5. Strict conditions apply to the granting of extensions to the closing date for the submission.
6. All nomination material submitted remains the property of LGMA. Applications will not be returned at the end of the Award period.
7. It is the right of LGMA not to make any Award if the applicants do not meet the selection criteria as specified or if the quality of nominees is not considered of a sufficiently high standard to warrant special recognition.
8. In instances where the selection committee considers that the credentials of two nominees are identical, the President of LGMA shall make a determination regarding the successful nominee.
9. Prizes for the Young Manager of the Year Award shall incorporate sponsorship towards a professional development activity approved by the Board of LGMA to the value of \$1,500.
10. The winner of the Young Manager of the Year Award will be announced at the Awards for Excellence Gala on Thursday 23 May 2024. Nominees are expected to be in attendance unless otherwise notified.
11. Applicants must agree to abide by the decision of the selection committee.

FURTHER INFORMATION

Chief Executive Officer
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