

# WOMEN IN DEFENCE AWARDS 2025



**ADM**  
SERVING THE BUSINESS OF DEFENCE

# CALL FOR ENTRIES

Enter online at  
[australiandefence.com.au](http://australiandefence.com.au)

Entries close 4pm,  
Friday, 30th May 2025



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EVENT MANAGEMENT

# About the Awards

**The Women In Defence Awards program celebrates talented, determined, successful women who make a positive impact in the defence business arena, as members of Defence industry, Australian Public Service (APS) or in uniform.**

Submissions can be self nominated or entered by a third party.

**Eligible achievements to have taken place in the 2024 calendar year.**

Entries will close at **4pm, Friday, 30th May 2025.**

The Awards will be presented at a gala dinner in Canberra on **15th October 2025.**

An entry fee of \$72 inc GST is payable for each entry submitted. A receipt will be issued once payment has been processed.

## CATEGORIES

- **MARKETING & COMMUNICATIONS:** Awarded to the defence community's most outstanding female individual working within the communications/marketing/stakeholder engagement field.
- **ENGINEERING:** Awarded to the defence community's most outstanding female individual working within the engineering field. This category is open to all disciplines within the engineering community or involved in research and development in this field.
- **EXECUTIVE MANAGEMENT:** Awarded to the defence community's most outstanding female working within a senior management level and to any individual involved in engineering research and development
- **ICT AND CYBER:** Awarded to the defence community's most outstanding female working with in the information, communications, technology, computing and cyber sectors.
- **INDIGENOUS:** Awarded to the defence community's most outstanding indigenous individual female working in any field.
- **LEGAL/CONTRACTING:** Awarded to the defence community's most outstanding female individual working within the legal/contracting field. Applicants do not have to be lawyers per se.
- **OPERATIONS:** Awarded to the Defence Community's most outstanding female individual to recognise efforts of women in deployed/remote areas with a focus on logistics, services and support roles.
- **PEOPLE & CULTURE:** Awarded to the defence community's most outstanding female individual who has developed and /or administered initiatives to support women in the defence community.
- **PROJECT MANAGEMENT:** Awarded to the defence community's most outstanding female individual working within project management.
- **RIISING STAR (30 YEARS AND UNDER):** Awarded to the defence community's most outstanding female individual aged under 30 years (at 31 December 2024).
- **TECHNICAL TRADE:** Awarded to the defence community's most outstanding female individual working within operations, production or trade fields.
- **HALL OF FAME LIFETIME ACHIEVEMENT AWARD:** This is not a category that can be entered. Judges will select a recipient who will be inducted in the Hall of Fame.

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# More About the Awards

## ENTRY QUESTIONS

- Full title and role of the nominated individual (50 words)
- What did the nominee achieve, in Defence/defence industry, in 2024 that has made them worthy of nomination? (250 words)
- How has the nominee encouraged and supported other women in Defence/defence industry? How have they been a role model for others? (200 words)
- How has the nominee been involved in outreach and/or volunteer work inside and outside defence and related areas? (100 words)

## CATEGORY SPECIFIC QUESTIONS (250 WORDS)

- **MARKETING & COMMUNICATIONS:** Describe some of the strategies that the nominee used and developed to improve the communications strategies either internally or externally.
- **ENGINEERING:** Describe how the nominee demonstrates their passion for Engineering in the Defence space.
- **EXECUTIVE MANAGEMENT:** What was the greatest obstacle that the nominee overcame to reach a senior management level? What strategies did they employ to overcome that obstacle?
- **ICT AND CYBER:** Describe how the nominee demonstrates their passion for ICT/Cyber in the Defence space.
- **INDIGENOUS:** Describe how the nominee's involvement with Defence has had an impact on their community, over the length of their career.
- **LEGAL/CONTRACTING:** What were some of the difficulties the nominee had to overcome when negotiating with Defence? Describe how they overcame those difficulties.
- **OPERATIONS:** What were some of the difficulties the nominee had to overcome when working in the Defence space that would not be found in another industry? Describe how they overcame those difficulties.
- **PEOPLE & CULTURE:** How has the nominee promoted and supported other women in their workplace?
- **PROJECT MANAGEMENT:** What were some of the difficulties the nominee had to overcome when working in the Defence space that would not be found in another industry? Describe how they overcame those difficulties.
- **RISING STAR (30 YEARS AND UNDER):** Why did the nominee choose the defence sector over any other? What needs to change to encourage more young women to join?
- **TECHNICAL TRADE:** How has the nominee encouraged young women to take up a trade in the defence sector?

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# Ten Tips for Entry

These are annual awards (rather than lifetime achievement awards). Make sure the entry concentrates on what the nominee achieved in 2024!

The judges want to know what the nominee did above and beyond their base position: what made them shine above all others? Go beyond their position description!

Emphasise how the nominee's achievements were of benefit specifically to Defence and/or defence industry.

Put a lot of thought into selecting the correct category for your nominee. Make sure that the nomination relates strongly to the category.

Explain how the nominee overcame problems, both personal and professional in 2024. Anything that makes their achievements even more remarkable. For example: Was the candidate one of the first ever women to take on a role or gain a qualification or be appointed to a leadership position in 2024? How did they change or adapt the role?

All the nominees are fantastic role models, but the judges are looking for details. How did they do it? What did they do? How was it above and beyond their job description? Where did they volunteer? How did they volunteering relate to representing Defence/defence industry? How does the volunteer work encourage younger women to consider a career in Defence/Industry?

A successful project does not necessarily make the nominee outstanding. The judges need to know what did they personally contribute to the project. How did their contribution directly lead to the success of the project?

How did they change the workplace culture or practices to help other women? How did they change work practices to make it easier for more women to work in the area? What are they doing to bring other women along with them?

As well as supplying supporting documents/references from superiors or bosses, the judges want to hear from the other women in the workplace too. How has mentoring had an impact on them? What has the nominee done to help and support them? References from the community are welcome as supporting extra documents.

The entries need to be definitive. Instead of saying, "She is amazing", answer questions like: How is she amazing? What impressed you the most? Why did you pick this candidate above all the other women who work for/with you?

*Not all these tips will be relevant to the nominated category*

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# How to Enter

## STEP 1: DETERMINE ELIGIBILITY

To be eligible, the individual being nominated must have been employed in the defence business arena, as members of Defence industry, Australian Public Service (APS) or in uniform during the 2024 calendar year.

## STEP 2: CHOOSE THE MOST APPROPRIATE CATEGORY

Select the category that best suits the individual's skills. All entries have a set word limit per question that cannot be exceeded. This year each all categories have three questions in common and one question that is specific to that category. The number of words allocated to the question is a good guide to the weighting the judges will give to that question.

## STEP 3: PREPARE THE RELEVANT SUPPORTING MATERIALS

A high resolution head-shot photo of the individual being nominated is required for all entries (minimum 300 DPI).

The supporting materials may be used should the individual be selected as a finalist. Please ensure you have gained the relevant approvals before submitting any materials.

## STEP 4: SUBMIT YOUR ENTRY ONLINE

Complete the entry process and payment online at [australiandefence.com.au](http://australiandefence.com.au) and ensure to upload your supporting material and headshot photo.

All entries must be submitted and paid for online by 4pm, Friday, 30 May 2025.

## QUERIES

Please contact Two de Force:

**T** (02) 9281 8788 **E** [events@twodefence.com.au](mailto:events@twodefence.com.au)

### Nomination Tips

Make it relevant to the 2024 milestone.

Tell a story, anecdotes to support data is important.

Out of hours activities to support the defence community are welcome.

Judges are looking to get a sense of the person alongside their achievements.

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# ENTRY TERMS AND CONDITIONS

By entering the Women in Defence Awards (WiDA), submitting entrants agree to the following rules and conditions of entry. The Awards are open to entries from Australian-based individuals only. The relevant eligibility period is between 1 January 2024 and 31 December 2024. Ensure all creative material, reference to work, performance and results are within this time frame. More than one entry may be submitted by an individual in any given category. An entry fee of \$72 inc GST is required for each entry. Entry fees are non-refundable and must be paid at the time of entering. Entries will not be considered for judging if payment is not received at the time of entry. Entry fees will not be returned. Please make sure all entry details are entered accurately, including grammar.

Details collected through the entry phase will be used in the Awards presentation and in print if selected as a finalist. Entries must not exceed the word count per question. Entries that exceed the word count will not be accepted. Entries received after 4pm, Friday, 30 May 2025. will not be eligible consideration.

All entries are treated as confidential. Judges reserve the right to move an entry to another category if deemed more suitable. The decision of the judges will be final and no correspondence will be entered into. Scores and comments will not be disclosed. The entrant grants ADM permission to show the entries at the Awards Presentation and in the magazine in print and online at such times as deemed appropriate. Finalists and winners will be covered in the ADM winners supplement using information from the entry. If there is specific information in your entry that is commercially sensitive and should not be published please make this clear at the time you submit your entry.

The entrant agrees that ADM and Two de Force will not accept responsibility for errors or omissions reproduced in the Presentation or the winners supplement or for work lost or damaged under any circumstances. Finalists will be notified in August 2025 and will need to be available to attend the awards dinner on 15 October in Canberra.

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# WOMEN IN DEFENCE AWARDS 2025

*Australian Defence Magazine (ADM)* is dedicated to reporting the business of defence capability planning and procurement as well as reporting the development of infrastructure and other key enablers to support the ADF.

This awards program is a timely celebration of the women who are successful in a role across the defence sector. *ADM* is looking to recognise and reward the women who play an integral part in various facets of the industry.

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