



# The ACI EUROPE HR Excellence Award 2020



## AWARDS CRITERIA

### 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

The ACI EUROPE Leadership and Human Resources Forum, established in 2013, wish to recognise a HR department each year who have demonstrated excellent leadership and human resources management among the ACI EUROPE Regular Members and as a result, the ACI EUROPE HR Excellence Award was created in 2017. The objective of this annual award is to give exposure to excellence that will help the airport community better assess and implement the new procedures

and skills needed to develop the industry's workforce, looking at the various challenges facing HR Directors and Airport Leaders, such as mobility, succession planning, training, well-being and digitalisation. Recognising that HR management is increasingly involved in the strategic development of an airport, and contributes to the social and economic fabric of the airport community.

### APPLICATION AND PROPOSED RECOGNITION CRITERIA

The application should be no more than 12 A4 pages, including references and appendices. It is recommended that candidate airports provide information to support their application, for example, evidence of best practice developments or testimonials from employees and industry partners. This year the human resources challenges

brought about by the European coronavirus containment measures were both swift and far reaching. With a near complete shutdown of aviation, airport employees were working remotely, furloughed or facing redundancy. In this context, the proposed recognition criteria will be focusing on airport strategies for bringing employees back to work. The award will be judged based on how the HR team dealt with the immediate situation, along with the creation and implementation of their plan for the confident and safe return to the workplace. The jury members will look for evidence of appropriate standards development, cooperation with other departments, milestones, project completion and proven success. Special attention will be paid to innovative solutions including communication, safety and psychological aspects."

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