



Women In Tech Awards Criteria

Submission Instructions

Nomination Deadline: Please ensure all nomination forms are submitted by the specified deadline, Monday 6 November 2023 by 5pm. Late submissions may not be considered.

Confirmation of Receipt: After submitting your nomination, you will receive an automated email confirmation within 2-3 business days to acknowledge that your nomination has been received. If you do not receive confirmation within this timeframe, please contact us at secretariat@outsourcefiji.com or call 7799163 to ensure your nomination has been received.

Confidentiality: All information provided in the nomination package will be treated as confidential and will only be used for the evaluation process. We take your privacy seriously and will not disclose any sensitive information without prior consent.

Inquiries: If you have any questions or require clarification on the submission process, please reach out to us at secretariat@outsourcefiji.com or 7799163.

Thank you for taking the time to nominate exceptional women in technology for the WINTech Awards. We appreciate your support in recognizing and celebrating their contributions to the field. We look forward to receiving your nominations and celebrating the achievements of these outstanding individuals.

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Award Name	Eligibility	Qualifying Criteria
Rising Star in Tech Award	<ul style="list-style-type: none">For women below the age of 30Minimum of 1 year work experience in a tech driven roleMust be employed at an organisation registered and operating in Fiji	<p>Nominees should possess the following:</p> <ol style="list-style-type: none">1. Technical Excellence: Nominees should demonstrate exceptional technical skills and expertise within their area of specialization.2. Innovative Contributions: Evidence of innovative contributions or projects that have made a significant impact on the tech industry.3. Leadership Potential: Demonstrated potential for leadership in the tech field, including effective teamwork, communication, and problem-solving skills.

		<p>4. Professional Growth: Nominees should have a minimum of 5 years of professional experience in the tech industry.</p>
Innovative Tech Culture Award	For companies/business officially registered and operating in Fiji	<p>The organisation must demonstrate the following:</p> <p>1. Culture of Creativity and Innovation: The organization fosters a culture of creativity and innovation, encouraging employees to think creatively and experiment in tech-related activities.</p> <p>2. Diversity and Inclusion: Actively promotes diversity and inclusion, particularly within tech teams, ensuring underrepresented groups have equal opportunities to contribute to innovation.</p> <p>3. Collaboration and Cross-Functional Teams: Demonstrates success in fostering collaboration among different teams or departments, with examples of cross-functional teams driving innovative solutions.</p> <p>4. Support for Professional Growth: Commits to the professional development of tech employees through training, mentorship, and skill enhancement opportunities.</p> <p>5. Employee Engagement: Maintains high levels of engagement within tech teams, evidenced by surveys and feedback, along with measures to enhance work-life balance, benefits, and recognition.</p>
Gender Inclusive Tech Innovator Award	For companies/business officially registered and operating in Fiji	<p>The organisation must demonstrate the following:</p>

		<p>1. Gender Inclusivity Advocacy: Demonstrated commitment to actively promote gender inclusivity within the tech industry, with evidence of fostering an inclusive tech environment.</p> <p>2. Gender Diversity in Leadership: Evidence of gender diversity in leadership roles, along with strategies for attracting, retaining, and advancing women in leadership positions.</p> <p>3. Innovative Gender Equality Solutions: Successful implementation of tech solutions that directly contribute to gender equality, accompanied by their impact on women's participation in tech.</p> <p>4. Equal Pay and Benefits: Commitment to gender pay equity and equitable access to benefits within the organization.</p> <p>5. Community Engagement: Active involvement in community initiatives, advocacy for gender-related challenges in tech, and contributions to broader gender equality discussions in the industry.</p>
<p>Problem Solving Prodigy</p>	<ul style="list-style-type: none"> • For women employed at an organisation registered and operating in Fiji • Fijian Resident/National 	<p>Nominees should possess the following:</p> <p>1. Technical Problem Solving: Nominees should have a proven track record of excelling in technical problem-solving within the tech industry, showcasing expertise in areas such as coding, software development, or hardware engineering.</p> <p>2. Innovative Tech Solutions: Demonstrated ability to develop innovative and effective tech solutions that address unique challenges or opportunities in the tech field.</p>

		<p>3. Impactful Tech Contributions: Evidence of the tangible and positive impact of their problem-solving efforts, such as the introduction of groundbreaking tech solutions or significant improvements to existing technologies.</p> <p>4. Cross-Functional Expertise: Nominees should showcase their ability to apply problem-solving skills across multiple tech-related disciplines, demonstrating versatility and adaptability.</p> <p>5. Tech Problem-Solving Legacy: A history of consistently applying exceptional problem-solving skills in the tech sector, leaving a lasting legacy of impactful solutions and inspiring other women in tech.</p>
<p>Game Changer in Tech Award</p>	<ul style="list-style-type: none"> • Open to women employed at an organisation registered and operating in Fiji • Fijian Resident/National 	<p>Nominees should possess the following attributes:</p> <p>1. Disruptive Innovation: Nominees should have introduced ground-breaking innovations or technologies in the tech industry that significantly disrupt traditional practices or create new opportunities.</p> <p>2. Impactful Leadership: Demonstrated leadership in driving change and fostering diversity and inclusion within the tech field, resulting in tangible improvements and opportunities for women in tech.</p> <p>3. Mentorship and Advocacy: A history of actively mentoring and advocating for the advancement of women in tech, contributing to their professional growth and success.</p> <p>4. Tech for Social Impact: Recognized efforts in leveraging technology for social good, with a focus on addressing critical</p>



		<p>societal challenges and/or improving the lives of underrepresented communities.</p> <p>5. Inspiring Influence Evidence of inspiring and influencing other women in tech to pursue ambitious goals, overcome challenges, and make significant contributions to the industry.</p>
Digital Visionary Award	<ul style="list-style-type: none"> • Open to women with a minimum of 10 years of experience in the tech space • Fijian Resident/National 	<p>Nominees should possess the following attributes:</p> <p>1. Visionary Leadership: Nominees should have demonstrated visionary leadership in the tech industry, shaping the future through their innovative ideas and initiatives.</p> <p>2. Tech Impact: Evidence of significant impact through the application of technology, including the development of transformative products, services, or solutions.</p> <p>3. Cross-Domain Influence: Demonstrated influence and contributions in multiple tech-related domains, illustrating versatility and adaptability.</p> <p>A history of mentoring emerging tech talent and leaving a lasting legacy of 4. Mentorship and Legacy: digital innovation, with a focus on inspiring future generations.</p>
Tech for Good Award	Open to any Fijian National/ Legally registered company in Fiji	<ol style="list-style-type: none"> 1. Social Impact: Nominees must demonstrate a tangible and positive impact on society through the application of technology. 2. Ethical Tech Practices: Nominees should adhere to ethical tech practices, ensuring responsible data usage and ethical AI.

		<ol style="list-style-type: none"> 3. Community Engagement: Active involvement in tech-related community initiatives or charitable efforts. 4. Innovation: Nominees should showcase innovative tech solutions that benefit communities or improve access to essential services. 5. Measurable Impact: Nominees must provide measurable results of their tech-driven social or environmental impact, supported by data or case studies.
Tech Policy Advocate	<ul style="list-style-type: none"> • Open to employees in the Public Sector and NGOs only. • Must be a Fiji Citizen/Resident 	<ol style="list-style-type: none"> 1. Advocacy Leadership: Nominees must have demonstrated outstanding leadership in advocating for technology-related policies. 2. Policy Impact: Evidence of significant impact on the development and implementation of technology policies that address pressing societal or industry challenges. 3. Collaboration and Engagement: Demonstrated ability to collaborate with stakeholders, including government agencies, industry associations, and civil society, to drive effective tech policy changes. 4. Public Awareness: Nominees should have actively raised public awareness and understanding of critical tech policy issues through educational initiatives or advocacy campaigns. 5. Measurable Policy Achievements: Nominees must provide evidence of measurable policy achievements, such as successful policy reforms, legislative changes, or improved

		tech regulations, along with the resulting positive outcome.
Tech Entrepreneur of the Year Award	<ul style="list-style-type: none"> • Open to women who are Fiji National/Resident/Citizen • Must have a legally registered start-up in Fiji 	<p>Applications must demonstrate:</p> <p>1. Business Innovation: Nominees must have demonstrated significant innovation in their tech-related business ventures, with a focus on creating new products, services, or solutions that address market needs.</p> <p>2. Business Growth: Evidence of substantial business growth, including revenue expansion, market reach, and successful scaling of the tech enterprise.</p> <p>3. Leadership and Vision: Demonstrated leadership and a clear vision for the tech company's future, with the ability to inspire and lead a team towards achieving strategic goals.</p> <p>4. Industry Impact: Nominees should have made a notable impact on their industry or sector, contributing to advancements and influencing industry trends.</p> <p>5. Social Responsibility: A commitment to social responsibility and ethical business practices, including efforts to give back to the community or address societal challenges through tech-related initiatives.</p>
STEM Education Champion	For entities officially registered and operating in Fiji	<p>The organisation must demonstrate the following:</p> <p>1. STEM Education Advocacy: The organization should demonstrate a strong commitment to promoting STEM (Science, Technology, Engineering, and Mathematics) education, both within its workforce and the wider community.</p>

		<p>2. Innovative STEM Programs: Evidence of innovative STEM education programs, initiatives, or partnerships that engage students, educators, and the community in hands-on STEM learning experiences.</p> <p>3. Diversity and Inclusion: A commitment to promoting diversity and inclusion in STEM education, with initiatives that encourage participation from underrepresented groups.</p> <p>4. Measurable Impact: The organization must provide measurable data or evidence of the positive impact of its STEM education efforts, such as improved student performance, increased interest in STEM fields, or successful outcomes for program participants.</p> <p>5. Community Engagement: Active involvement in the local or broader community through STEM outreach, mentorship programs, or educational partnerships that contribute to the advancement of STEM education.</p>
<p>Digital Transformation Trail Blazer</p>	<ul style="list-style-type: none"> • Open to women employed at an organisation registered and operating in Fiji • Fijian Resident/National 	<p>The nominees must possess:</p> <ol style="list-style-type: none"> 1. Digital Transformation Initiatives: Nominees must have initiated digital transformation projects within their organization or sector. 2. Adaptive Technology Use: Demonstrated use of technology to adapt to changing industry trends and market demands. 3. Innovation: Nominees should highlight innovative approaches to digital transformation that have positively impacted their organization or industry.

		<p>4. Implementation Success: Evidence of successful implementation of digital transformation projects, resulting in improved efficiencies or outcomes.</p> <p>5. Measurable Progress: Nominees must provide measurable progress and outcomes achieved through their digital transformation efforts, supported by data or case studies.</p>
BPO Industry Excellence Award	<ul style="list-style-type: none"> • Open to women with a minimum of 10 - 15 years of experience in the BPO industry • Demonstrated lifelong dedication and career commitment to the BPO sector. • Fijian Resident/National 	<p>Nominees should possess the following:</p> <p>1. Significant Contribution: A lifetime of exceptional contributions and impact in the BPO industry, demonstrated through leadership, innovation, and lasting influence.</p> <p>2. Industry Leadership: A track record of leadership and influence within the BPO sector, including leadership roles, industry contributions, and mentoring.</p> <p>3. Innovation and Adaptability: Demonstrated ability to drive innovation and adapt to changing industry dynamics, contributing to the long-term success of the BPO sector.</p> <p>4. Mentorship and Legacy: A commitment to mentoring and developing talent within the BPO industry, leaving a lasting legacy of leadership and excellence.</p> <p>5. Recognition and Impact: Recognition and respect from peers, stakeholders, and the broader industry for significant contributions to the BPO field over a lifetime of work.</p>
Special Recognition Awards for Women in the Outsourcing Industry	<ul style="list-style-type: none"> • Open to women employed in the Outsourcing or Telco space 	<p>1. Leadership Excellence: Nominees should demonstrate exceptional leadership skills and accomplishments within the BPO/Telco</p>

		<p>industry, serving as role models for other women in the field.</p> <p>2. Innovation and Adaptability: Evidence of innovative contributions or strategies that have positively impacted the BPO/Telco sector, demonstrating adaptability and forward-thinking.</p> <p>3. Mentorship and Support: Active involvement in mentoring and supporting other women in the industry, with a track record of helping them advance their careers and achieve their professional goals.</p> <p>4. Advocacy for Gender Equality: A commitment to advocating for gender equality within the BPO/Telco industry, including efforts to address gender disparities and promote diversity and inclusion.</p> <p>5. Community Engagement: Active engagement in community initiatives, partnerships, or advocacy efforts related to the BPO/Telco sector, contributing to the empowerment and recognition of women in the industry.</p>
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