

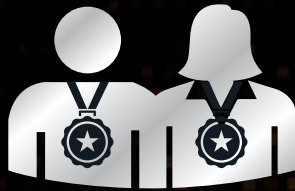


PROFESSIONAL EXCELLENCE AWARDS 2025



An Initiative of Professional Accountants In Business Committee

Snapshot



**Recognizing
Excellence**

**For Members
in Business**



**Sharing Impact to
the Profession**

6 Categories



21 Awards

Professional Excellence Awards (PEA)

About

The **Professional Excellence Awards (PEA)** by ICAP's Professional Accountants in Business (PAIB) Committee return for their third edition, shining a spotlight on the remarkable achievements of our members in business including NPOs, government bodies, and beyond. These prestigious awards recognize outstanding contributions, leadership, and value creation, showcasing the impact of ICAP professionals in shaping industries. PEA is a platform to **honor trailblazers, celebrate success stories, and inspire the next generation of leaders.**

Objectives

PEA aims to:

1. Recognize and reward outstanding members with contributions to the business and industry.
2. Promote culture of excellence within the profession.
3. Motivate continuous improvement and strive for excellence.
4. Provide platform for sharing success stories and role models for future leaders.
5. Inspire students and young professionals.
6. Increase visibility and repute for ICAP members to showcase their contributions and impact within the industry.

All ICAP members who meet the eligibility criteria are encouraged to participate in the required format for the respective category.

The nominations shall start from **February 17th, 2025**, and continue till **April 14th, 2025**.

The Awards will be celebrated on **May 06th, 2025**.

Equal Opportunity

At ICAP, we are committed to fostering an inclusive and diverse environment that celebrates excellence of our members without boundaries. Our nomination process is open to all members of ICAP regardless of gender, caste, color, creed, or community. We believe that talent, dedication, and achievement should be recognized solely on merit, ensuring equal opportunity for all to participate and be honored.

We encourage members to step forward and be a part of this prestigious recognition, reinforcing our commitment to diversity, equity, and inclusion.

Award Categories

The PEA comprises of following **six** categories;

Business
Leader Award

Finance
Leader Award

Overseas
Excellence Award

Business
Enabler Award

Emerging
Leader Award

Entrepreneur
Leadership Award

Eligibility

Following is the eligibility criteria for PEA:

- Nomination is open for all ICAP members except those mentioned in exclusions.
- A member can also nominate other member if he/she meets the requisite criteria.
- Nomination can be made in one category only.
- The nominee must be of good standing as per the ICAP criteria.

Exclusions

Following are not eligible for the PEA:

- ICAP members who are practicing as a Chartered Accountant or Management Consultant and having a Certificate of Practice issued by the Institute (refer definitions in Ordinance 1961 and /or Byelaw 1983 for holding Certificate of Practice or deem to be in practice).
- Jury members, evaluation committee members and their close/immediate family members including spouse, siblings, lineal ascendants, and descendants.
- Current and one-term preceding Council members of ICAP & Regional committee members and their close/immediate family members.
- ICAP Management and Staff.
- Winner of any award category cannot submit a nomination for the next 3 years for the **same category**.
- **For Entrepreneur Leadership Award (ONLY):**
 - ICAP's PAIB Committee Members during year 23-24, 24-25 and 25-26.
 - Founder or Co-founders in the venture having Certificate of Practice(CoP) under the ventures name to carry out business activities.

Terms & Conditions

- Each award will be shortlisted based on the subject criteria and scoring matrix.
- ICAP reserves the right to use any entries, photographs, videos/or media for promotional purposes.
- The awards are not transferable or exchangeable and cannot be taken as cash.
- Award nominees retain the responsibility to maintain an appropriate standard of professional conduct, and must immediately notify ICAP if they are or become the subject of any investigation, findings, judgement of current proceedings, including but not limited to findings, in relation to fraud, misrepresentation or dishonesty, in any administrative, civil or criminal proceedings in any country, and must declare/disclose to ICAP if any standard of professional conduct has been compromised. Award nominees shall have a responsibility to not engage in any conduct that brings or has the potential to bring ICAP into disrepute. ICAP will be at liberty to pursue remedies available to it, under the law.
- ICAP reserves the right to change/revise any criteria or award process without information/intimation.
- Award decisions once announced shall remain final and cannot be challenged at any forum. ICAP and the Jury disclaim all and any claim, of whatsoever nature, for Award decisions.

Guidelines For Nominations

- The nominee must declare that the information provided is complete and accurate along with supporting documents substantiating the details specified. In case of incomplete or inaccurate information, the nominee will be disqualified.
- Nomination should be limited to one category only.
- Nomination documents should be signed off by the authorized signatory of the organization preferably by the CEO /HR Head of the respective organization. Organizational Endorsements would be via online system only. In case of **Entrepreneur Leadership Award (only)**, the endorsement will be done by active member ONLY.
- Evaluation committee or jury, if required, may request for additional information or call nominee for interview to ascertain accuracy of the facts.
- The details of the data provided will be taken with absolute fiduciary trust. Evaluation committee will take measures to maintain confidentiality of the information furnished.
- All nominations will be through the online portal **only** within the prescribed dates.
- There will be no fees for the nominations.
- The nominations will be considered complete when all the required details are submitted including organizational endorsement.
- The decision of the jury once declared will be considered final.

Nominations Categories

Category & Required Designation	Sub-Category	Minimum Requirement
Business Leader Award Nominee should be: CEO*** or equivalent designation	<ul style="list-style-type: none"> Public Entities* Non-Public Entities** 	<ul style="list-style-type: none"> For Public Entities - Not less than 10 years cumulative post membership experience For Non-Public Entities - Not less than 5 years cumulative post membership experience Holding the same designation for not less than 2 years in the same company
Finance Leader Award Nominee should be: CFO*** or equivalent designation	<ul style="list-style-type: none"> Public Entities Non-Public Entities 	<ul style="list-style-type: none"> For Public Entities - Not less than 10 years cumulative post membership experience For Non-Public Entities - Not less than 5 years cumulative post membership experience Holding the same designation for not less than 2 years in the same company
Business Enabler Award Nominee should be: Head of Function reporting to CEO or Board	<ul style="list-style-type: none"> Public Entities Non-Public Entities 	<ul style="list-style-type: none"> For Public Entities - Not less than 10 years post membership experience For Non-Public Entities Not less than 5 years cumulative post membership experience Holding the same company for not less than 2 years
Overseas Excellence Award Nominee should be: <ul style="list-style-type: none"> C-Suite or Reporting to C-Suite or Head of Function / Department 	<ul style="list-style-type: none"> Kingdom of Saudi Arabia United Arab Emirates Middle East and Africa (Excluding KSA and UAE) Americas and Europe ASEAN/ Oceania region 	<ul style="list-style-type: none"> Not less than 10 years cumulative post membership experience Holding the same designation for not less than 2 years Must be an overseas member for at least 3 years in continuation
Emerging Leader Award Nominee should be in any decision making role		<ul style="list-style-type: none"> Not less than 7 years post qualification experience Age upto 40 years
Entrepreneur Leadership Award Nominee should be the sole entrepreneur or co-founder		<ul style="list-style-type: none"> Must have the experience of running entrepreneurial venture for minimum of 3 years.

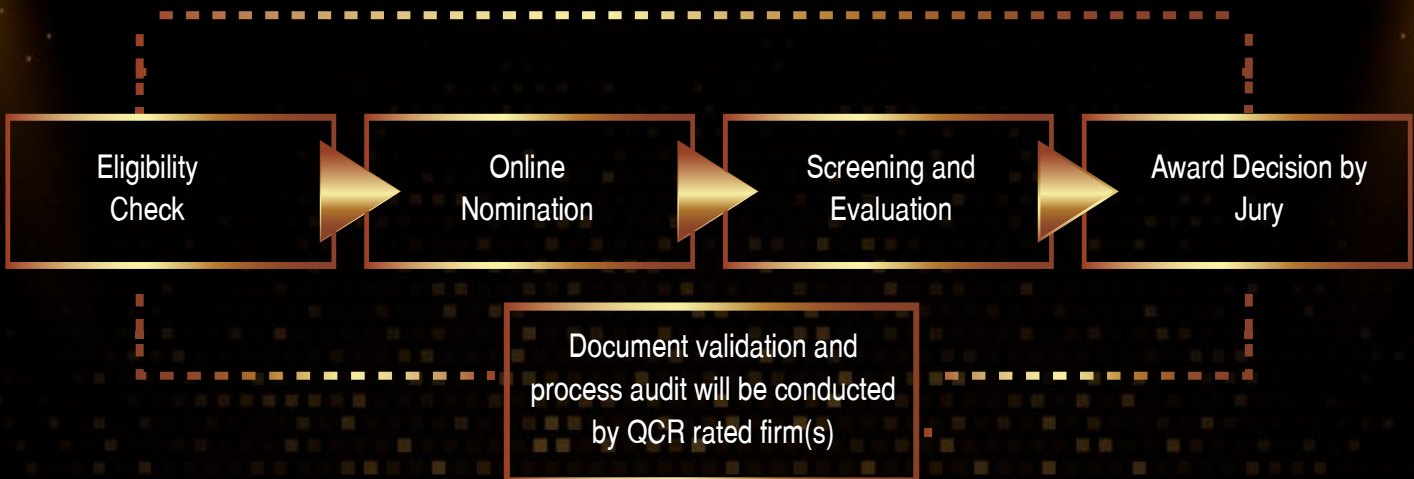
* Public Entities: this includes Public Companies and Public Sector Entities.

** Non-Public Entities: this includes Private Limited Companies, Partnerships and AOPs, Single Member Companies, Sole Proprietors, NPOs, NGOs and all other entities not included above.

*** The designation CEO and CFO is the same as prescribed in Companies Act 2017 and related form 29.

**** Post Membership: means the period from the date of membership of ICAP.

Award Process



Evaluation Criteria

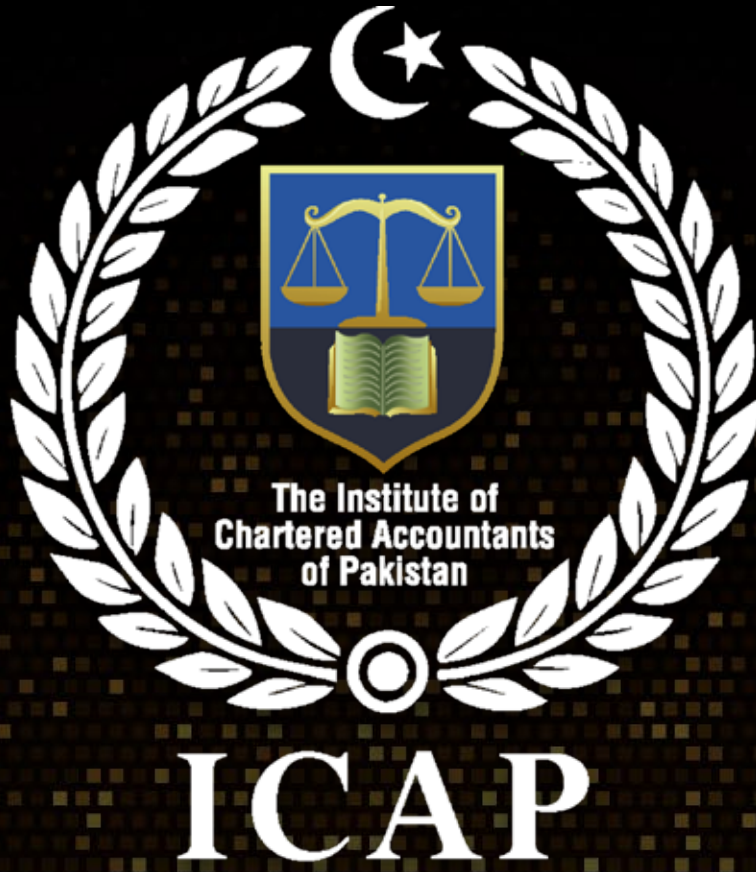
Nominations will be evaluated based on the following broad criteria:

- Personal statement by the nominee specifically highlighting years of experience and key achievements.
- Leadership approach covering elements of people and stakeholder management, vision, mission and core values.
- Specification of the initiative(s) highlighting financial performance / achievements in areas of expertise.
- Innovation and transformation approach.
- External recognitions.
- Compliance and reporting.
- Contribution to the professional community.
- Contributions to other relevant areas of businesses.

Nominee must submit evidence in the form of supporting documents along with descriptive notes against each of the above criteria highlighting individual efforts and input about a project(s), initiative(s) or innovation(s) between **January 01st, 2023 to April 07th, 2025** subject to fulfilling minimum two years period. However in case of Entrepreneur Leadership Award category the evaluation period is from **January 01st, 2022 to April 07th, 2025**.

Required Documentation:

- Organization endorsement
- Supporting documents required against the Evaluation Criteria
- Declaration by the nominee
- Complete updated CV/Resume along with latest photograph is must
- Organizational financial performance for the said period
- Business profile for Entrepreneur Leadership Award (only)



Help Desk PEA
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An Initiative of Professional Accountants In Business Committee



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