



# PROFESSIONAL EXCELLENCE AWARDS



## Professional Excellence Awards (PEA)

### About

The **Professional Excellence Awards (PEA)**, presented by ICAP's Professional Accountants in Business (PAIB) Committee, return for their fourth edition to celebrate the outstanding achievements of ICAP members across the business landscape, including corporates, NPOs, public sector entities, and other institutions. These prestigious awards highlight exemplary leadership, innovation, and value creation—showcasing the significant impact ICAP professionals have in shaping industries and driving progress. It serves as a distinguished platform to **honor trailblazers, celebrate noteworthy success stories, and inspire emerging leaders** within the profession.

ICAP takes pride in having recognized **42** remarkable members across diverse categories over the past three years, reaffirming its commitment to promoting excellence within the accounting and finance community. The process embraces the principle of equal opportunity without distinction of gender, caste, color, creed, or community. Guided by merit, the awards ensure that dedication, talent, and accomplishment remain the sole criteria for recognition.

### Objectives

PEA aims to:

- Promote a culture of excellence within the profession to motivate continuous improvement.
- Recognize and reward outstanding members with contributions to the business, industry and society.
- Provide a platform for sharing success stories and role models for future leaders.
- Inspire students and young professionals to strive for excellence.
- Increase visibility and repute for ICAP members to showcase their contributions and impact within the industry.

All ICAP members as per eligibility criteria are encouraged to submit nominations in the prescribed format for their respective categories. Nominations will be accepted from **December 23, 2025 to March 30, 2026**, and the awards ceremony will be held on **May 11, 2026**.

### 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 achievements covering elements of people and stakeholder management, vision, mission and core values.
- Innovation and transformation achievements.
- Specification of the initiative(s) highlighting financial performance/achievements in areas of expertise.
- Contribution to the profession.
- Specialized certifications / professional memberships / external recognitions.

Nominees must submit supporting documents and brief descriptions of their contributions as per the criteria. The evaluation period is **Jan 1, 2024 to Mar 30, 2026** with a minimum two-year requirement, except for the Entrepreneur Leadership Award, which covers **Jan 1, 2023 to Mar 30, 2026**. This year maximum of **21 awards** can be awarded under the following six categories;

## Nominations Categories

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

\* 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.

## Guidelines For Nominations

- Nomination is open to all ICAP members in good standing as per ICAP criteria.
- Members may self-nominate or nominate another eligible member in one category only.
- The nominee must declare that all information is complete and accurate, supported by relevant documents. A business profile is mandatory for the Entrepreneur Leadership Award, and incomplete or inaccurate submissions will lead to disqualification.
- Nomination documents must be signed by an authorized organizational signatory, preferably the CEO or HR Head. Organizational endorsements will be submitted online only, & for the Entrepreneur Leadership Award, endorsement must be provided by an active ICAP member **ONLY**.
- Complete updated CV/Resume along with a latest photograph is mandatory.
- Evaluation committee or jury, if required, may request additional information or call the nominee for an interview to ascertain the accuracy of the facts.
- The details of the data provided will be taken with absolute fiduciary trust. The evaluation committee will take measures to maintain the confidentiality of the information furnished.
- Nominations **will be through the online portal only within the prescribed dates without any fee.**
- **The nominations will be** considered complete when all the required details are submitted, including organizational endorsement, and the decision of the jury, once declared, will be considered final.

## 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 to definitions in Ordinance 1961 and/or Byelaw 1983 for holding Certificate of Practice or deemed 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 including ICAP Management and Staff as of last date of nomination.
- 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 the years from 2024 to 2027 & Founder/Co-founders in the venture having Certificate of Practice (CoP) under the venture's 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 must maintain high professional conduct and promptly inform ICAP of any investigations, proceedings, or findings related to fraud, misrepresentation, dishonesty, or professional misconduct in any jurisdiction. Nominees must avoid any conduct that could bring ICAP into disrepute, and ICAP reserves the right to take legal action as permitted by 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.



The Institute of  
Chartered Accountants  
of Pakistan

# ICAP

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