

## HR Practitioner

The HR Practitioner Award recognises HR practitioners who strive to demonstrate outstanding competencies and behaviours through both their commitment to the profession and the achievement of HR outcomes that are effectively aligned to business needs.

**Supported by Dave Ulrich:** Recognised worldwide as the most influential person in HR, Dave Ulrich is a professor of business at the Ross School of Business, University of Michigan, co-founder of the RBL Group and author of 15 books covering HR and leadership.

**Eligibility:** HR practitioners who are currently working as an HR generalist or have recently worked as a HR generalist in the past 12 months and have a minimum of 3 years' experience in this position at the time of application. Applicants must also be an AHRI member.

Criterion	Defined as:	Evidence
<b>Achievement</b>	The applicant has been recognised for excellence in an academic or career capacity	Tertiary awards, reward and recognition programs, academic transcripts.
<b>Impact</b>	The applicant has made a tangible contribution to the organisation or the wider business community.	Participation on project teams/working parties/steering groups/focus groups/committees/boards, presentations at conferences/events/education.
<b>Progression</b>	The applicants career demonstrates an upwards trajectory beyond the expected.	Resume, references, letters of commendation.
<b>Leadership</b>	The applicant has demonstrated a capacity for leadership	Management/supervision roles, community roles, committee chair.
<b>Commitment</b>	The applicant has demonstrated a passion for HR through service to the profession	Membership/contribution/representation of professional/industry association, education of students, presentations at industry events.
<b>Innovation</b>	The applicant is ahead of the field in ideas and practices	Leadership of project/initiative teams, research undertaken into new practices/theories, training undertaken in new areas of the profession.
<b>Credible Activism</b>	The applicant demonstrates personal credibility but also a point of view about the business.	References from colleagues, participation on taskforce, contribution to business wide/cross functional teams, demonstration of ethical behaviour, recognition as role model in the organisation.
<b>Strategic Architect</b>	The applicant demonstrates an understanding of strategy and how HR will deliver strategy	HR strategy documents demonstrating alignment/contribution to organisation strategy, evidence of participation/role in strategy setting.