



2025

Achievement Awards: Nominations Booklet



Celebrating a decade of
leadership, innovation
and excellence

Introduction

The LGITSA Awards have been designed to recognise, celebrate, and elevate the remarkable achievements of individuals and teams in the Information Management (IM) and Information Technology (IT) fields across South Australian councils—and now, for the first time, to welcome exceptional contributions from interstate councils too.

This is not just about rewarding what's been done well; it's about uncovering the stories that inspire others to think bigger, stretch further, and see their own challenges through a new lens. Whether you're nominating a project that redefined what's possible, an idea still waiting to come to life, or a team that triumphed against the odds, we invite submissions that demonstrate bold thinking, authentic impact, and practical lessons.

Our judging criteria continue to value innovation, influence, inspiration, and lasting value—but we are also looking for heart, context, and creativity. If your work made a real difference, this is your chance to celebrate it.

A Note from the President, Naomi Molloy

The LGITSA Achievement Awards provide a unique opportunity to recognise and celebrate the outstanding contributions of people working within local government. This year, in line with our 2025 National Conference, we are proud to be offering two unique categories to celebrate achievements from non SA Councils.

With the current pace of change and increasingly complex challenges we face, it is important that we take the time to pause, reflect and celebrate the resourcefulness, innovation and collaborative spirit that drives our sector forward.

This year's award categories are designed to recognise creativity, resilience, innovation and outcomes. With both team and individual categories available, there is an opportunity to acknowledge the vast contributions from our people, and to share their stories at a national level, creating connections, and inspiring the next wave of innovation across our industry.

We encourage nominations from all Councils regardless of size, location or resources. We want to hear your stories and share your success on a national stage.

Our awards are independently managed and judged, ensuring probity and integrity. I would like to thank our event and award partners, as well as our judges who have generously donated their time to the process. I'm proud that we are able to provide this opportunity to celebrate the achievements of our peers and facilitate knowledge exchange across our sector, and I'm looking forward to hearing from all our nominees.

Aim

The LGITSA State Achievement Awards aim to:

- Recognise excellence, creativity, and leadership in IT and IM across South Australian Local Government.
- Uplift the profile of our profession by highlighting achievements both state-wide and now nationally.
- Inspire cross-council collaboration and spark fresh ideas through shared stories.
- Acknowledge the value of innovation in all forms—planned or improvised, ambitious or frugal, technical or cultural.
- Create visibility for the people and ideas that will shape the future of local government service delivery.

Benefits of Nominating

Benefits received through the nomination process include:

- Third-party recognition and credibility for your initiative.
- Opportunities for promotion and sector-wide recognition.
- A platform to share lessons learned and celebrate contributions that matter.
- Build momentum for your project, idea, or individual impact.
- Inspire others to take action, adapt, or adopt your approach.

Eligibility

South Australian Councils that are current Members of LGITSA are invited to nominate. If you're not yet a member, contact info@lgitsa.com.au to join and become eligible.

Note: Some award categories are available exclusively to interstate (non-SA) councils as part of our expanded national reach. Councils outside of SA are not required to be members of LGITSA to nominate.

Timetable For Awards

Date	Activity
Sunday 3 August 2025	Entries close at 11:59pm
Monday 17 August 2025	Notification of finalists
Monday 1 September 2025 (Week Commencing)	Online interviews with shortlisted candidates
Thursday 25 September 2025	Winners will be announced at the Gala Awards Dinner as part of the LGITSA September Conference

Award Categories

The LGITSA Awards celebrate intent, action, and impact – recognising the projects, ideas, and individuals that are moving local government forward in meaningful ways. Whether it's a bold leap, a steady build, or a creative workaround, we're looking for the stories that spark momentum and show what's possible.

We invite nominations that demonstrate courage, clarity, and a commitment to making things better. Each category is designed to surface different kinds of excellence, so choose the one that best fits your contribution.

Review the award criteria, share your context, and show us the difference your work made – for your team, your council, or your community.

Award Name	Team or Individual	Stage of Work	Who Can Apply	Key Focus
Excellent Team of the Year	Team	Completed	SA councils	Team impact, collaboration, outcomes
IT Innovation	Team	Completed	SA councils	Technical excellence, transformation
IM Innovation	Team	Completed	SA councils	Governance, access, automation
Bold Ideas & Brave Starts	Team or Individual	Early-stage	SA councils	Creativity, experimentation, potential
Culture Shifter	Individual	Ongoing	SA councils	Influence, leadership, people impact
High Achiever	Individual	Ongoing	SA councils	Dedication, excellence, supportiveness
Sticks, Sticky Tape & String	Team	Completed	SA councils	Ingenuity, low-budget success
Epic Impact	Team	Completed	Interstate councils only	Scale, legacy, transformation
Future Focused	Team	Completed	Interstate councils only	Strategic vision, future-readiness

Detailed SA Award Categories

Excellent Team of the Year

Honouring teams that deliver, support, and thrive – together

This award showcases high-performing teams who turned complexity into clarity, pressure into performance, or obstacles into outcomes. Whether across a project, program, or sustained initiative, these teams exemplify what's possible when collaboration, capability, and culture align.

It's not just about delivery – it's about how the team showed up. Nominees should highlight what made their teamwork exceptional, how they navigated challenges, and the impact they left behind.

Award Criteria

- Demonstrated strong collaboration and shared ownership in achieving outcomes.
- Delivered measurable impact across systems, services, and / or community experience.
- Showcased values of adaptability, trust, and commitment under pressure or change.

IT Innovation

Celebrating technology that has transformed the way councils work

This award highlights standout applications of technology that has significantly improved how a council operates, serves, or evolves. Whether through systems integration, automation, cybersecurity, or user experience, these projects demonstrate the power of IT to solve real problems.

It's not about tech for tech's sake – it's about thoughtful, future-fit solutions that delivered clear value and laid groundwork for smarter, safer, more connected councils.

Award Criteria

- Delivered measurable impact through strategic use of technology.
- Tackled a complex or emerging challenge in a new or improved way.
- Created a solution that's scalable, sustainable, or adaptable by others.

IM Innovation

Advancing the way councils manage, protect, and use information

This award acknowledges excellence in Information Management – from data governance and records modernisation to smart use of analytics or AI. It's for councils who turned information into intelligence, and made access, security, or insight stronger as a result.

Nominees may include projects that improved compliance, enhanced service, or laid foundations for better decision-making. If it helped your council harness the value of information – this is your category.

Award Criteria

- Delivered significant improvement in data, records, or knowledge management.
- Enhanced information quality, accessibility, security, or reuse.
- Demonstrated strategic alignment with organisational goals or legislative standards.

Bold Ideas & Brave Starts

Celebrating game-changing concepts and the courage to test them

This award champions the imagination and initiative it takes to bring something new into the world – even if it's not perfect yet. Whether it's a bold idea still in concept stage or a pilot that didn't go to plan, we're here for the thinkers, the triers, and the teams brave enough to experiment. Nominees are encouraged to share how their original thinking uncovered new possibilities, or how a creative misfire provided unexpected insight. This is a chance to celebrate future potential, not just polished results.

Award Criteria

- Presented a novel idea, concept, or early-stage project that shows potential for meaningful impact.
- Demonstrated creative thinking, courage, or problem-solving in developing or testing the idea.
- Shared valuable learnings or reflections that could benefit the broader sector – whether the idea succeeded, pivoted, or paused.

Culture Shifter

Recognising those that help others lean into change

This award shines a light on people who don't just roll out systems – they bring people along for the ride. Whether through mentoring, change-leadership, or quiet influence, these are the individuals who build trust in new ways of working and help shift the culture toward curiosity, confidence, and progress. Nominees may not always hold formal titles, but their impact is tangible. They make technology feel human, help others adapt to change, and quietly raise the bar for what's possible when the culture says "yes" instead of "why?".

Award Criteria

- Demonstrated influence on how others embrace change, adapt to technology, or improve ways of working.
- Championed continuous improvement, digital literacy, or collaboration across teams.
- Created a ripple effect in attitudes, engagement, or behaviours – even without formal authority.

High Achiever

Recognising rising stars making a serious impact, fast

This award recognises individuals who are relatively new to local government, IM, or IT – but who have already made their mark. It's for those who hit the ground running, quickly became indispensable, and brought fresh energy to their teams and communities.

Whether they're changing the game with initiative, curiosity, or good old-fashioned follow-through, these nominees prove that time in the role isn't the only measure of excellence (and no – you don't have to be young, just new).

Award Criteria

- New to the sector or role (e.g. within the last 3–2 years) but delivering strong, consistent contributions.
- Demonstrated rapid growth, initiative, or adaptability.
- Recognised by peers or leaders as someone who lifts others and gets things done.

Sticks, Sticky Tape, & String

Proving that brilliance doesn't always need a big budget

This award salutes the scrappy innovators and resourceful teams who delivered real outcomes with limited resources. It's for those who said: "yes we can" when the budget said: "absolutely not." Whether you recycled old tech, found creative partnerships, or simply made magic with what you had – this is your time to shine. We want to see how constraint became a catalyst for creativity.

Award Criteria

- Delivered tangible outcomes under significant financial, staffing, or system constraints.
- Demonstrated ingenuity, adaptability, or lateral thinking in the face of limitation.
- Provided lessons or inspiration for how to do more with less – without losing impact.

National Award Categories (Non SA Councils)

Epic Impact

For projects that changed the game

This award throws the spotlight on councils whose projects didn't just work – they left a legacy. It's for bold ideas that scaled up, set new benchmarks, or made lasting change in how the organisation serves, engages, or evolves. Big budgets not required. Big thinking is.

Award Criteria

- Achieved substantial, measurable impact for the organisation or community.
- Demonstrated ambition, scale, or foresight beyond business-as-usual.
- Created cultural or strategic shifts that elevated the organisation's capability, confidence, or influence.

Future Focused

Celebrating bold steps that shape what's next

This award amplifies councils that didn't wait for disruption or disaster – they led from the front. Whether through digital transformation, community co-design, or long-term strategy, these are initiatives that reimagine how councils will thrive in the years ahead. It's about councils stepping up with intentional, future-facing action – not just reacting to challenges, but paving the road others may follow.

Award Criteria

- Implemented a strategic or experimental initiative designed with long-term change in mind.
- Demonstrated leadership in shaping future practice, capacity, or culture.
- Shared results or lessons that could help other councils future-proof their services or systems.

How to Apply

Submitting a nomination is simple. The process is designed to be clear, fair, and flexible enough to capture the full range of great work happening across councils. All entries for LGITSA Achievement Awards must be submitted online via the awards platform by 11.59pm Sunday 3 August 2025.

Details	Description	Word Count
Award category	<p>Select the award category:</p> <ul style="list-style-type: none"> • Excellent Team of the Year • IT Innovation • IM Innovation • Bold Ideas & Brave Starts • Culture Shifter • High Achiever • Sticks, Sticky Tape, & String • Epic Impact • Future Focused 	
Nominee or team name	Enter the name of the team or individual (including job title) being nominated.	
Nominator's name	Enter the person's name who is nominating.	
Nomination Summary	<p>A short, sharp overview of what the nomination is for, who was involved, and why it matters.</p> <p><i>Note: This statement will be included in the printed Achievement Awards Booklet issued to all Gala Dinner attendees. If shortlisted, it will be read by the MC to introduce each finalist nomination.</i></p>	Maximum 150 words
Case for Nomination	This is your chance to tell the full story. Describe the challenge, the response, and the impact – using the award criteria as your guide. Feel free to include context, creativity, and lessons learned.	Maximum 1,500 words (or even a short video!)
Supporting Material (Optional)	You may attach relevant documents, images, or links (e.g., reports, screenshots, feedback, media coverage). Supporting material should be referenced in your Case for Nomination where relevant.	
Sponsor name	<p>Enter the name of the individual sponsoring the nomination.</p> <p><i>Note: Nominations require sponsorship by a CEO/General Manager/ Director/Manager.</i></p>	
Sponsor statement of support	Insert a statement from the sponsor describing how the teams/ individuals' accomplishments, learnings, improvements, innovations, or ideas have contributed to their team and/or organisation's success.	Maximum 300 words
Referee names and contact details	<p>Provide the name, email and phone number for up to two referees.</p> <p><i>Note: Referees may be contacted regarding the nomination and/or invited to participate in interviews to support the submission.</i></p>	

Terms

Should you require assistance with your nomination, please contact LG Professionals SA via megan@lgprofessionalsa.org.au or on (08) 8224 2080.

By submitting an entry, nominators confirm that:

They

- Are a current member of LGITSA or will become one before the close of nominations
- Have been informed that their nomination summary may be published in a document circulated to all Councils.
- Have read and accept the Terms and Conditions of the State Achievement Awards program found on the [LGITSA website](#).
- Have been informed of the possibility of their nomination being subsequently put forward for national awards.
- Understand that should the nomination be shortlisted:
 - They need to submit all requirements by the date of their finalist interview and understand how their material will be used.
 - A Zoom interview will be conducted.
 - They are expected to attend the Gala Awards Dinner or provide an alternate person to attend on their behalf.
 - They may be recorded (video/photograph) during the awards Gala Awards Dinner.

The nominee(s)

- Is/are aware of the nomination and will confirm the accuracy of all factual (not opinion) information in the nomination.
- CEO/General Manager/Director/Manager has endorsed the nomination, deems information provided to be accurate and provided a statement of support.
- Note: the CEO/General Manager/Director/Manager will be sent a copy of the nomination and asked to verify their endorsement.
- Have read and accept the Terms and Conditions of the State Achievement Awards program found on the [LGITSA website](#).

Requirements

Requirement	Use	Description	Format
3 to 5 high resolution photographs	To be included in the printed State Achievement Award Booklet issued to all attendees. AND if shortlisted in a slideshow while the MC describes the finalist nomination.	Showcasing the teams/ individuals and their accomplishments, learnings, improvements, innovations, or ideas.	JPEG or PNG
2-minute video (if shortlisted)	To be played at the start of the interview with the judges. AND after the MC has described the finalist nomination.	Showcasing the teams/ individuals and their accomplishments, learnings, improvements, innovations, or ideas.	MP4

Judging

An independent panel is responsible for the judging of entries. The judging panel for each category will consist of a cross section of professionals who kindly volunteer to participate in good faith. Many judges are former Local Government IM/IT sector professionals, LGITSA partner organisations, and/or representatives from independent or non-profit organisations, invited by LGITSA. Each nomination will be judged on its merits.

If you are shortlisted, an interview with the judging panel will follow, allowing for a deeper understanding of your accomplishment, learning, improvement, innovation, or idea.

The judges will use the award criteria listed and may be required to exercise a discretion to identify the winner of the category e.g., where:

1. Two nominations stand out and there is not a clear winner. In this case judges may identify two winners for the category.
2. There is one winner, but nominations are of such a high standard that there may be other commendations for the category. In this case judges may identify up to two commendations for the category.

Extension

Extensions can only be granted by Rhiannon Clarke, CEO of LG Professionals SA. Please email Rhiannon on rhiannon@lgprofessionalssa.org.au noting the relevant award category, reason for extension, and requested revised deadline.

Further Information

Contact LG Professionals SA on (08) 8224 2080 or megan@lgprofessionalssa.org.au.