2020 NATIONAL RETAIL AWARDS

Reach for the Stars

Retail Career Pathways Champion Judging Criteria

The **Retail Career Pathways Champion Award** recognises the commitment of a retail business to to providing ongoing career progression from their staff, from entry level to executive. This business encourages professional development and training throughout all stages of their employees' career.

Rules of Entry

- Businesses selling a retail product as their primary product with a physical or online store operating in the Australian market, with **more than 200 employees** are eligible.
- The business must have been in operation for **at least 12 months** and **continue to be in operation at 28 August 2020.** (You must notify the NRA if this changes.)
- You are welcome to enter if you have entered or won this competition in previous years, however if your business has won an award for three consecutive years you will be entered into the Hall of Fame and will be ineligible to enter that award for the next 2 years.
- You must nominate one person in your organisation to be the primary contact for your entry.
- Your business does **not** need to be a National Retail Association member to enter.
- We strongly recommend that all persons considering entering should check the Award website regularly and subscribe to receive award updates – click here to register.
- There is no charge to enter the National Retail Awards, however we do recommend that all entrants attend the Gala ceremony. If your company is a finalist, a representative of your company will receive a complimentary ticket and must be present at the Gala to potentially accept the Award.
- **For companies with multiple outlets or franchises**
    - In general, each outlet of your business counts as one entrant - so if your company has multiple stores or franchises, you can enter every single location if you choose e.g. John's Bakery Malvern, John's Bakery Blacktown.
    - Alternatively, you can just choose to submit your entry as your whole

company, but this will mean that no individual locations may enter that same category.

- Purely online retail businesses count as one entrant. Multi-channel businesses cannot submit a separate entry for the online component of their business.
- Please note that the National Retail Association (NRA) reserves the right to disqualify entries if entrants fail to abide by the rules of entry or information provided is found to be false or misleading.

Submission

Your submission should focus on initiatives and developments within the last 12 months.

1. Your business

Include a brief overview on the nature of your business and what you sell. Briefly outline why you believe you deserve this award. (Max 200 Words)

2. Career pathways

Describe how your business nurtures staff from entry level and develops their career pathways. (Max 600 Words)

3. Training and development

Describe the training and development opportunities available to your employees. Provide an example of a successful training/development initiative you have implemented in the last 12 months. (Max 300 Words)

4. Satisfaction

How do you measure employee satisfaction and address employee feedback? Provide metrics to demonstrate how satisfied your employees are (e.g. turnover rate, satisfaction rate, testimonials, rate of progression). (Max 300 Words)

5. Supporting material

You can choose to attach a maximum of three (3) x A4 pages that provide evidence or support your submission above e.g. charts, images, testimonials, reports, actual case studies showing examples of how employees have progressed in your organisation. Note: The visual design of attachment will not factor into judging.