

INSA Achievement Awards

PURPOSE: The Intelligence and National Security Alliance is implementing a new series of awards intended to recognize the achievements of young professionals in intelligence and national security. The recent and on-going sea changes in the demographics which define our integrated communities provide a compelling requirement to formally identify and acknowledge early achievement. Five awards, named after previous Baker Award winners, will be presented annually:

- Richard J. Kerr Government Award Civilian government employees
- William O. Studeman Military Award Uniformed military
- Sidney D. Drell Academic Award Graduate Students & Untenured Professors
- Edwin H. Land Industry Award Contractor or non-governmental employees
- John W. Warner Homeland Security Award First responders and domestic government employees

OBJECTIVE: These awards are to be presented as an early, and possibly first, formal recognition of an individual's professional contribution and potential. Although missions and requirements differ in each of the individual categories, common criteria include: leadership, potential for growth, impact on the profession, mission accomplishment, and emerging professional standing and influence.

SELECTION CRITERIA: In keeping with the purpose of the awards, individuals will be chosen based on their early and significant contribution to intelligence and national security. Civilian government employees, therefore, will be eligible up to and including the grade of GS-13; uniformed military personnel up to and including the grade of O-3; academics up to and including graduate students. Industry and other nominees such as first responders must be of equivalent levels.

Selection is based on overall performance during the calendar year of consideration and is based on existing information. The following criteria are to be considered:

1. Leadership – performance that exemplifies the ability to work across organizational boundaries, understands national security and intelligence priorities, and meets the wide-ranging requirements of mission objectives.
2. Influence – the ability to influence others to accomplish the mission by providing purpose, direction and motivation.
3. Proficiency – the nominee is continually learning and is technically and tactically competent.

4. Values – the nominee is committed to the value of diversity, and encourages initiative, innovation, collaboration, resourcefulness and resilience.
5. Team-building – the nominee develops cross-functional and cross-organizational teams that anticipate requirements and exercises initiative within the director’s intent.
6. Personal – the nominee exhibits intangible aspect of leadership relating to people, skills, interpersonal communication skills, and the quality of the leadership climate; for example, the ability to understand human nature (empathy) and the ability to gain consensus among diverse groups.

NOMINATIONS AND SELECTION:

- Civilian government employees: Directors and Chiefs of civilian and military agencies and departments within the Intelligence Community will be asked to submit a single civilian candidate each. These candidates will be reviewed by a panel comprising selected members of the INSA Board of Directors, who will choose the awardee.
- Uniformed military: Service intelligence Chiefs, Chiefs of military agencies, the J-2 JCS, etc., will be asked to submit a single uniformed military candidate each. These candidates will be reviewed by a panel comprising selected members of the INSA Board of Directors, who will choose the awardee.
- Academic: An Academic Committee, comprising recognized professional members of academe, will be constituted by INSA to identify and select up to five academic candidates. These candidates will be reviewed by a panel comprising selected members of the INSA Board of Directors, who will choose the awardee.
- Industry: An Industry Committee, comprising selected representatives of the companies on the INSA Board will be constituted to nominate and review potential candidates from the corporate sector. These candidates will be reviewed by a panel comprising selected members of the INSA Board of Directors, who will choose the awardee.
- Homeland Security: The Department of Homeland Security will be asked to identify potential candidates from within its community, including DHS, FBI, and municipal police and other first responders. Up to five candidates may be submitted, which will be reviewed by a panel comprising selected members of the INSA Board of Directors, who will choose the awardee.

NOMINATION PROCESS:

- INSA will prepare letters requesting nominations in June/July of each year.
- Nomination letters may be submitted hard copy or electronically.
- In addition to the justification described below, nomination letters must include nominee contact information (full name, agency/organization/company/educational institution, title, address, phone number and email address).
- Each nomination must address, in 250 words or less, each of the following:
 1. Explain the reason the individual is being nominated for the award (i.e., how has this individual been a builder, mobilize, and unifier of people, institutions or causes).
 2. Describe the individual’s most significant contribution and/or achievement.

3. Describe the impact that contribution or achievement had on the mission of his/her organization.
 4. Provide other insights that would help describe the nominee's impact.
- Up to five letters of support, labeled as such and each not exceeding one page, may be included with the nomination package.
 - The nature of this community means that effective consideration may involve classified information. Arrangements will be made to ensure that candidate packages that include classified information are appropriately handled, but in all cases the award citations and the award ceremony will be unclassified.

DEADLINE FOR SUBMISSION: September 1st of each year.

SELECTION DATE: October 15th of each year. Nominees and awardees will be notified by October 31st.

AWARD DATE: Awards will be presented annually in early December at an INSA formal presentation banquet to be held in the Washington DC area.

ABOUT INSA:

INSA is the premier intelligence and national security organization that brings together the public, private and academic sectors to collaborate on the most challenging policy issues and solutions. As a non-profit, non-partisan, public-private organization, INSA's ultimate goal is to promote and recognize the highest standards within the national security and intelligence communities. INSA has over 100 corporate members and nearly 1,200 individual members who are leaders and senior executives throughout government, the private sector and academia. To learn more about INSA visit www.insaonline.org.