



# Edwin H. Land Industry Award

## 2026 INSA's Charlie Allen Achievement Awards

### Instructions and Overview – Please Read Carefully!

The **Edwin H. Land Industry Award** recognizes the accomplishments of early- and mid-career professionals working in industry on intelligence, defense, and homeland security issues. **Industry includes private companies, National Labs, FFRDCs, and other organizations performing work under government contract.**

**Please Note:** This award is open only to employees of INSA member companies.

#### ELIGIBILITY

Nominees should be the equivalent rank of a GS-13 or below.

#### COMPLETING THE FORM

Please focus the nomination on the nominee's work over the past three to five years.

The selection committee must be able to evaluate the individual contributions of the nominee, not the achievements of an office, team, or program. Please refer to the **Selection Criteria** when completing the nomination form.

- **Question One:** Provide background on the nominee's office or project and their role. This helps establish context.
- **Questions Two and Three (most important):** Please be specific in describing the nominee's contributions to their organization's mission, the goals of the intelligence and national security communities, and the national security of the United States.

**Optional:** You may include one supplemental document (e.g., an endorsement from a mentor or former supervisor), limited to a single page.

#### SELECTION CRITERIA

Nominations will be reviewed by the INSA Achievement Awards Committee using the following criteria. Nominations do not need to address every criterion.

**Leadership:** Demonstrates initiative and the ability to guide others by setting direction, making sound decisions, and fostering accountability. Builds trust, motivates colleagues, and provides purpose and encouragement to achieve organizational and mission goals.

**Values:** A commitment to fostering innovation, collaboration, resourcefulness, resilience among peers and junior colleagues.

**Hands-On Mentorship:** Provides expertise and constructive feedback through formal or informal mentoring. Shows a genuine commitment to colleagues' growth, leadership development, and overall success.

**Team-Building:** Creates cohesive teams by promoting collaboration, communication, and mutual respect.

**Innovation & Problem-Solving:** Applies creativity and technical expertise to develop new approaches, solutions, or processes that address complex challenges and deliver measurable mission impact.

**Inspiration & Personal Attributes:** Exemplifies professionalism, integrity, and dedication. Serves as a positive role model whose actions inspire others to excel and contribute fully to the mission.



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Please submit completed nominations to [achievement@INSAonline.org](mailto:achievement@INSAonline.org) by COB on **Friday, October 31**.

**Note:** All nomination materials must be unclassified.

Nominee	Nominating Official
Full Name	Full Name
Agency & Office/Company/University	Agency & Office/Company/University
Grade Level or Rank Should be the equivalent to GS-13 or below.	Grade Level or Rank
Title	Title
Estimated Years of Professional Experience	Relationship to Nominee (supervisor, mentee, etc.)
Postal Address	Postal Address
Phone Number	Phone Number
Unclassified Email Address	Unclassified Email Address

How did you hear about the Charlie Allen Achievement Awards?

☐ INSA newsletter/website    ☐ Press release    ☐ From my agency

☐ From another organization: \_\_\_\_\_

☐ Other (please describe): \_\_\_\_\_



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### 1. BACKGROUND

Please briefly describe the office or project the nominee supports and outline the nominee's specific role. If you wish to highlight the collective accomplishments of the office or project, include that information here. This background will serve as context for the following questions. (250 words maximum)



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### 2. ACCOMPLISHMENTS

Please describe the nominee's personal contributions, accomplishments, and impact on a project, the organization's mission, and U.S. national security. Focus on activities undertaken during the past three to five years, highlighting how the nominee has demonstrated leadership, innovation, mentorship, team-building, and other qualities outlined in the selection criteria. This answer will be weighted most heavily in the evaluation process. (400 words maximum)



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### 3. BROADER CONTRIBUTIONS TO THE MISSION

Please share any additional information that reflects on the nominee's character and their contributions to the organization, its values, and mission. Examples may include support to stakeholders, mentoring of colleagues, or efforts to strengthen workforce morale and well-being. (250 words maximum)