



## 2027 INSA Charlie Allen Achievement Awards

### Joan A. Dempsey Mentorship Award

*Recognizing early-and-mid-career professionals in the homeland security community.*

#### ELIGIBILITY

This award recognizes members of the intelligence, defense, or homeland security communities who go above and beyond to guide colleagues and help shape the next generation of leaders. Nominees must be currently serving in government, industry, or academia at the E-8/O-6/GS-15 level or below (or equivalent).

#### Submission Guidelines:

- ❖ **Timeframe:** Focus nominations on work completed over the past 3 to 5 years.
- ❖ **Individual Focus:** The selection committee evaluates individual contributions, not office or team achievements.
- ❖ **Question One:** Use strictly for project/or office context.
- ❖ **Questions Two and Three:** Focus entirely on the nominee. **Note:** For those whose primary role is training or education, those activities will not be considered “mentoring.”
- ❖ **Supplemental Material:** Optional support limited to a single-page document (e.g. supervisor or program director endorsement).

**Deadline:** Submit **unclassified** nominations to [achievement@INSAonline.org](mailto:achievement@INSAonline.org) by **COB Friday, October 30.**

**Selection Criteria:** All nominees will be reviewed using the following criteria. Submissions do not need to address every criterion listed below.

**Mentorship & Career Development:** Demonstrates a sustained commitment to mentoring through formal or informal relationships. Actively shares knowledge, constructive feedback, and career building opportunities, while fostering a collaborative, respectful team environment. Shows measurable impact on mentees or the team’s growth, such as promotions, retention, skill advancement, or improved performance.

**Leadership & Decision Making:** Demonstrates initiative by setting clear direction, making sound decisions, fostering accountability, and guiding others to achieve organizational and mission goals.

**Character & Inspiration:** Exemplifies integrity, professionalism, and resilience, both in their own conduct and in how they help others navigate setbacks, challenges, or transitions. Sets a standard of excellence that inspires those around them, motivating colleagues and junior staff to aim higher, grow in their careers, and contribute fully to the mission.

**Advocacy & Sponsorship:** Actively champions the success of others by creating opportunities, making connections and using their influence to support the advancement of colleagues and junior staff.



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Please submit nominations to [achievement@INSAonline.org](mailto:achievement@INSAonline.org) by COB on **Friday, October 30.**

| Nominee Information                        | Nominating Official Information                    |
|--------------------------------------------|----------------------------------------------------|
| Full Name                                  | Full Name                                          |
| Name of Agency & Office/Company/University | Name of Agency & Office/Company/University         |
| Grade Level or Rank                        | Grade Level or Rank                                |
| Title                                      | Title                                              |
| Estimated Years of Professional Experience | Relationship to Nominee (supervisor, mentee, etc.) |
| Postal Address                             | Postal Address                                     |
| Commercial Phone Number                    | Commercial Phone Number                            |
| Unclassified Email Address                 | Unclassified Email Address                         |



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### 1. BACKGROUND

Please provide a brief description of the office or project the nominee supports, along with the nominee's specific role. This background information will serve as context for the following questions. (250 words maximum)



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### 2. ACCOMPLISHMENTS

Describe how the nominee has mentored junior staff and/or colleagues in the defense, intelligence, or homeland security communities over the past 3–5 years. Provide specific examples (formal or informal) that best illustrate the breadth of their impact on others' career growth, such as building expertise, creating opportunities, or advocating for career advancement. (400 words max)



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### 3. BROADER CONTRIBUTIONS TO THE MISSION

Please share any additional information that highlights the nominee's character and contributions to their organization and its mission. This may include support to stakeholders, voluntary efforts to train or educate colleagues, contributions to workforce morale or well-being, or engagement with the broader defense, intelligence, or homeland security community. (250 words maximum)