



2027 INSA Charlie Allen Achievement Awards

Richard J. Kerr Government Award

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

ELIGIBILITY

Nominees must be civilians at the level of GS-13 or below, or the 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/office context.
- ❖ **Questions Two and Three:** Focus entirely on the nominee.
- ❖ **Supplemental Material:** Optional support limited to a single-page document (e.g., mentor or supervisor endorsement).

Deadline: Submit **unclassified** nominations to 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.

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

Innovation & Problem Solving: Applies creativity and technical expertise to address complex challenges with measurable mission impact.

Mentorship & Team Building: Promotes a culture of collaboration, clear communication, and mutual respect. Demonstrates a commitment to the professional growth of peers and team members through constructive guidance via formal or informal mentoring.

Values, Inspiration & Character: Embodies professionalism, integrity, and resilience, setting a standard of excellence that inspires and elevates those around them.



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Please submit nominations to 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 briefly describe the relevant office and/or project which the nominee supports and describe the nominee's role. If you choose to discuss the office or project collective accomplishments, please do so here. This information will be considered primarily as context for the subsequent 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. Please focus the nomination on activities that the nominee has undertaken during the past three to five years. 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 describe any additional information that reflects on the nominee's character and contributions to the organization, its values, and its overall mission. Examples might include the nominee's support to additional stakeholders, mentoring of colleagues, or contributions to workforce morale or welfare. (250 words maximum)