

2025 RPIC Awards of Excellence

Eligibility, Entry and Quality Requirements

The Real Property Institute of Canada (RPIC) Awards of Excellence recognize and celebrate individuals or teams who have made outstanding contributions to the federal real property community, including partners in private and other sectors. Award winners will be honoured at the November 2025 RPIC Summit and will be featured on the RPIC website and through communications.

This document outlines each award category and provides detailed information on nomination and selection processes.

Eligibility

To ensure fairness and relevance, the following eligibility criteria apply to all RPIC Awards of Excellence categories:

Who Is Eligible

- Individuals or teams employed by, or under contract to, the Government of Canada.

Who Can Submit the Nomination

- Nominations **must** be submitted by a Government of Canada employee regardless of whether a non-Government of Canada nominee is included in the project (eg: other level of government, private sector, academia, etc.)

Project Timeframe

- Nominated initiatives must have been completed or implemented within the past two years to ensure measurable outcomes can be demonstrated.

Resubmissions

- Projects that have previously won an RPIC Award may not be resubmitted under a different category or team.

Entry and Quality Requirements

To be considered, each nomination must include a fully completed Nomination Form and meet all nomination requirements outlined below.

Submission Deadline:

All nominations must be submitted by **Wednesday, September 10, 2025**. No nominations will be accepted after this date. [Submit here.](#)

Nomination Form Must Include:

- ☐ Contact information of the public sector nominator.
- ☐ Name(s) and organization(s) of the individual(s) or team(s) being nominated. If you are including external to Government of Canada nominees please ensure they are listed as well.
- ☐ Names, titles, and roles of nominees.
- ☐ Supporting documentation relevant to the nomination.

Submission Quality Guidelines:

To ensure your nomination meets evaluation standards, please ensure the following:

- **Organization & Clarity**
 - Present a well-structured and logically organized nomination.
 - Use clear, concise, and accessible language throughout.
- **Narrative & Supporting Content**
 - Include a compelling narrative (maximum 2500 characters) that:
 - Explains the purpose and impact of the initiative including collaboration with other departments, agencies, or external partners where applicable.
 - Highlights measurable outcomes, benefits, and how collaborative efforts contributed to the success of the initiative.
 - Demonstrates alignment with award criteria using concrete examples and data.
 - Provide supporting research and methodology (maximum 3 pages).
 - Include relevant tables, charts, or data that are easy to interpret.
- **Public Summary**
 - Provide a brief description (maximum 250 characters) for use in promotional materials.
- **Visual Enhancements**
 - You must include:
 - Up to five photographs or illustrations that enhance the nomination or
 - One video
- **Eligibility Confirmation**
 - Confirm that the initiative was completed or implemented within the last two years.
 - Confirm that the initiative has not previously won under a different category or group.

Award Rules:

The RPIC Awards of Excellence are administered by the RPIC Awards and Recognition Committee, which reviews all nominations and recommends winners to the RPIC Assistant Deputy Minister Judging Panel who is accountable to RPIC's Board of Directors. The following rules apply to all award categories:

Administration and Judging

- All nominations and supporting materials are reviewed by the RPIC Awards and Recognition Committee.
- Final decisions are made by the RPIC Assistant Deputy Minister Judging Panel.
- Awards will only be granted if there are suitable nominations that meet the eligibility criteria. All decisions of the Judging Panel are final.

Nominations and Consent

- All nominations must be submitted using the official Nomination Form.
- By submitting a nomination, applicants agree to abide by these rules and provide consent as outlined in the Nomination Form.

Confidentiality and Use of Materials

- RPIC may disclose the names of nominators unless a request for confidentiality is made.
- Submitted materials will not be returned.
- RPIC reserves the right to use submitted photos, videos, and other materials in its communications, including e-zines, social media, website, and awards ceremonies.

Notification and Recognition

- All nominators will be contacted regarding the status of their nomination.
- Winners will be notified by **October 21, 2025**.
- Winners will be asked to submit a project overview video by **November 14, 2025**.

Inquiries

- For questions or additional information, please contact: scott.hamilton@rpic-ibic.ca

2025 Award Categories, Purpose and Evaluation Criteria

Category 1: Excellence in Foundations for Results and Benefit

Purpose

Recognizes innovative or significantly improved concepts, processes, or procedures in real property management—including program, portfolio, property, and project management—that enhance service delivery and performance. This includes advancements in planning, policy, analytics, change management, risk management, and competency development that led to measurable improvements in outcomes and support the evolving needs of the federal real property community.

Entry Criteria

Eligible nominations may include real property-related frameworks, strategies, investment plans, portfolio, asset and building management plans, climate resilience plans, portfolio decarbonization plans, policies, programs, legislation, and regulations.

Evaluation Criteria

Entries in this category should demonstrate any or all of the following:

- **Innovation:** Demonstrates a novel or significantly refined approach that addresses a current or emerging challenge in real property management. The initiative should reflect creative thinking, non-traditional methods, or a bold reimagining of existing practices.
- **Development and Implementation:** Shows evidence of a structured approach with defined goals, timelines, and stakeholder engagement. Includes mechanisms for feedback, iteration, and continuous improvement.
- **Impact and Results:** Provides measurable outcomes that demonstrate improved performance, efficiency, or service delivery. Includes before-and-after comparisons or benchmarking where possible.
- **Transferability:** The approach or tools developed can be adapted or scaled across departments or contexts. Includes documentation or guidance that supports adoption by others.
- **Professional Development:** Contributes to the growth of competencies within the real property community, either through training, mentorship, or knowledge sharing.

Category 2: Excellence in Investment and Project Management

Purpose

Honours excellence in investment development and project delivery resulting in high-performing and accessible federal government workplaces and assets. Focus areas include requirements definition, cost and risk analysis, design, project execution, and operational transition.

Entry Criteria

Nominations should focus on investments or project management initiatives that aim to create new or renovated work environments that promote collaboration, leverage technology to improve efficiency, and prioritize the health and well-being of employees and Canadians.

Evaluation Criteria

Nominations should demonstrate any, or all, of the following:

- **Integrated Planning:** Demonstrates a comprehensive planning process, including clear requirements definition, options analysis, and alignment with strategic objectives.
- **Design and Innovation:** Incorporates design excellence and/or innovative technologies that enhance functionality, sustainability, or user experience.
- **Project Execution:** Evidence of effective cost, scope, schedule, and risk management. Includes adherence to timelines and budgets, and mitigation of unforeseen challenges.
- **Stakeholder Engagement:** Demonstrates meaningful collaboration with internal and external stakeholders, including end users, partners, and communities.
- **Accessibility and Inclusion:** Integrates barrier-free design principles and inclusive practices throughout the project lifecycle.
- **Value for Investment:** Achieves optimal outcomes relative to resources invested, considering lifecycle costs, socio-economic benefits, and environmental performance.
- **Replicability:** The project serves as a model for future initiatives, with lessons learned and best practices clearly articulated.

Category 3: Excellence in Real Property and Infrastructure Operations Services

Purpose

Recognizes individuals or teams who ensure the reliable, safe, and high-quality day-to day operation of real property accommodations or infrastructure (bridges, highways, dams) for Government of Canada programs and Canadians, often behind the scenes.

Entry Criteria

Individuals or teams that often work in roles that are not in the executive (EX) level, but their contributions go above and beyond and are vital to the success of the programs they support.

Evaluation Criteria

Nominations should demonstrate any, or all, of the following:

- **Operational Excellence:** Demonstrates consistent delivery of high-quality, reliable, and efficient services that support federal programs and public needs.
- **Innovation in Service Delivery:** Introduces new tools, technologies, or practices that improve operations, reduce costs, or enhance user satisfaction.
- **Business Continuity and Resilience:** Shows preparedness and responsiveness to emergencies, disruptions, or evolving operational demands.
- **Team Leadership and Collaboration:** Highlights effective team coordination, leadership, and recognition of individual and collective contributions.
- **Accessibility Enhancements:** Includes efforts to improve physical accessibility in facilities or services.
- **Client-Centered Approach:** Demonstrates responsiveness to client needs, with evidence of feedback mechanisms and service improvements.
- **Sustainability and Lifecycle Management:** Incorporates practices that extend asset life, reduce environmental impact, or optimize resource use.

Category 4: Excellence in Greening Government

Purpose

Recognizes outstanding individual or team contributions to environmental sustainability, climate resilience, and environmental stewardship in federal real property. It includes initiatives that support the Government of Canada's Greening Government Strategy and the effective management of federal contaminated sites.

Entry Criteria

Eligible nominations may include:

- Projects that reduce environmental impacts such as greenhouse gas emissions, energy and water consumption, and waste.
- Initiatives that support biodiversity, climate adaptation, or the transition to net-zero operations.
- Contaminated site assessments, remediation, or risk management strategies that demonstrate environmental leadership and innovation.

Evaluation Criteria

Nominations should demonstrate any or all of the following:

- **Environmental Impact:** Demonstrates measurable reductions in greenhouse gas emissions, energy or water consumption, or waste generation.
- **Strategic Alignment:** Supports the goals of the Greening Government Strategy and contributes to broader departmental or federal sustainability targets.
- **Innovation and Leadership:** Introduces new technologies, processes, or partnerships that advance environmental performance or climate resilience.
- **Contaminated Sites Management:** Where applicable, includes effective assessment, remediation, or risk management of federal contaminated sites.
- **Climate Resilience:** Incorporates climate risk assessments and adaptation strategies into planning and operations.
- **Stakeholder Engagement:** Engages internal and external partners to support environmental goals, including through education, collaboration, or co-delivery.
- **Best Value and Optimization:** Demonstrates cost-effective solutions that deliver long-term environmental and operational benefits.

Category 5: Excellence in Engagement and Partnerships with Indigenous Peoples

Purpose

Recognizes individuals or teams who have worked to deliver a real property programs, projects, or services in a way that is both effective and mindful of Indigenous needs and perspectives, and that has had a positive impact on advancing reconciliation.

Entry Criteria

Entries must demonstrate Indigenous consultation or partnership throughout the real property life cycle, including disposals, developments or operations.

Evaluation criteria:

Nominations should demonstrate any, or all, of the following:

- **Reconciliation in Action:** Demonstrates a commitment to advancing reconciliation through respectful, sustained, and meaningful engagement with Indigenous communities.
- **Consultation and Accommodation:** Evidence of early, ongoing, and culturally appropriate consultation throughout the real property lifecycle.
- **Partnerships and Co-Development:** Includes shared decision-making, co-design, or co-delivery of projects, programs, or services.
- **Cultural Awareness and Sensitivity:** Reflects an understanding of Indigenous histories, rights, and perspectives in project planning and execution.
- **Recognition and Endorsement:** Includes letters of support, testimonials, or other forms of recognition from Indigenous partners.
- **Capacity Building:** Supports Indigenous participation through training, employment, or procurement opportunities.

Category 6: Emerging Leader

Purpose

Recognizes individuals early in their careers who have made a notable impact within the federal real property community through outstanding accomplishments, demonstrated adaptability, or innovation. These individuals have shown a promising trajectory within their respective fields, showcasing their talent, enthusiasm, and dedication. The Emerging Leader Award honours the potential of these new professionals to become tomorrow's influential leaders.

Entry Criteria

Entries in this category must meet the following criteria:

- Be employed or contracted by the Government of Canada.
- Be nominated by a peer, colleague, or community member.
- Demonstrate significant contributions to their organization, or field.

Evaluation Criteria

Entries should demonstrate any, or all, of the following:

- **Mentorship:** Provides guidance and support to others, contributing to team or community development.
- **Leadership:** Demonstrates initiative, accountability, and the ability to inspire or mobilize others.
- **Innovation:** Applies creative thinking to solve problems, improve processes, or deliver results.
- **Volunteerism:** Actively contributes time and effort to community or professional causes beyond formal responsibilities.
- **Overall Impact:** Leaves a lasting impression through their work, relationships, and contributions to the real property community.

Category 7: Outstanding Contribution to the Federal Real Property Community

Purpose:

Honours individuals or teams who have made sustained, transformative contributions to the federal real property profession through leadership, innovation, and service.

Entry Criteria:

Nominees must be current or former federal government employees with a proven track record of excellence and impact in the real property field.

Evaluation Criteria:

Nominations should demonstrate any, or all, of the following:

- **Sustained Leadership:** Personal history of effective leadership, direction and achievement in the real property field, characterized by initiative, accountability, and the ability to inspire or mobilize others.
- **Innovation and Knowledge Sharing:** Advanced the real property profession through creative problem-solving, promotion of innovation, and knowledge dissemination—such as through research, mentorship, communities of practice, or strategic communication of best practices.
- **Service to RPIC:** Demonstrated commitment to RPIC’s mandate through active participation, including volunteering, governance contributions, or capacity-building initiatives that strengthen the community.
- **Professionalization and Impact:** A legacy of building professional capacity or specialist skills in the field, and achieving measurable results that advance programs, policy, or practice in the federal real property domain.
- **Values and Inclusion:** Exemplary dedication to public-service values such as respect, integrity, and professionalism, including actions that remove barriers, promote accessibility, and help underrepresented talent reach their full potential.
- **Legacy and Influence:** Serves as a role model and leaves a lasting impact on colleagues, organizations, or the broader community.