



## Human Resources Excellence Award 2026

In partnership with:

### JUDGING PANEL

The judging panel will include the Chair of the ACI EUROPE Leadership and Human Resources Forum, as well as the Chairs of the four other ACI Regional Human Resources Committees.



### INTRODUCTION

ACI EUROPE in partnership with its Leadership and Human Resources Forum, wishes to recognise an HR department from amongst ACI EUROPE Regular Members that has demonstrated excellence in managing human resources and developing airport workforce for the future. The award aims to give exposure to initiatives that will help the airport community better assess and implement the new procedures and skills needed to develop its workforce.

In assessing the applications, the judging panel will consider the various challenges facing HR directors and airport leaders, such as employee mobility, succession planning, training, well-being, change-management, sustainability and digitalisation. In maintaining this award as part of its Best Airport Awards suite, ACI EUROPE aims to emphasise that HR management is crucial for the strategic development of an airport and contributes to the social and economic fabric of the airport community, efficiency initiative, training, awareness, community engagement, etc.

### ELIGIBILITY & EVALUATION

- ACI EUROPE airport members in good standing, regardless of their size, are encouraged to apply.
- The award criteria consist of four key questions, each contributing 25% to the total score.
- Each of the four award criteria questions will have a word limit, and candidates are encouraged to submit additional materials to support their application. This may include evidence of best practice development, testimonials from employees, or endorsements from industry partners.
- The jury members will look for evidence of leadership model, appropriate standards development, cooperation with other departments, milestones, project completion and proven success.
- The winner will be required to present their paper at the ACI EUROPE Leadership & HR forum meeting.
- Submissions are free of charge.



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### AWARD THEME

This year, the focus of the award is on AI (Artificial Intelligence): **How have HR departments integrated HR into their operations and what best practices have they developed in using AI in any aspect of the EVP?**

### QUESTIONS

1. How has the HR department identified areas of their remit where AI can improve efficiency and the employee experience in any or all aspects of the employee journey, from recruitment to exit? *(300 words)*
2. What specific activities involving the use of AI have been implemented, and how did the department identify and assess the rationale for using AI in this way? *(300 words)*
3. How is the success of AI being measured? What tangible changes can be identified post-implementation that offset the potential investment? *(300 words)*
4. How are the learnings of AI implementation being applied in other areas of HR or even the wider business? What examples can be provided? *(300 words)*

**YOUR ENTRY SHOULD BE SUBMITTED BY CLOSE OF BUSINESS (18:00 CET)  
ON 20 MARCH 2026.**

The winners in each category will be announced at the ACI EUROPE Annual Congress & General Assembly in Prague, Czech Republic on 23 June 2026.

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