

Company of the Year

Declaration:

We understand that this award is only applicable for companies in the Singapore Built Environment Sector and BCA reserves the right to defer judgement on the submission should any legal dispute arises during the assessment process.

We declare that all information provided here is true and accurate to the best of our knowledge.

Company Information		
Signature and official stamp	Company Name	
	Company UEN number	
	Company's introduction(The write-up should describe the company's main business, staff strength and financial performance in the last 3 years etc.)	
	Company Address	
	Date of Company registered in Singapore	
	Company website address	

Contact Information (Primary Contact)		
Signature and official stamp	Name	
	Designation	
	Tel nos	
	Email	

Contact Information (Secondary Contact)		
Signature and official stamp	Name	
	Designation	
	Tel nos	
	Email	

Note: the endorsement of nomination should be from the top management

1. BUSINESS TRANSFORMATION (50 points)

This section aims to assess firm's effort and achievement in business transformation. This is a firm-level effort, not limited to the nominated project. Please describe the work done, ongoing efforts and future plans.

		Inputs
1	<p>To demonstrate firm's achievements and efforts in successfully transforming their services, operations, functions, procurement and policies.</p> <p>The write-up should highlight significant enhancements in organisational capabilities, such as improved operational efficiency and new expertise or services. It should also demonstrate how the firm harnesses digitalisation, innovation, technology and data in the process .</p> <p>The write-up should also articulate clearly</p> <p>(i) the outcomes that the firms have achieved through their business transformation,</p> <p>(ii) the impact to firm and their stakeholders, and</p> <p>(iii) how it will be sustained in the longer term.</p>	<p>e.g.</p> <ul style="list-style-type: none">- new ISOs certification,- process re-design initiatives- lean construction methodology- AI adoption- collaborative contracting- CORENET-X readiness- R&D investment- integration of systems with value chain partners

2. WORKFORCE TRANSFORMATION (50 points)

The write-up should demonstrate how the enterprise has successfully improved its HR practices and workforce through the following initiatives. We strongly encourage the applicants to quantify the enhancement/outcomes/achievements.

[Note: Applicant could include equivalent initiatives that meet the same objective]

	Inputs
1 Best in class initiatives that attract fresh graduates into the industry	e.g. - Actively outreach to the student pipeline over the last three years beyond career fair - Review entry salary to be above the latest Graduate Employment Survey (GES) median to attract fresh graduates - Enhance company branding / Employee Value Proposition (EVP) to better attract talent, etc.
2 Best in class initiatives that develop employees for career and salary progression	e.g. - Provide graduate development programme (or equivalent initiative) - Offer structured mentorship programmes etc.
3 How the company contribute to improving the image and branding of the BE professionals	
4 Initiatives that improve jobs or create more positive working environment, including and not limited to the following	e.g. - Have programmes/initiatives to regularly recognise employees on their contribution - Implemented Built Environment Culture of Appreciation, Respect and Empathy (BE CARE) Charter based on the three pillars ¹ with displaying of signed charter ² and pledged commitment to the Charter ³ - Review HR framework/policies to improve employee satisfaction/retention (which may include HR consultancy projects), implement job redesign (JR) initiatives to improve work processes and productivity, etc. ¹ https://www1.bca.gov.sg/buildsg/manpower/taskforce-for-architectural-and-engineering-consultants/be-care-charter ² https://go.gov.sg/be-care-charter ³ https://form.gov.sg/68b6ff0665cd36be285cfadc
5 Other initiatives to better attract/develop/retain local talent and skilled workers,	e.g. Equality, Diversity, and Inclusion (EDI) policy, etc.

Please upload relevant supporting documents to justify the company's workforce manpower transformation. Applicants can also support/substantiate their write-up with HR awards received in the last three years(2023-2025).