ICAI – MUSCAT (OMAN) CHAPTER

(Under the sponsorship of CBFS)

ANNUAL AWARDS 2026

Criteria, Guidelines & Evaluation Framework

Celebrating excellence, leadership and contribution within our professional community.

Aligned with the World Forum of Accountants (WOFA) 2026 theme —
Redefining Excellence: Technology | *Trust* | *Transformation*

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1. Introduction & Objectives

The ICAI – Muscat (Oman) Chapter Annual Awards recognise members of the Institute of Chartered Accountants of India based in or associated with the Sultanate of Oman who have demonstrated distinction in their profession, leadership in their organisations, and service to the Chapter and the wider community. The awards are conferred annually.

This document sets out, for each award category, the eligibility conditions, the qualitative guidelines members should reflect on before nominating themselves or others, and a transparent scoring matrix — each capped at a maximum of 100 points — that the evaluation jury will use to assess and rank nominations on a consistent and defensible basis.

The objectives of the framework are to:

- Honour sustained professional excellence, ethical conduct and measurable impact;
- Provide members with clear, published guidance so they can prepare strong, evidence-based nominations;
- Ensure the selection process is objective, merit-based, transparent and free from conflicts of interest;
- Celebrate role models who advance the standing of the Chartered Accountancy profession in Oman and the GCC.

2. General Eligibility & Governing Principles

Unless a specific category states otherwise, the following apply to all nominations:

- **Membership:** the nominee must be a member of the ICAI in good standing (ACA / FCA) and, where the category relates to Oman-based achievement, ordinarily resident or working in Oman or formally associated with the Muscat (Oman) Chapter.
- **Assessment period:** achievements are assessed for the calendar/financial year preceding the award (the “Assessment Year”), except for the Lifetime Achievement Award, which considers the full career.
- **Good standing:** no nominee may have any pending or proven disciplinary action, regulatory censure, or ethical breach with the ICAI, the Financial Services Authority (FSA) of Oman, or any other competent authority.
- **Self- or peer-nomination:** members may nominate themselves or be nominated by peers, employers or Chapter office-bearers, with the nominee’s written consent.
- **Evidence:** every claim must be supported by verifiable evidence (certificates, letters, published reports, references). Unsubstantiated claims score nil for that criterion.
- **One award per member per year:** a member may be nominated in more than one category but will normally receive only one award in a given year (excluding company-level awards).

Decisions of the jury are final. The Chapter reserves the right not to confer an award in any category where no nomination meets the minimum quality threshold.

3. How the Scoring Works

Each category has its own matrix of weighted criteria that sum to a maximum of 100 points. For every criterion, each jury member assigns a rating on the 0–5 scale below; the awarded points are calculated as:

Awarded points = (Rating ÷ 5) × Criterion maximum

A nominee’s score in a category is the average of the jury members’ totals. The rating scale is applied consistently across all categories:

Rating	Descriptor	Evidence standard
5	Exceptional	Outstanding, well-documented impact that clearly exceeds peers; sector-leading.
4	Strong	Clear, substantiated achievement above the expected standard.
3	Competent	Solid, credible performance meeting the expected standard.
2	Developing	Some relevant evidence but limited scale, depth or verification.
1	Limited	Minimal or weakly evidenced relevance to the criterion.
0	No evidence	No relevant or verifiable information provided.

Shortlisting threshold: nominations scoring below 60/100 are not normally shortlisted. The award goes to the highest aggregate score in the category; ties are resolved first on the “ethics/integrity” and “impact” criteria, then by a casting decision of the jury chair.

4. Award Categories at a Glance

Tier	Award	Focus
Premier	CA Lifetime Achievement	Career-long distinction & legacy
Premier	CA of the Year – Overall Excellence	Outstanding all-round performance in the year
Professional Excellence	NextGen CA of the Year (Under 35)	Early-career achievement & potential
Professional Excellence	CA Woman Leader of the Year	Leadership and advancement of diversity
Professional Excellence	CFO of the Year	Strategic financial leadership
Professional Excellence	Outstanding Contribution to the Chapter	Volunteer service to ICAI – Muscat (Oman)
Special Recognition	Best Annual Report of the Year	SAOG annual report led by a CA

5. CA Lifetime Achievement Award

Tier: Premier Award

Purpose

The highest honour of the Chapter, recognising a Chartered Accountant whose career, taken as a whole, reflects sustained excellence, integrity and a lasting contribution to the profession, to business and to society. It celebrates a body of work and a legacy rather than the achievements of a single year.

Eligibility

- ICAI member (FCA preferred) with, ordinarily, 25 or more years of post-qualification experience.
- A substantial and demonstrable association with Oman / the GCC over the course of the career.
- An unblemished record of professional and ethical conduct throughout the career.

Guidelines — what a strong nomination demonstrates

- A career arc of progressively senior, high-impact roles or a distinguished practice/firm built over time.
- Tangible, lasting contributions to the CA profession, to ICAI or its chapters, or to standards, education and governance.
- A record of mentoring and developing professionals, leaving an institutional or human legacy.
- Leadership that has shaped organisations, the business community or national capacity-building in Oman.
- Recognition by peers, regulators or industry over an extended period, and a reputation for the highest integrity.

Scoring Matrix (max 100)

Evaluation Criterion	What the jury assesses	Max Score
Career span & professional standing	Length, seniority and consistency of the career; eminence achieved in the chosen field.	**20**
Sustained achievement & impact	Cumulative, well-documented professional accomplishments and their lasting effect on organisations or industry.	**20**
Contribution to the profession / ICAI	Service to the Institute, standard-setting, education, governance or advancement of the CA brand over time.	**20**
Mentorship, capacity-building & legacy	Developing talent, institution-building, and the durable legacy left behind.	**15**
Leadership in business / community / nation-building	Influence beyond the individual role — economic, civic or community contribution in Oman/GCC.	**15**
Ethics, integrity & reputation	Career-long adherence to the ICAI Code of Ethics and an unimpeachable reputation.	**10**
	TOTAL	**100**

6. CA of the Year – Overall Excellence

Tier: Premier Award

Purpose

Recognises the Chartered Accountant who, in the Assessment Year, has demonstrated the strongest all-round combination of professional achievement, leadership, innovation and contribution to the profession and the Chapter — the standout CA of the year.

Eligibility

- ICAI member in good standing, working in or associated with Oman.
- Demonstrable, evidence-backed achievements during the Assessment Year.
- Not a previous winner of this award in the immediately preceding two years.

Guidelines — what a strong nomination demonstrates

- Significant professional achievements in the year with quantified business or client impact.
- Leadership that influenced strategy, teams or stakeholders beyond the nominee's immediate remit.
- Innovation, thought leadership or adoption of new methods, technology or standards.
- Active contribution to the profession and to the ICAI – Muscat (Oman) Chapter during the year.
- External validation — awards, speaking, publications, board or committee positions, peer references.

Scoring Matrix (max 100)

Evaluation Criterion	What the jury assesses	Max Score
Professional achievement & impact in the year	Scale, difficulty and measurable results of accomplishments during the Assessment Year.	25
Leadership & strategic influence	Influence on organisational direction, teams and stakeholders.	20
Innovation & thought leadership	New ideas, methods, technology adoption, publications or public thought leadership.	15
Contribution to profession & Chapter	Engagement with ICAI, the Chapter, CPE and the wider professional community.	15
External recognition & validation	Independent endorsements: awards, references, appointments, media or industry recognition.	15
Ethics, governance & integrity	Adherence to the ICAI Code of Ethics and exemplary professional conduct.	10
	TOTAL	**100**

7. NextGen CA of the Year (Under 35)

Tier: Professional Excellence

Purpose

Celebrates an early-career Chartered Accountant who has achieved remarkable results relative to their experience and who embodies the future of the profession through agility, innovation and leadership potential.

Eligibility

- ICAI member aged under 35 as on the nomination cut-off date (proof of date of birth required).
- Working in or associated with Oman during the Assessment Year.
- Achievements assessed relative to years of experience, not absolute seniority.

Guidelines — what a strong nomination demonstrates

- Achievements that are exceptional given the nominee's stage of career.
- Fluency with technology, data and modern finance tools, and a track record of applying them.
- Initiative and leadership potential — leading projects, teams or change ahead of expectations.
- Commitment to continuous learning: certifications, specialisations and professional development.
- Contribution to the Chapter, peers or community despite an early-stage career.

Scoring Matrix (max 100)

Evaluation Criterion	What the jury assesses	Max Score
Achievement relative to experience	Results delivered measured against career stage and peers of similar experience.	**25**
Innovation, technology & agility	Adoption of technology, data and new approaches; adaptability and problem-solving.	**20**
Leadership potential & initiative	Evidence of leading projects, people or change earlier than expected.	**20**
Professional development & qualifications	Additional qualifications, specialisation and demonstrated commitment to learning.	**15**
Contribution to Chapter / community / profession	Volunteering, knowledge-sharing and engagement with the professional community.	**10**
Ethics & professional conduct	Sound judgement, integrity and adherence to professional standards.	**10**
	TOTAL	**100**

8. CA Woman Leader of the Year

Tier: Professional Excellence

Purpose

Recognises a woman Chartered Accountant who has demonstrated outstanding leadership and professional excellence, and who has advanced diversity and acted as a role model for women in the profession.

Eligibility

- Woman ICAI member in good standing, in a leadership or senior professional role.
- Working in or associated with Oman during the Assessment Year.
- Evidence of both individual achievement and a positive influence on others.

Guidelines — what a strong nomination demonstrates

- A leadership role with clear, evidenced organisational impact.
- Professional excellence and accomplishments in the field of practice.
- Demonstrable efforts to advance diversity, equity and inclusion in the workplace or profession.
- Mentoring, sponsoring or inspiring other women professionals.
- Resilience and achievement in the face of barriers, and contribution to the Chapter or community.

Scoring Matrix (max 100)

Evaluation Criterion	What the jury assesses	Max Score
Leadership role & organisational impact	Seniority, scope of responsibility and measurable results delivered.	**25**
Professional excellence & achievement	Quality and impact of professional work during the Assessment Year and recent career.	**20**
Advancing diversity, equity & inclusion	Concrete actions that promoted inclusion and opportunity for others.	**15**
Mentorship & role-model influence	Developing and inspiring other professionals, especially women.	**15**
Resilience & overcoming barriers	Achievement against challenges; courage and perseverance demonstrated.	**10**
Contribution to profession / Chapter / community	Engagement beyond the day role with ICAI, the Chapter or society.	**10**
Ethics & integrity	Adherence to the ICAI Code of Ethics and exemplary conduct.	**5**
	TOTAL	**100**

9. CFO of the Year

Tier: Professional Excellence

Purpose

Honours a Chartered Accountant serving as Chief Financial Officer (or equivalent senior finance leader) who has provided exceptional strategic financial leadership, strengthened governance and risk management, and created measurable value for the organisation and its stakeholders.

Eligibility

- ICAI member holding the position of CFO, Finance Director or Head of Finance (or equivalent) during the Assessment Year.
- Organisation based or substantially operating in Oman.
- Achievements supported by financial outcomes and, where possible, board or auditor references.

Guidelines — what a strong nomination demonstrates

- Strategic financial leadership that shaped business direction, not merely reporting and control.
- Measurable improvements in financial performance, capital efficiency, funding or value creation.
- Robust governance, internal controls, regulatory compliance and enterprise risk management.
- Digital transformation of the finance function — automation, analytics, ERP, planning systems.
- Building and developing a high-performing finance team and managing investors and stakeholders effectively.

Scoring Matrix (max 100)

Evaluation Criterion	What the jury assesses	Max Score
Strategic financial leadership & business impact	Role in shaping strategy and decisions; influence as a true business partner.	**25**
Financial performance, value creation & capital management	Measurable results: profitability, cash, funding, cost, capital allocation, M&A.	**20**
Governance, controls, compliance & risk	Strength of controls, regulatory and IFRS compliance, and enterprise risk management.	**20**
Digital transformation & finance innovation	Automation, analytics, systems and process innovation in the finance function.	**15**
Talent development & team leadership	Building, developing and retaining a capable, motivated finance team.	**10**
Stakeholder & investor management	Effectiveness with the board, auditors, lenders, regulators and investors.	**10**
	TOTAL	**100**

10. Outstanding Contribution to ICAI – Muscat (Oman) Chapter

Tier: Professional Excellence

Purpose

Recognises a member whose voluntary service, energy and commitment have materially strengthened the ICAI – Muscat (Oman) Chapter — through leadership, events, knowledge-sharing, membership engagement and advocacy.

Eligibility

- ICAI member who has actively volunteered for or supported the Chapter.
- Contribution assessed primarily over the Assessment Year, with consistency over time considered.
- Service must be voluntary and in addition to any paid or official role.

Guidelines — what a strong nomination demonstrates

- Leadership of, or active service in, Chapter committees, office-bearer roles or working groups.
- Organising or delivering events, CPE/CPD sessions, seminars, conferences or technical initiatives.
- Driving membership engagement, growth, welfare or networking within the Chapter.
- Representing and advocating for the Chapter with ICAI, regulators, sponsors (e.g. CBFS) and the community.
- Consistent, reliable and collaborative service that aligns with the values of the Institute.

Scoring Matrix (max 100)

Evaluation Criterion	What the jury assesses	Max Score
Volunteer leadership & roles held	Significance of roles undertaken and responsibility carried for the Chapter.	**25**
Events & knowledge initiatives delivered	Quantity, quality and reach of events, CPE sessions and technical contributions.	**20**
Membership engagement & growth	Impact on member participation, recruitment, retention and welfare.	**15**
Representation & advocacy	Promoting the Chapter externally with ICAI, regulators, sponsors and community.	**15**
Consistency & duration of service	Reliability and sustained commitment over the year and prior periods.	**15**
Collaboration & values alignment	Teamwork, professionalism and alignment with the Institute's values.	**10**
	TOTAL	**100**

11. Best Annual Report of the Year (SAOG Companies led by a CA)

Tier: Special Recognition

Purpose

A company-level award recognising the SAOG (Omani public joint-stock company listed on the Muscat Stock Exchange) whose most recent published annual report sets the benchmark for transparency, governance, sustainability and communication — where the finance function is led by an ICAI Chartered Accountant. It honours both the reporting entity and the CA-led finance leadership behind it.

Eligibility

- An SAOG company listed on the Muscat Stock Exchange (MSX) whose finance function (CFO / Head of Finance) is led by an ICAI member.
- The most recent annual report published during the Assessment Year is submitted for evaluation.
- The report must comply with IFRS and the disclosure and corporate-governance requirements of the Financial Services Authority (FSA) of Oman.

Guidelines — what a strong nomination demonstrates

- High-quality financial statements that are fully IFRS-compliant, clear and free of qualification.
- A comprehensive corporate-governance report meeting the FSA Code of Corporate Governance for Public Listed Companies.
- Transparent disclosure of risks, related-party transactions, remuneration and material judgements.
- Meaningful ESG / sustainability or integrated reporting aligned with Oman Vision 2040 and emerging MSX expectations.
- A clear strategy and management discussion that connects performance, outlook and value creation.
- Professional design, navigability, accessibility and effective investor communication, with year-on-year improvement.

Scoring Matrix (max 100)

Evaluation Criterion	What the jury assesses	Max Score
Financial reporting quality & IFRS compliance	Accuracy, completeness, clarity and full IFRS compliance of the financial statements.	**20**
Corporate governance reporting	Quality of the governance report against the FSA Code; board, audit committee and compliance disclosure.	**15**
Transparency, disclosures & risk reporting	Risk, related-party, remuneration and key-judgement disclosures; candour and completeness.	**15**
ESG / sustainability / integrated reporting	Depth and credibility of ESG/sustainability reporting; alignment with Oman Vision 2040.	**15**

Evaluation Criterion	What the jury assesses	Max Score
Strategy, MD&A & forward-looking narrative	Clarity of strategy, performance analysis and outlook linking numbers to story.	**10**
Clarity, design, accessibility & navigability	Readability, structure, visual design and ease of navigation.	**10**
Investor relations & shareholder information	Usefulness of shareholder, share-price and IR information for investors.	**10**
Innovation & continuous improvement	New reporting practices and demonstrable improvement over the prior year.	**5**
	TOTAL	**100**

12. Nomination & Submission Process

1. The Chapter publishes the call for nominations, the cut-off date and the official nomination form for each cycle.
2. Nominators complete one form per category, attaching all supporting evidence referenced in the guidelines above.
3. Self-nominations and third-party nominations are both accepted; third-party nominations require the nominee's written consent.
4. Each claim should be mapped to the relevant scoring criterion to help the jury assess it efficiently.
5. Incomplete nominations, or those received after the deadline, are not considered. The Chapter may request clarification or additional evidence.
6. All submissions are treated as confidential and used solely for evaluation purposes.

13. Evaluation Process & Jury

Evaluation is carried out in stages to ensure fairness and rigour:

1. Screening — the Awards Secretariat checks eligibility and completeness and shortlists valid nominations.
2. Independent scoring — each jury member scores nominations independently using the category matrix and the 0–5 rating scale.
3. Calibration — the jury meets to discuss scores, resolve material divergences and confirm the averaged results.
4. Verification — leading nominees' key claims may be verified through references or documentary checks.
5. Final selection — the highest-scoring eligible nominee in each category is recommended; the jury chair confirms the panel's decision.

Jury composition: an odd-numbered, independent panel (typically five to seven members) drawn from senior Chapter members, past awardees, academia/CBFS and, where relevant, industry experts. Jury members must declare and recuse themselves from any nomination where a conflict of interest exists (employment, family, business or close personal relationship).

14. Integrity, Confidentiality & Disqualification

- **Conflicts of interest:** must be declared by jury members and nominators; affected jurors recuse themselves from the relevant scoring.
- **Confidentiality:** all nomination materials and scores remain confidential to the Secretariat and jury.
- **Disqualification:** misrepresentation, plagiarism, fabricated evidence, or any disciplinary/regulatory action against the nominee leads to disqualification and may bar future nominations.

- **Withholding awards:** the Chapter may decline to make an award where no nomination meets the 60/100 threshold.
- **Finality:** the jury's decisions are final and not subject to appeal; the framework may be revised by the Chapter's Managing Committee for future cycles.

15. Indicative Awards Calendar

Stage	Indicative timing	Owner
Call for nominations opens	8–10 weeks before ceremony	Awards Secretariat
Nominations close	5 weeks before ceremony	Awards Secretariat
Screening & shortlisting	4 weeks before ceremony	Secretariat
Independent jury scoring	3 weeks before ceremony	Jury
Calibration & verification	2 weeks before ceremony	Jury & Secretariat
Results confirmed	1 week before ceremony	Jury Chair
Awards presentation	Aligned with WOFA 2026 / Chapter event	Managing Committee

This framework should be read together with the official nomination form and any category-specific addenda issued by the ICAI – Muscat (Oman) Chapter for the relevant award cycle.