



**2019 Westpac Research Fellowship
Funding Guidelines**

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1. Introduction to the Westpac Bicentennial Foundation

In celebration of Westpac Group's 200th anniversary on 8 April 2017, the Westpac Bicentennial Foundation was established with the aim of educating and advancing Australians. The Westpac Bicentennial Foundation believes investing in Australia's future leaders through education and support is the primary way our country will thrive in the next century.

The Foundation supports 100 scholars a year, forever, across the five scholarship programs: Asian Exchange, Young Technologists, Social Change, Future Leaders, and the Research Fellowship.

2. The Westpac Research Fellowship

2.1 Overview

The Westpac Bicentennial Foundation is partnering with Australia's leading research universities to offer two Westpac Research Fellowships, each valued at over \$360,000 over 3 years. These Fellowships offer early career researchers a unique opportunity to support their groundbreaking research, provide access to networks, open career pathways and global experiences.

Fellowship recipients will be exceptional people, chosen for their intellectual ability, leadership qualities, and commitment to the community. Successful Fellows will be undertaking research that has the ability to make a difference to Australia's future in one of the Foundation's priority areas:

- Enabling positive social change;
- Technology and innovation; or
- Strengthening Australia-Asia ties.

Fellows will be invited to join the *Westpac 100 Scholars Network*, which is across all five scholarships programs. The alumni program offers more than just membership to a network that will help the Fellows' careers. It's an incredible platform that will enable them to surround themselves with a diverse group of other inspiring leaders.

2.2 Fellowship Program

Each Fellowship will be valued at more than \$360,000 over 3 years. Final value may be more as each Fellow's salary and on-costs will vary according to the host university and at what level the Fellow is employed. The Fellowship includes:

- **Support for your research**
The Fellowship will fund the Fellow's full-time salary and on-costs for a period of up to three years from date of award.
- **Westpac Professional Development Fund**
The Fellowship will include access to a \$30,000 Westpac Professional Development Fund provided and administered by the host university. The

Westpac Professional Development Fund is to be used by the Fellow to tailor professional development and global experiences that maximise the Fellow's potential to contribute in their area of research and enhance their career opportunities. This could include conferences, travel for research or experiences and courses that support leadership development.

For more information on the funding inclusions, please see section 8. [Westpac Professional Development Fund Budget Guidelines](#).

Access to the Westpac Professional Development Fund does not preclude you from accessing other support e.g. existing department based support, applying for a VC travel grant etc.

- **Westpac 100 Scholars Network**

Money can help launch a vision but it takes a network of inspired and inspiring people to sustain it. That's why every Westpac Research Fellow will be part of the *Westpac 100* Westpac Scholars Network. Growing by 100 scholars a year across our five scholarship programs, this network connects those with bold ideas to build a better future for all Australians.

- **2019 Westpac Scholars' Summit – 10-11 April 2019**

All 100 Westpac Scholars from our five scholarship programs will come together in Sydney in April 2019 to participate in tailored workshops, hear from business and academic luminaries, and form connections with fellow scholars. It is compulsory to attend the Summit.

2.3 Fellowship Funding

The Westpac Research Fellowship is a co-funded by the Westpac Bicentennial Foundation and the host university, as follows:

a. Salary Funding

Funded by: Westpac Bicentennial Foundation
Amount: \$110,000 per year, for three years

b. Salary Top-Up

Funded by: Host university
Salary top up is provided by the university to top up the \$110,000 provided by the Foundation each year to fund the Fellow's salary. The salary top up is over three years and subject to changes in the university award rate over the period.

c. Westpac Professional Development Fund

Funded by: Host university
Amount: \$30,000 over three years

d. Research Budget

Funded by: Host university
Amount: as agreed by the host university

A fully costed budget for the research project is required in the application. This budget should be prepared with the support of the university.

The Research Budget must exclude those costs funded by the Fellowship i.e. salary, on costs and Westpac Professional Development Fund.

Note the Deputy Vice Chancellor (Research) or equivalent will be required to confirm support for the proposed research budget in their **Letter of Support**.

2.4 Participating Universities

The Westpac Research Fellowship is offered at the following host universities:

- The Australian National University;
- The University of Melbourne;
- The University of Queensland; and
- The University of Sydney.

2.5 Funding Priorities

Successful applicants will need to be able to demonstrate how their proposed research will contribute to the future growth and prosperity of Australia in at least one of the following priority areas:

- Enabling positive social change;
- Technology and innovation; and / or
- Strengthening the ties between Australia and Asia.

Funding requests for the purpose of **medical research** as defined in the ARC Medical Research Policy available on the [Australian Research Council](#) website will not be considered;

2.6 Funding Period

Funding is available to commence by 30 June 2019 for a maximum of three years.

3. Eligibility

3.1 Eligibility Criteria

- a. You must be an Australian citizen or permanent resident;
- b. You must have been awarded a PhD between 1 September 2012 and 1 September 2015; or have obtained an Eligibility Exemption from the Deputy Vice Chancellor (Research) or equivalent (refer to section 3.2);
- c. Your proposed area of research must be in a field of research at a participating university with an Excellence in Research for Australia (ERA) four digit Field of Research (FOR) rating of “well above world standard”. For a comprehensive list of FOR codes by university, visit the [Australian Research Council's website](#);

- d. You must commence your research by 30 June 2019;
- e. Your proposed research must contribute to the future of Australia in one of the Foundation's priority funding areas, refer section 2.5;
- f. Your proposed research must include international opportunities which will develop your leadership skills and global networks, such as; study tours for the purpose of research, attending a short course or conference, an internship or volunteering;
- g. You must supply the supporting documentation as detailed in section 7 below; and
- h. Should your application progress to the final stage, you must attend the **National Assessment Centre** in person in Sydney on **6-7 December** (paid for by the Foundation); and
- i. If successful, you must attend **the Westpac Scholars' Summit, 10-11 April 2019**, both held in Sydney.
- j. Applicants may apply up to two times for the Westpac Research Fellowship.

3.2 Eligibility Exemption

If your PhD was awarded before 1 September 2012, you may be considered for an exemption to the eligibility criteria detailed in section 3.1b if you have received an Eligibility Exemption from the Deputy Vice Chancellor (Research) or equivalent.

An Eligibility Exemption will be provided up to a maximum of four years for the following career interruptions:

- carer's responsibility;
- illness;
- maternity or parental leave and/or
- non-research employment not concurrent with research employment.

Confirmation of your Eligibility Exemption must be included in the Letter of Support accompanying your application.

3.3 Letter of Support

Each applicant must obtain and include in their online application a Letter of Support from the Deputy Vice Chancellor (Research) or equivalent that the proposed research meets the Fellowship eligibility criteria. The template is available on the [Westpac Bicentennial Foundation](#) website.

If your PhD was awarded before 1 September 2012, the Letter of Support must include a confirmation of the Eligibility Exemption by the Deputy Vice Chancellor (Research) or equivalent.

The Letter of Support must also include confirmation from the host university of support for the proposed Research Budget.

4. Selection Criteria

Selection will be based on a candidate's academic achievements, research plan, and focus on one or more of the Foundation's priority areas. Successful candidates will be able to demonstrate the following:

- academic excellence and achievements to date;
- ability to articulate how their proposed research has the potential to contribute to the future growth and prosperity of Australia in one of the Foundation's priority funding areas;
- a supportive and high quality research environment;
- the attributes of a Westpac Research Fellow (see Appendix A);
- a desire to be part of and contribute to the Westpac 100 Scholars Network; and
- a strong sense of connection to Australia and commitment to improving the lives of others.

5. Selection Process

The selection process is a comprehensive approach that draws on a range of online assessment tools and the expertise of selection panels within the Westpac Bicentennial Foundation, participating universities and a National Selection Panel. This may be subject to changes.

Stage 1: Eligibility assessment – Westpac Bicentennial Foundation shortlisting
Westpac Bicentennial Foundation to assess all applications for eligibility and shortlist for first round.

Stage 2: Online assessment

All shortlisted applicants will be invited to participate in an online emotional intelligence assessment tool. This will take approximately 30-40 minutes to complete. The results, along with the applications, will be provided to each relevant university to assist in their assessment.

Stage 3: Shortlisting – host university shortlisting

Each university's selection panel will assess applications for their university. Each university will select one finalist. Finalists will be invited to participate in a second online assessment tool.

Stage 4: National Assessment Centre –6-7 December

Finalists will be invited to attend the National Assessment Centre in Sydney to be interviewed by a National Selection Panel. The National Selection Panel will comprise 10 senior industry, academic and research representatives, who will select the two 2019 Westpac Research Fellows.

The Westpac Bicentennial Foundation will notify all finalists of the National Selection Panel outcome by the 14 December 2018.

6. Key Dates

15 June	Applications open
27 August	Applications close midnight AEST
28 August - 7 September	Westpac Bicentennial Foundation eligibility checks
7 – 15 September	Eligible applicants invited to complete online emotional intelligence assessment
27 September – 18 October	University Shortlisting
22 October	Shortlisted applicants invited to attend the Assessment Centre and complete the online Hogan Inventory assessment. Unsuccessful applicants notified of outcome.
6-7 December	National Assessment Centre, Sydney. All shortlisted applicants will be required to attend an interview in Sydney. The Westpac Bicentennial Foundation will nominate which date candidates will attend and advise of date allocated when finalists are selected. Travel and accommodation costs will be covered by the Westpac Bicentennial Foundation.
14 December	Notification of Fellowship recipients
10-11 April 2019	Westpac Scholars' Summit in Sydney
30 June 2019	Latest commencement date for Fellowship

7. Application Form

All applications must be submitted through Westpac Bicentennial Foundation's online application system. Click [here](#) to apply now.

The following documents are the only supporting documents that will be considered with your application. Please do not include any additional documentation:

- your **Curriculum Vitae**, in 10 point Arial font, including at a minimum:
 - a) Formal qualifications and any prizes, awards, honours and other esteem indicators;
 - b) Appointments, including consultancies;
 - c) Research/creative activity outputs, including bibliographic details, year of publication, individual contribution by percentage; and evidence of impact; and
 - d) Research/creative activity funding, including title of grant, funding body, grant category, individual contribution and role in the grant, year, total grant value, any patents and evidence of impact;
- **Letter of Support** from the Deputy Vice Chancellor (Research) in the form of the template provided on the [Westpac Bicentennial Foundation website](#);
- **Two references**, from different referees, using the reference templates located on the [Westpac Bicentennial Foundation website](#):
 - The first is an **Academic Reference** and needs to be completed by a person who is familiar with your academic record and understands the importance of your research.
 - The second is a **Personal Reference** and needs to be completed by a person who can demonstrate that you have the attributes of a Westpac Research Fellow. This can be a previous work colleague or supervisor, however should not be a family member or a person who currently or previously reported directly to you.

Any additional documentation will not be considered with your application.

You may be required to present proof of citizenship or permanent residency at any time during the selection process.

8. Westpac Professional Development Fund Budget Guidelines

You are required to prepare a draft Westpac Professional Development Fund budget as part of your application. The Westpac Professional Development Fund provides \$30,000 over three years to support global experiences and professional development. If your application is successful, the host university will work with you to finalise your Westpac Professional Development Fund.

The Westpac Professional Development Fund specifically excludes the following:

- bench fees or the costs of scientific equipment or similar academic resources. The Foundation expects such core costs to be covered by the university; and
- costs not directly related to studies (e.g. professional association fees, fees for patent applications, costs of dependents, mobile phones).

The Westpac Professional Development Fund may include the following components (excluding GST):

Item	Description	Guidance
Professional Development	This is a mandatory component of the Fellowship.	
Conference and short course fees	Fees related to attending and/or presenting at conferences and short courses that support your proposed field of study or research.	Convert to AUD at rate prevailing at date of application.
Travel	Travel costs reasonably associated with your proposed research and international experience e.g. economy airfares, travel, 3-4 star accommodation, visa costs, insurance, etc.	

9. Fellowship Conditions

The Westpac Research Fellowship is a full-time 3-year research project commencing no later than 30 June 2019. Funding will be paid over the three year Fellowship in line with the agreed Final Budget and administered by the host university.

Funding each year is contingent upon the Fellow submitting an Annual Progress Report (refer to section 10.1).

Generally, Fellows will not be permitted to take on any formal teaching responsibilities during the Fellowship. However there may be opportunities for Fellows to undertake a limited amount of teaching for career and leadership development, and this may be considered on a case by case basis.

The completion date of the Fellowship may be extended by the length of any parental leave approved by the host university.

10. Reporting Requirements

10.1 Annual Progress Reports

Fellows are required to submit an Annual Progress Report for the first two years of their Fellowship.

Progress reports will be required to be submitted to the Foundation one month prior to the annual anniversary of the Fellow's commencement date.

10.2 Final Report

Fellows will be required to submit a Final Report to the Westpac Bicentennial Foundation within three months of completing their Fellowship.

Appendix A - Westpac Research Fellow Attributes

We are looking for Westpac Research Fellows who possess the following attributes. This is a comprehensive list and successful candidates may not have all of these. Applicants will be assessed on the demonstration of these attributes throughout the selection process.

Attribute	Definition
Collaborative Team Builder	<ul style="list-style-type: none"> • Works collegially with others, is inclusive, and builds effective teams and partnerships • Shares knowledge to bring academia and broader society together • Seeks to mentor and share skills and information with others • Identifies opportunities to work with others, and leverages different skills for common goals
Comfortable with Complexity	<ul style="list-style-type: none"> • Can identify issues quickly and has the ability to draw linkages and root causes introducing new ways of looking at problems • In determining the way forward, thinks laterally and considers different perspectives in developing the approach and the solution and tolerates a degree of risk
Connected Communicator	<ul style="list-style-type: none"> • Patient, attentive listener who seeks to understand and relate to others • Can clearly communicate their ideas to diverse groups of people • Adapts own style to better connect with others • Can translate complex ideas into simple concepts • Influences others through robust story-telling
Driven to Succeed	<ul style="list-style-type: none"> • Sets high standards, strives for excellence, pushes for positive results • Inspired to seek out challenges, identify gaps and seize opportunities to progress thinking and change • Can make things happen and achieves results in a manner that doesn't have negative impacts on their team or stakeholders
Emotionally Intelligent	<ul style="list-style-type: none"> • Understands their own strengths and weaknesses • Is aware of their impact on others and ensure their behaviour creates a positive culture and environment • Insightful and reflective • Willing to take on feedback and suggestions from others, including advice on development and growth
Exercises Good Judgment	<ul style="list-style-type: none"> • Has ability to determine and focus on what is most important and impactful • Analytical, thorough and detailed • Takes in information from all perspectives before drawing conclusions • Thinks outside of own discipline, maintains a vision of the big picture
Enables Diversity & Openness	<ul style="list-style-type: none"> • Fundamentally believes in the strategic advantage of diversity and enables a culture of open expression of diverse ideas and opinions • Interested in and respectful of people with different backgrounds and ideas to their own • Has empathy and concern for the wellbeing and welfare of others and fosters such culture
Innovative Thought Leader	<ul style="list-style-type: none"> • Adopts an entrepreneurial approach to own field of study • Future focused, has clarity of purpose to work towards long term goals • Shows vision and imagination and enables creative thinking in others • Leads debates and inspires intrigue • Uses knowledge, insights to shape long term advancement in their field
Resilient	<ul style="list-style-type: none"> • When faced with obstacles and setbacks, perseveres, remains optimistic, committed and focused • Courageous and confident to take on challenges • Willing to go outside of their comfort zone, they remain calm and lead with clarity and empathy