



## **WESTPAC BICENTENNIAL FOUNDATION FUTURE LEADERS SCHOLARSHIP - HIGHER DEGREE RESEARCH CONDITIONS OF AWARD**

### **1. INTRODUCTION**

In celebration of Westpac Group's upcoming 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 Westpac Future Leaders Scholarship will support Australia's future leaders by providing an enriching postgraduate experience for talented individuals to study at one of Australia's leading universities and participate in a bespoke, nine-month, Leadership Development Program. Scholars will also have the chance to add a global context to their education, with tailored international experiences of up to six months.

### **2. BENEFITS**

**Value:** The value of the award will be stated in your letter of offer. The award will be paid in fortnightly instalments unless otherwise stated in the letter of offer.

The recipient is responsible for making payment of any tuition and/or administrative fees by the prescribed date as set by the University each session. Recipients of this award are responsible for the cost of books, study materials, accommodation and all other costs of study.

**Duration:** The duration of a full-time award will be stated in the letter of offer.

Periods of study already undertaken for the PhD or MPhil degree and periods of study undertaken for the PhD or MPhil degree during suspension of the award will be deducted from the duration of the award.

**Extension:** No extension is available.

### **PROGRAM & SCHOLARSHIP LEAVE ENTITLEMENTS**

A recipient who is unable to pursue their program of study should apply for program and Scholarship leave of absence by completing the Application for Program and Scholarship Leave - Research form.

**Personal Leave:** The University may approve program and Scholarship leave of absence on personal grounds, which does not exceed a total period of twelve months during the tenure of the award. An application for program and Scholarship leave of absence for more than twelve months will only be considered if there are exceptional circumstances beyond the control of the recipient and must be approved by the Delegated Authority in the College. Payments for this scholarship will not continue during these periods of leave.

**Medical Leave:** A recipient whose application for program and Scholarship leave of absence is approved on medical grounds will continue to receive the award for the period of the program leave of absence, on receipt of a certificate signed by a registered medical practitioner which gives the nature and likely duration of the recipient's illness and certifies that the recipient is unable to pursue the program because of the illness. Medical grounds may also be used to cover leave for recipients with family caring responsibilities. The maximum aggregated period for receipt of the award under this provision cannot exceed 12 weeks within the duration of the award. Payments for this scholarship will not continue during these periods of leave.

**Maternity Leave:** A recipient whose application for program and Scholarship leave of absence is approved for maternity reasons will continue to receive the award for the period of the leave of absence for up to a maximum aggregate of twelve weeks within the duration of the provided the application for program leave of absence is accompanied by a medical certificate indicating the expected date of confinement. Paid maternity leave is not available within the first twelve months of the award. Payments for this scholarship will not continue during these periods of leave.

**Paternity Leave:** A recipient who is the partner of a woman giving birth may be entitled to 5 days' paid parenting leave at the time of the birth provided the award has been held for at least twelve months at the time of application. The application for leave must be accompanied by a medical certificate confirming the date of birth. Payments for this scholarship will not continue during these periods of leave.

In no circumstances can the program and Scholarship leave of absence exceed two years in total (which includes personal, medical, maternity and paternity leave).

### 3. ELIGIBILITY

The award will be available to a prospective ANU student:

- who is an Australian citizen or permanent resident;
- who has completed an undergraduate degree within the last five years (as at the date of your application), or will complete an undergraduate degree in the year of application;
- who has achieved or is on track to achieve an average result of H1 or H2A (or equivalent);
- who is eligible to apply for admission into a PhD or Master by research program at The Australian National University (including having a supervisor nominated);
- whose proposed area of research must be in a field of research with an Excellence in Research for Australia (ERA) four digit Field of Research (FOR) rating of 5 (<http://www.arc.gov.au/era-outcomes-2015#Institution/ANU>). Exceptions to this will be considered for FOR ERA rating of 4 ("above world standard"), provided the university Letter of Support accompanying your application comments on why the area of research should be considered and is above world standing
- who is commencing study in 2016. Students who have commenced the program for which they are seeking this scholarship for are not eligible to apply;
- whose proposed program of study and post-study plan must contribute to the future of Australia in at least one of the Westpac Bicentennial Foundation's priority areas:
  - Technology and innovation
  - Strengthening the ties between Australia and Asia
  - Enabling positive social change;

- whose proposed program of study 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; and
- who is able to attend the National Selection Panel to be held in Sydney 1 and 2 December 2015 (travel and accommodation costs to be covered by the Westpac Bicentennial Foundation).

Applicants must not have been previously awarded a scholarship associated with the Westpac Bicentennial Foundation

#### 4. APPLICATION

All applications must be submitted through Westpac Bicentennial Foundation's online application system.

Supporting documentation required as part of the online application:

- A CV of no more than two pages of 10 point Arial font and line spacing 1.5;
- A letter of support from your prospective ANU Research School stating that you are eligible to apply for entry into a PhD or Masters by Research program, and including the name of your Research Supervisor.
- Certified copy of all university academic transcripts; and
- Two references are required using the reference templates which are located on the [Westpac Bicentennial 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 study program.
  - 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 Scholar. This can be a previous work colleague or manager, however should not be a family member or a person who currently or previously reported directly to you.

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

#### 5. SELECTION

Selection will be based on a candidate's academic achievements, world-class program of study, and focus on one or more of the Westpac Bicentennial 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 program of study has the potential to contribute to the future growth and prosperity of Australia in one of the Westpac Bicentennial Foundation's priority funding areas;
- A strong sense of connection to Australia and commitment to improving the lives of others; and
- The attributes of a Westpac Future Leaders Scholar:

Attribute	Definition
<b>Emotionally Intelligent</b>	<ul style="list-style-type: none"> <li>• Understands their own strengths and weaknesses</li> <li>• Is aware of their impact on others and ensure their behaviour creates a positive culture and environment</li> <li>• Insightful and reflective</li> <li>• Willing to take on feedback and suggestions from others, including advice on development and growth</li> </ul>
<b>Resilient</b>	<ul style="list-style-type: none"> <li>• When faced with obstacles and setbacks, perseveres, remains optimistic, committed and focused</li> <li>• Courageous and confident to take on challenges</li> <li>• Willing to go outside of their comfort zone, they remain calm and lead with clarity and empathy</li> </ul>
<b>Comfortable with Complexity</b>	<ul style="list-style-type: none"> <li>• Can identify issues quickly and has the ability to draw linkages and root causes introducing new ways of looking at problems</li> <li>• In determining the way forward, thinks laterally and considers different perspectives in developing the approach and the solution and tolerates a degree of risk</li> </ul>
<b>Values Diversity &amp; Openness</b>	<ul style="list-style-type: none"> <li>• Fundamentally believes in the strategic advantage of diversity and enables a culture of open expression of diverse ideas and opinions</li> <li>• Interested in and respectful of people with different backgrounds and ideas to their own</li> <li>• Has empathy and concern for the wellbeing and welfare of others and fosters such culture</li> </ul>
<b>Driven to Succeed</b>	<ul style="list-style-type: none"> <li>• Sets high standards, strives for excellence, pushes for positive results</li> <li>• Inspired to seek out challenges, identify gaps and seize opportunities to progress thinking and change</li> <li>• Can make things happen and achieves results in a manner that doesn't have negative impacts on their team or stakeholders</li> </ul>
<b>Collaborative Team Player</b>	<ul style="list-style-type: none"> <li>• Inclusive, readily shares skills and information readily with others</li> <li>• Identifies opportunities to work with others, and leverages different skills for common goals</li> <li>• Helps others to achieve</li> </ul>
<b>Thought Leader</b>	<ul style="list-style-type: none"> <li>• Future focused</li> <li>• Uses knowledge and insights to promote the advancement of their work and inspire others</li> <li>• Encourages diverse thinking to promote and nurture innovation</li> <li>• Balances analytical and creative inputs to generate and launch innovative ideas</li> </ul>
<b>Connected Communicator</b>	<ul style="list-style-type: none"> <li>• Can clearly communicate their ideas to diverse groups of people</li> <li>• Can adapt own style to better connect with others</li> <li>• Can translate complex ideas into simple concepts</li> <li>• Attentive listener who seeks to understand and relate to others</li> </ul>

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: First Round Shortlisting -Westpac Bicentennial Foundation shortlisting**

Westpac Bicentennial Foundation to assess all applications and shortlist for first round.

**Stage 2: Online learning agility assessment**

All shortlisted applicants will be invited to participate in an online self-assessment tool, viaEdge. viaEdge measures learning agility, one of the best predictors of high potential. This will take 25-30 minutes to complete. The results, along with the applications, will be provided to each relevant university for assessment.

**Stage 3: Second Round Shortlisting - University shortlisting**

The ANU selection panel will interview the applicants and select a total of 4 finalists to advance to the National Assessment Centre. Finalists will be invited to participate in a second online self-assessment tool, the Hogan Inventory. This tool has been selected based on its ability to measure attributes, competencies and drivers that relate specifically to the selection criteria. This will take 15-20 minutes to complete. The results will be factored into the final scholar selection.

**Stage 4: National Assessment Centre –1/2 December 2015**

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 8-10 senior industry, academic and research representatives, who will select the Westpac Future Leaders Scholars.

**Stage 5: Notification**

The Westpac Bicentennial Foundation will notify all finalists of the National Selection Panel outcome.

**6. CONCURRENT HOLDING OF AWARDS**

A recipient of the award is permitted to concurrently hold other scholarships, awards, grants and bursaries subject to the terms of the corresponding section in the conditions of award of the other scholarship/bursary/grant/award that they are holding.

During the tenure of the award, the recipient cannot be in receipt of another equivalent or major living allowance award/scholarship or salary to undertake the proposed program, providing a benefit greater than 75% of the stipend of this award.

**7. DEFERMENT**

The award cannot be deferred.

## **8. ONGOING ELIGIBILITY**

The recipient is required to remain enrolled in a program of study for the degree of Doctor of Philosophy or Master of Philosophy at the Australian National University in the program for which the award is offered.

A part-time award may be offered or approved if the recipient has reasons acceptable to the University that preclude full-time study for part or all of the program of study. In such cases the University must be satisfied that the reasons relate to caring commitments, a medical condition, a disability or other circumstance which limits the recipient's capacity to undertake full-time study.

With approval from the Delegated Authority in the College an award may be transferred to another research school/college.

## **9. CONDUCT**

The recipient understands and accepts the responsibility of being a good and exemplary "ambassador" of the University and the Westpac Scholars program. In the event the University considers the recipient's conduct inappropriate the award may, at the University's discretion, be terminated and no further moneys shall be payable, and the recipient will be required to reimburse the University for payments already made.

## **10. NOTIFICATION OF ISSUES**

The recipient will immediately notify the University of any significant adverse event that occurs in relation to the award.

## **11. ONGOING SCHOLAR ENGAGEMENT**

The recipient will actively engage as an Alumni member of the scholarship program, which includes a commitment, at least for the first 12 months after the scholarship, to actively share their experience, attend Alumni events and promote the scholarship within their educational institution.

The recipient will complete an in depth report of their scholarship experience which can be used to promote scholarship experience by the University, Westpac Bicentennial Foundation or any third party engaged by either entity.

## **12. PRIVACY**

The recipient will allow for his/her personal information to be provided to the Westpac Bicentennial Foundation (or any third party engaged by the Westpac Bicentennial Foundation) and authorises the Westpac Bicentennial Foundation (or third parties engaged by the Westpac Bicentennial Foundation) to use that information for any purpose in connection with:

- promoting the Westpac Bicentennial Foundation scholarship program or the Westpac Bicentennial Foundation; and
- operating and developing the Westpac Bicentennial Foundation scholarship program.

### **13. CESSATION OF AWARD**

The award ceases:

- (a) at the conclusion of the period outlined in the offer letter; or
- (b) on submission of the thesis for examination; or
- (c) on the date on which the recipient withdraws or ceases to attend the University other than for approved absences; or
- (d) if the University considers the recipient's conduct inappropriate as outlined in section 9;
- (e) if a recipient is no longer meeting or has breached the conditions of award; or
- (f) if a recipient breaches academic or behavioural standards set by the University under the Academic Misconduct & Discipline Rules.

### **14. REPAYMENT OF FUNDS**

A recipient who is taking leave from their program, or changing intensity from full-time to part-time, is expected to submit the prescribed form in a timely manner and, where possible, in advance in order to avoid receiving an overpayment of their award. In circumstances where an overpayment does occur, the overpayments will generally be recovered in line with the ANU Overpayments Procedure.

In the situation where a recipient is overpaid an amount in excess of a full fortnightly disbursement, the University may recover the overpayment by withholding future stipend payments at the same rate that the stipend was overpaid.

### **15. PROVIDING FALSE OR MISLEADING INFORMATION**

The offer of an award is based on the information provided to the University. An award may be withdrawn at any stage if incorrect, false or misleading information is provided or relevant information is withheld. This includes circumstances where the false information is unrelated to the assessment in offering the award.

### **16. VARIATION TO CONDITIONS OF AWARD**

In exceptional circumstances and on a case-by-case basis section 6 of these conditions of award may be varied by the DVC on the recommendation of Registrar.

### **17. TAXATION & CENTRELINK**

Recipients are responsible for seeking taxation and Centrelink advice regarding their own individual circumstances. Scholarships/grants/awards may be regarded as taxable income if a recipient is enrolled on a part-time basis.

For information on how your award may affect your Centrelink benefits, please refer to this website: <http://www.humanservices.gov.au/customer/enablers/income/>

## **18. ACCOMMODATION**

It is the recipient's responsibility to obtain residential accommodation. Information on student accommodation and application forms are available from the University Accommodation Services.

Information may be found on the Web at: <http://www.anu.edu.au/study/accommodation>

## **19. PUBLICITY**

The recipient may be requested to participate in publicity for the award from time to time. This may include publicity in the state or territory of residence or of schooling. Recipients may be contacted for an interview and photograph. The University may also publicise the award by publishing the names of the recipients. Arrangements for such publicity will be made through the Strategic Communications and Public Affairs Office of the University.

## **20. DISCLAIMER**

The recipient is subject to The Australian National University Act 1991 as amended, and to the Statutes, Rules, Regulations and Resolutions of the University.

The award of a scholarship does not carry any commitment by the University for future employment.

These conditions of award should be read in conjunction with the University's Research Award Rules and Candidature and Supervision Policies.

The recipient understands that the Westpac Bicentennial Foundation has facilitated the award to the recipient by providing funding to the University for the program.

The recipient agrees that under no circumstances will the Westpac Bicentennial Foundation, Westpac Banking Corporation or any of their related entities be liable or responsible for any loss or damage incurred by the recipient in relation to the award including (without limitation) any loss or damage incurred by activities pursued in connection with utilising the award.

## **21. RELATED POLICIES, PROCEDURES, RULES & RESOURCES**

ANU Research Award Rules - <https://www.comlaw.gov.au/Details/F2013L00564>

ANU Overpayments Procedure – [https://policies.anu.edu.au/ppl/document/ANUP\\_000599](https://policies.anu.edu.au/ppl/document/ANUP_000599)

ANU Academic Misconduct Rules - <https://www.comlaw.gov.au/Details/F2014L01785>

ANU Discipline Rules - <https://www.comlaw.gov.au/Details/F2014L01792>

Thesis Allowance Requirements - <http://www.anu.edu.au/students/program-administration/assessments-exams/theses-reimbursement>

Research Scholarship Information (including forms) - <http://www.anu.edu.au/students/scholarships-support/research-scholarship-information>