



### What we do

The Sir Roland Wilson (SRW) Scholarship program provides full pay scholarships for EL1 and EL2 Australian Public Service (APS) employees to complete a PhD research program at the Australian National University (ANU).



### What we are trying to achieve

The scholarship program contributes to the Australian public policy debate, researching complex topics of national significance.



### What is offered

- A three-year full-time PhD scholarship at the ANU on full pay
- An SES mentor to support scholars to remain actively engaged with their home agency
- A generous stipend to complete an international travel program

### What is required of scholars

- Commitment to complete the PhD program in three years
- Commitment to remain actively engaged with home agencies
- Completion of an international travel program
- Active participation in the SRW network of scholars, alumni and stakeholders
- Commitment to return to service to the APS for a period of three years upon completion of the PhD



### Who we are looking for

We are looking for people who have the potential to become senior leaders in the APS. They will have the capacity to thrive during periods of transformative change, focus on complex policy and delivery challenges, work across boundaries, and improve the performance and engagement of your people.

We want them to use their initiative and personal drive to build linkages and forge relationships that will them to make a significant contribution to your agency during the scholarship and on return.

The PhD program is rigorous, the three year timeframe is short and scholars are expected to deliver results in both their studies, and also in SRW activities.



## The types of research projects we are looking for

We are looking for research projects that are of national significance, strategic importance or immediate urgency to specific agencies, or the APS more broadly.

SRW Scholars and Alumni have commenced PhD programs across a number of ANU Colleges.



## Benefits of supervising an SRW Scholar

You will become part of the SRW Network which includes senior public servants, members of the ANU Executive and other ANU academics. You will be invited to SRW Foundation events and will have the opportunity to form relationships with senior staff at the APS.

The Foundation also supports scholars and their supervisors to host events including workshops, conferences, roundtables and seminars that aim to bring APS and ANU staff together.

For more information on the program and current scholars go to [srw.foundation.anu.edu.au](http://srw.foundation.anu.edu.au)



## How will applicants be selected

Applicants will submit applications for internal review to their agency. Selected candidates will be put forward for short listing to the Sir Roland Wilson Selection Committee.

All applicants will be required to seek the endorsement of an ANU academic who can confirm that they will supervise the PhD project.

Only applicants determined to be admissible to the ANU PhD program will be put forward for short listing.

Successful candidates will be selected on the basis of their leadership potential and on the strength of their research proposal.

Scholars will be expected to commence their PhD program in early 2017.



Sir Roland Wilson was a remarkable public servant. He won scholarships allowing him to complete two PhDs. After WWII when Secretary of the Treasury, he became an intellectual force behind key economic policy approaches both domestically and internationally.

## **Additional scholarship information**

### **Eligibility criteria for selection**

To be eligible, applicants must:

- be substantive Executive Level 1 or 2 officers;
- have at least three years' APS employment;
- meet academic requirements to be eligible to be admitted to a PhD program at ANU.

### **Selection guidelines**

Agencies will consider the following when selecting applicants for shortlisting:

- applicants should have outstanding potential for senior leadership in the APS generally, or for specialised professional and technical leadership in their field
- applicants should have a record of high performance
- applicants have developed a research topic that is in an area of priority public interest, or is of relevance and enduring interest to the APS

### **Scholarship duration**

Scholarships are for a period of three years, during which scholars are on full pay. In accordance with ANU PhD rules, scholars may request an extension up to 12 months, with the approval of the home agency, however no additional funding is available from the SRW Foundation.

### **Number of scholarships to be awarded**

The scholarship program is intended to continue in perpetuity. Three scholarships will be available for commencement in 2017.

### **PhD program design**

SRW Scholars are expected to remain engaged with their home agencies as their research topics are of high interest to their colleagues. The structure of the PhD program may warrant some thought as a thesis by publication may be more amenable to communicating results in a timely fashion back to the APS agencies.

### **International travel program**

All scholars will be offered a travel stipend to encourage international travel throughout the course of their PhD. This travel stipend will be paid by the Sir Roland Wilson Foundation.

Activities may include, but are not limited to:

- Meeting with research groups under visiting scholar arrangements
- Attending and presenting at international conferences

- Attending summer school programs for skill development
- Conducting fieldwork

## **APS Mentoring program**

All SRW Scholars are required to nominate a senior public servant as their Mentor. Mentors play a significant role in ensuring scholars' work contributes to their home agency and the wider APS. They also ensure that the Commonwealth secures their investment in these scholars by keeping them connected to their home agency and facilitating their access to the appropriate advancement opportunities throughout and at the conclusion of their candidature.

## **Scholarship Selection timeframes**

### **March 2016**

1. Application materials will be distributed to participating Agencies
2. Scholars are encouraged to make contact with potential academic supervisors as soon as possible through the ANU Colleges

### **June 2016**

3. Internal selection by APS Agencies

### **July 2016**

4. Applications are verified for ANU PhD program admissibility
5. HDR convenors and academic supervisors are contacted to confirm supervisory arrangements

### **August 2016**

6. Applicants are shortlisted on August 8 2016

### **September 2016**

7. Applicants are interviewed on September 14 2016

### **February 2017**

8. Candidates commence PhD program at ANU

## Roles and responsibilities

A number of parties have roles and obligations in relation to the Sir Roland Wilson Foundation Scholarships. These include:

### Participating agencies:

- advertise the program and information sessions to employees within the agency
- develop and conduct an internal selection process
- provide the Sir Roland Wilson Foundation a maximum of three candidates
- provide support to candidates to assist in their preparation of the application and interview process
- provide financial support to candidates
- ensure successful candidates receive case management support for their careers, and oversee candidates' reintegration to their agencies on completion of their studies
- provide successful candidates with access, office space or other support as needed
- assist successful candidates to identify an SES mentor

### Scholarship recipients:

- will complete an international study program as agreed with their academic supervisors and the SRW Foundation Executive Director
- will attend Sir Roland Wilson Foundation events when appropriate
- will fulfil their return of service obligation as outlined in their Deed of Agreement with the Australian Public Service. Where possible, candidates will return to their home agency on completion of the program

### Mentors:

Mentors play an important role connecting the scholar and their work with their agency and the wider APS. Mentors support scholars to access appropriate development and career advancement opportunities during and after their studies. Mentors will:

- be a member of the SES
- act as the scholar's champion in their agency, including by:
  - maintaining regular contact with the scholar, including arranging for presentations by the scholar on their work to the appropriate audience; inviting candidates to important events on the home agency calendar; and holding regular mentoring meetings
  - assisting the scholar to complete a professional development plan
  - attending mentor meetings hosted by the SRW Foundation
  - ensuring scholars have appropriate performance and development plans
  - ensuring scholars have access to career advice, particularly during the last year of their studies, and

- supporting the scholars reintegration with their agency

#### **The Sir Roland Wilson Foundation:**

- coordinates the selection process and confirms applicants' academic credentials
- assists with the development of key research areas
- manages the overseas travel component of the program
- coordinates and facilitates contacts with the ANU and other academic bodies to support the program's operations and outcomes
- assists to coordinate supervisors from the ANU
- reimburses agencies the ANU component of the stipend
- collects regular feedback from scholarship holders and conducts end of cycle reviews of the program's operations, costs and outcomes
- provides annual reports to the ANU Council and other organisations as required

#### **The Sir Roland Wilson Foundation Board:**

- shortlists applicants
- interviews and selects candidates
- provides support to candidates through professional networks
- chairs mentor meetings

#### **The Australian Public Service Commission:**

- coordinates and the APS's support of the program
- helps agencies to establish mentoring and other support arrangements
- facilitates engagement between scholars and senior agency representatives
- assists the ANU with the evaluation of scholarships and the program