

Sir Roland Wilson Foundation – 2021 Doctor of Philosophy (PhD) Scholarship

The Sir Roland Wilson (SRW) Foundation PhD scholarship provides high performing EL1 to EL2 Australian Public Service (APS) employees a 3-year full pay scholarship at The Australian National University (ANU) to undertake research on topics of national significance.

1. Eligibility criteria

To be eligible for the PhD Scholarship, applicants must:

- be a substantive Executive Level 1 or 2 employee;
- have at least three years' service in APS; and
- have been admitted to a PhD program at the ANU, commencing in Semester 1 2021.

2. Scholarship program selection process overview

Agencies are responsible for communicating the scholarship opportunity to eligible employees and their APS supervisors.

Stage 1 – ANU PhD Application

- Develop research proposal - The research topic should be of national significance, and strategic importance or immediate relevance to specific agencies, or the APS more broadly
- Identify and contact an ANU academic supervisor
- Apply for admission into an ANU PhD program through ANU Higher Degree Research (HDR) admission office
- Notify the SRW Foundation of your intention to apply for the scholarship

Stage 2 – Agency Internal Selection Process

Upon receiving a letter of offer into a PhD program at ANU, candidates should apply through their agency process

Stage 3 – SRW Scholarship Selection Process

Agency supported nominations will be received by the SRW Foundation and the scholarship selection process will commence. Shortlisted candidates will be invited to interviews in Canberra

Stage 4 - Outcomes

Successful candidates will be offered a SRW PhD scholarship to commence in February 2021

3. Internal selection process

Each agency is responsible for the internal selection of candidates who meet the selection guidelines. Agencies are required to nominate a selection panel to identify candidates to be put forward to the SRW scholarship selection panel for shortlisting. Agency selection panels should include at least one Senior Executive Service (SES) member.

Agencies should consider the following when selecting applicants for shortlisting:

- Applicants must have outstanding potential for senior leadership in the APS generally and/or for specialised professional or technical leadership in their field
- Applicants must have a record of high performance and be considered in the top 5% of their cohort
- Applicants must have developed a research proposal in an area of priority public interest, or of relevance and enduring interest to their agency and/or APS (see [Appendix A](#) for guidance).

4. Scholarship duration

Scholarships are for three years. In accordance with ANU PhD rules, scholars may request an extension of up to 12 months. However, scholars seeking an extension must also apply for agency approval.

5. Number of scholarships awarded

At least three scholarships will be available to commence study in 2021.

6. Administrative arrangements

Scholars and their agency enter into a Deed of Agreement stipulating the conditions under which the scholarship will proceed (see [Appendix B](#)).

Scholars are paid their normal salary by their agency. Taxation, superannuation and other employment conditions continue to apply (as per the Deed of Agreement). The Australian Public Service Commission (APSC) provides advice regarding the Deeds of Agreement to scholars' agencies. SRW scholarships are awarded in accordance with ANU Conditions of Award.

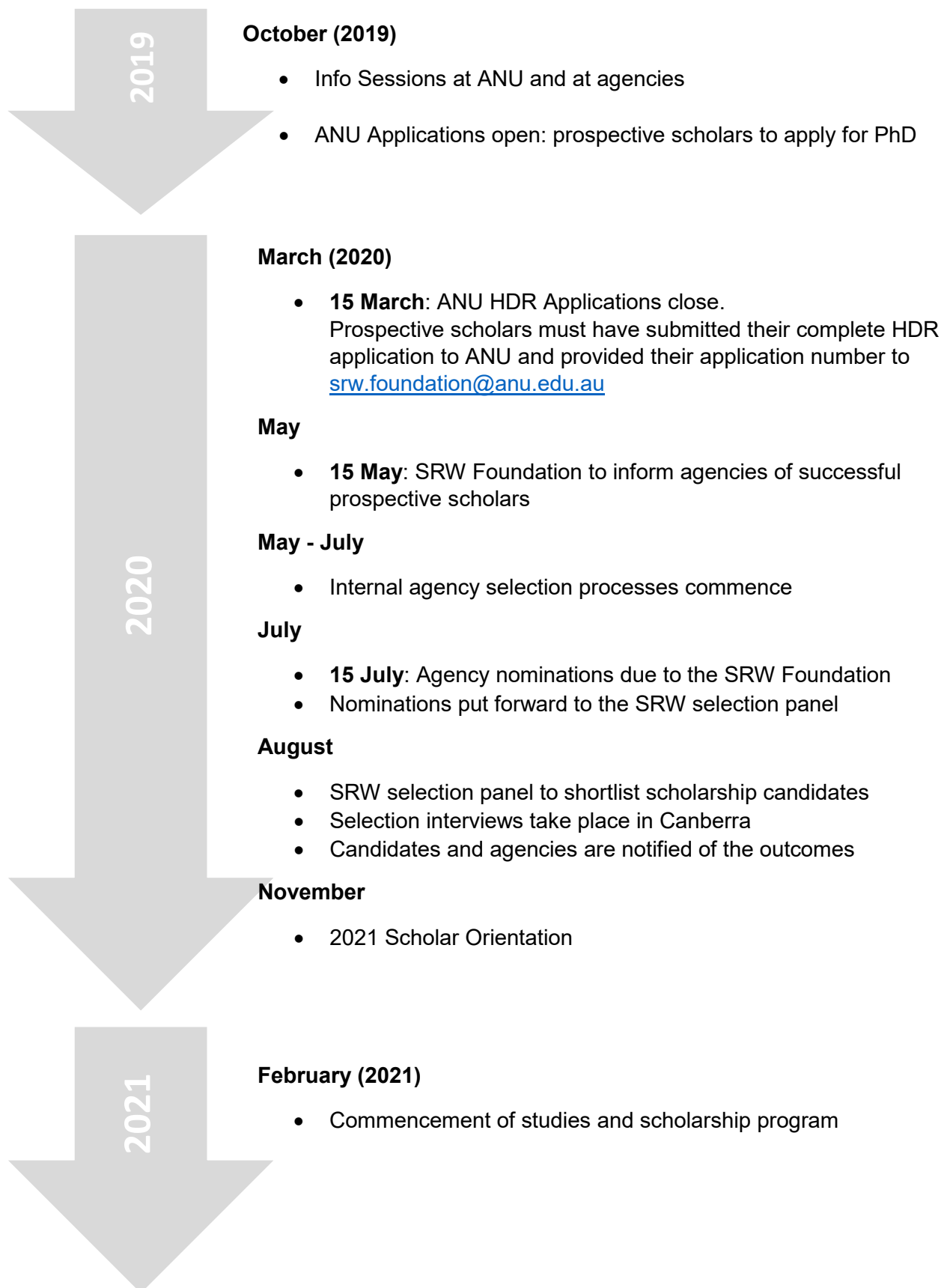
7. International study program

All PhD scholarship holders have access to a travel stipend of up to \$40,000 (funded by the SRW Foundation) and are expected to complete international travel during the course of their studies.

8. APS Mentoring program

It is expected that scholars will be provided with an SES Band 3 mentor from within their agency for the duration of their studies. Mentors play a significant role in ensuring scholars work contributes to their agency and the wider APS. They also play a role in keeping scholars connected to their agency during their scholarship and might facilitate access to appropriate professional development and career advancement opportunities during and after their studies.

9. Application process timeline



10. Developing a Research Proposal

You are strongly encouraged to discuss your proposed research project with your APS supervisor, SES and any other relevant APS employees before applying.

Your research proposal will not only be crucial to receive a place in a PhD program at ANU, but will also be used as an indicator to assess the quality and originality of your ideas, your skills in critical thinking and the feasibility of the project. Additionally, it will be used to determine whether the project is of national significance, and relevant to the APS.

Your research proposal should be viewed as a starting point for your PhD project. In your first year of candidature you will develop a refined research proposal through detailed literature reviews, coursework, and supervisory input.

Please find some initial guidance about writing an ANU research proposal here:

<https://www.anu.edu.au/students/academic-skills/research-writing/research-proposals>

11. Research Topics

Your research topic should be of national significance and strategic importance or immediate relevance to specific agencies, or the APS more broadly.

For ideas, please consult the following:

- APS Research Priorities 2017 (see [Appendix A](#))
- Visit science.gov.au for an outline of Australia's strategic science and research priorities
- Please also consult your agency for information on their priorities.

12. Choosing a Supervisor

Once you have decided on your research topic, you will need to identify a potential supervisor using the ANU Researcher Database.

The ANU has seven academic Colleges, which you may also wish to contact directly:

- ANU College of Asia and the Pacific
- ANU College of Arts and Social Sciences
- ANU College of Business and Economics
- ANU College of Engineering and Computer Science
- ANU College of Law
- ANU College of Health and Medicine
- ANU College of Science

Follow the College instructions in order to make contact with potential supervisors. Please see each Colleges website for the best way to contact potential supervisors.

It is possible there may be a number of academics at ANU who have similar research interests, but they are located in different Colleges. It is important to discuss with these academics where they think your project would be best supervised.

13. Flexible Arrangements

If you are interested in the scholarship program, but think that you may require flexible arrangements, please contact srw.foundation@anu.edu.au to discuss.

14. Roles and Responsibilities

A number of partners support the SRW Foundation scholarships. These include:

APS agencies

- advertise the program and information sessions to employees within the agency
- develop and conduct an internal selection process
- provide the SRW Foundation a maximum of three candidates for each scholarship
- provide support to candidates to assist in the preparation of the application and interview process (e.g. interview training)
- provide financial support to candidates (as per Deed of Agreement)
- ensure successful candidates receive support for their careers, and oversee 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 supervisor and the SRW Foundation
- will attend SRW Foundation events when appropriate
- will fulfil their return to service obligation as outlined in their Deed of Agreement with the APS. Where possible, candidates will return to their home agency on completion of the program. However candidates can also complete their return to service obligation in a different agency. Scholars are encouraged to discuss their return to service with their agency and mentor 12 months prior to completion.

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 (ideally an SES Band 3)
- act as the scholar's champion in their agency, including:
 - maintain regular contact with the scholar, including arranging for presentations of their work to the appropriate audience; inviting scholars to important events in your home agency; and holding regular mentoring meetings
 - attend mentor meetings and/or events hosted by the SRW Foundation
 - ensure scholars have access to career advice, particularly during the last year of their studies
 - support the scholar's reintegration with their agency or APS.

The SRW Foundation

- coordinates the selection process
- assists with the development of key research areas
- manages the overseas travel component of the program
- coordinates and facilitates contacts with ANU and other academic bodies to support the program's operations and outcomes
- assists to coordinate supervisors at ANU where required
- provides care and support to scholars and maintains links with Alumni network
- monitors and tracks scholarship holders and conducts end of cycle reviews of the program's operations, costs and outcomes

- provides annual reports to ANU Council and the SRW Board.

The SRW Foundation Board

- participates in the scholarship selection process
- provides support to candidates through professional networks
- regularly monitors scholar progress
- oversees the management, functions and activities of the Foundation.

The Australian Public Service Commission

- coordinates and facilitates APS support of the program
- helps agencies to establish mentoring and other support arrangements
- facilitates engagement between scholars and senior agency representatives
- assists with the evaluation of scholarships program
- provides advice on Deed of Agreements between scholars and agencies.

15. Key Contacts

Sir Roland Wilson Foundation Secretariat

Foundation Manager: Dr Fiona Scotney

T 02 6125 4938

E srw.foundation@anu.edu.au

W <https://srwfoundation.anu.edu.au/>

Connect on Social Media:



SRW Foundation



@SRW_ANU



The Sir Roland Wilson Foundation

Higher Degree Research (HDR) Admissions

T 02 6125 7166

E hdr.admissions@anu.edu.au

W [Admissions Pre-candidature](#)

Research Training

W [HDR Candidates Research Training](#)

Australian Public Service Commission

T 02 6202 3933

E development@apsc.gov.au

W [APSC Development](#)

Appendix A

Australian Public Service research priorities

These research priorities were developed in consultation with APS Portfolio Secretaries during 2016-2017. They are intended as a guide for applicants and agencies. However it is recognised that some agencies may also have their own research priorities.

1. Global challenges, domestic implications

The World Economic Forum 'Global Risks Report 2017'¹ identifies key challenges facing the world that also are impacting on and reflected in national social, political and economic trends. Research focused on understanding, predicting and analysing changes at the global and domestic levels will support the APS to identify effective policy options and responses and improve preparedness.

2. Social cohesion

Social cohesion is 'the willingness of members of a society to cooperate with each other in order to survive and prosper'. Research into the development and maintenance of social cohesion could include the optimal economic settings for a cohesive society, the impact of demographic change on cohesion within and between communities, and the application of public policy levers to influence social attachment.

3. Intergenerational disadvantage

Intergenerational disadvantage is unlikely to be solved through short-term interventions. Research into intergenerational disadvantage will enable the APS to design interventions to reduce it. This research might include the conditions under which intergenerational disadvantage is perpetuated, and those which enable individuals, families or communities to break the cycle.

4. Institutions and governance

It is crucial that Australia has the most appropriate governance institutions for the 21st century. In a period characterised by increasing connectivity and digitization, what is the optimal structure of Australia's governance institutions? Trust in institutions and the future of the Westphalian system are possible research topics.

5. Data and technology

The availability and use of data as well as the positive and negative impacts of technological advancement pose significant questions for the APS. Research could include the interaction between data and citizen privacy, data and national security, and the use of data to influence social change.

6. Future of work and what this means for the APS

Supporting Australia to thrive as the world undergoes the 'fourth industrial revolution' is a key role for the APS. The future of work and its implications for Australia and the APS are important areas of research. Possible research could include the capacity of institutions to accommodate change, labour substitution versus labour supplementation, and the impact of new forms of work on the structure and hierarchy of organisations.

¹ World Economic Forum Insights Report 'The Global Risks Report 2017 12th Edition'
<http://reports.weforum.org/global-risks-2017/>

Appendix B

Deed of Agreement

^insert date^

^insert scholarship recipient's name and address^

Dear **^insert^**

The Sir Roland Wilson Foundation PhD Scholarship - Deed of Agreement

1. The Australian Public Service Commission (**APSC**) and the Sir Roland Wilson Foundation are pleased to offer you a scholarship to undertake a PhD in an area of interest and relevance for the Australian Public Service at the Australian National University (**ANU**) (the **Scholarship**).
2. The aim of the Scholarship is to support high-performing Australian Public Service employees for the duration of a full-time PhD. In addition to a financial assistance equivalent to your current salary which is contributed to by **^insert name of employing agency^** (**Agency**) and the Sir Roland Wilson Foundation, you will also receive an additional stipend to conduct a component of your research overseas.
3. The assistance granted is conditional on your future contribution to the Australian Public Service. You will be provided with assistance via the Scholarship according to the terms and conditions set out below which you agree to comply with.

4. Details of study and assistance:

Name of qualification	PhD
Area of study	^Insert area of study^
Period of study	Date Commenced: Expected Date of Completion:
Name of study institution	The Australian National University
Amount of Financial Assistance	An amount of \$ ^Insert amount^ from ^insert name of employing agency^ . “ An additional amount of up to \$40000 stipend to undertake an international component to your PhD provided by the Sir Roland Wilson Foundation.

5. Payment of the Financial Assistance will commence when the Agency receives proof of your enrolment in a PhD at ANU in the chosen area of study as set out in paragraph 4. Payment will be made in the instalments and at the times determined by the Agency and agreed with you.

6. Payment of the Financial Assistance will cease at the end of three years full-time study (subject to any extension approved in accordance with this deed), or, in the event that you discontinue your PhD, on and from the date on which you discontinue your PhD.
7. You may, before the end of the three year period, negotiate with the Agency for an additional year within which to complete your PhD. The Agency may, in its sole discretion:
 - agree to an extension for an additional year
 - agree to pay an additional amount of Financial Assistance (the amount of which is to be determined by the Agency) during the extension period.
8. The extension will not take effect until a variation to this deed setting out a renegotiated date of return to employment and additional Financial Assistance (if any) is duly executed and annexed to this deed.
9. Payment of Financial Assistance will be made directly into the bank account into which remuneration from your Commonwealth employment is currently paid, unless you advise the Agency of an alternative bank account. This type of Financial Assistance is generally a taxable allowance. You are advised to seek advice from the Australian Taxation Office or an independent taxation adviser regarding your personal taxation arrangements.
10. The payment of Financial Assistance is conditional. You agree to repay to the Agency the full amount of Financial Assistance paid to you less any amounts contributed by the Sir Roland Wilson Foundation in the following circumstances:
 - You complete your PhD but you do not return to employment with the Australian Public Service on the date specified by your employing Agency (or on an alternative date agreed in writing by the Agency); or
 - You fail, are unenrolled or otherwise discontinue your PhD (in which case you must notify the Agency of such an event immediately) and you do not return to employment with the Australian Public Service immediately (or on an alternative date agreed in writing by the Agency).
11. If you return to employment with the Australian Public Service on the date specified (or an alternative date agreed in writing by the Agency) but you leave your employment with the Australian Public Service for any reason, including dismissal by an agency (except by machinery of government change or where that agency declares your position to be excess to requirements) before the end of the period (commencing on your return to work) that is equal in length to the period of the Financial Assistance provided to you, you agree to repay to the Agency on a pro-rata basis the amount of Financial Assistance paid to you less any amounts contributed by the Sir Roland Wilson Foundation.
12. In determining the pro-rata repayment, the Agency will base its calculation on the number of working days you return to work for the Agency (including days on which you were on authorised leave) and the number of working days during the period in which you were provided Financial Assistance by the Agency.
13. In making repayments to the Agency, you agree to commence repayment within 30 days of being provided with a notice by the Agency setting out the amount of the repayment. You must make the repayments according to the repayment schedule and in the instalments set out in the notice. You may make full repayment of any remaining amount of Financial Assistance at any time in advance of when that amount would otherwise be due under the repayment schedule.

14. The repayment schedule will require that full payment of the outstanding amount be made by you within a period equivalent to the period in which the Financial Assistance was paid to you. The Agency may specify a shorter repayment period:
 - on your request; or
 - if the circumstances of the assistance actually provided to you would make a shorter repayment period equitable considering the interests of both parties.
15. You agree that, except where contrary to law, the Agency may deduct any amounts repayable by you under this deed from any final money (including unpaid salary, leave entitlements and any other benefits) owing to you in connection with your cessation of employment with the Agency.
16. If you fail to pay an instalment of the repayment within 7 days of that instalment becoming due, the Agency may forward you a notice requiring immediate payment of the instalment. If you fail again to pay that instalment within 10 days of the date on the notice, the whole of the remaining amount of the repayment will become immediately due. Interest will be levied from that date on the outstanding amount of the repayment at the Australian Taxation Office statutory interest rate until the outstanding repayment amount is discharged.
17. In extraordinary or compassionate circumstances, an Agency may, at its sole discretion, agree to waive all or part of the repayment required under this deed and/or extend the period for repayment.
18. The Agency strongly advises you to seek appropriate, independent and qualified financial, taxation and legal advice before entering into this deed so that you are fully aware of the implications of signing this deed and your obligations under it.
19. If you agree to the terms contained in this deed, please sign and complete the Recipient declaration below and return this signed deed to the Agency at **^insert contact details^**. Retain the attached duplicate of this deed for your records.

Yours sincerely

^Insert relevant address block^

Recipient declaration

I have sought or have had the opportunity to seek relevant professional financial, taxation and legal advice on the implications of entering into this deed. I agree to be legally bound by the terms and conditions set out in the paragraphs of this deed.

Signed, Sealed and Delivered by [^]Insert Full Name of Employee[^] as a deed poll in favour of the Commonwealth as represented by the [^]insert name of employing agency[^]:

Signature: _____
Signature of Recipient

Address for Notices: _____

Insert Recipient's Address for Notices

Witnessed by: _____
Insert Name of Witness

Signature _____
Signature of Witness

Address of Witness _____

Date _____ / _____ / _____