



Mentoring Factsheet



WHO WE ARE

The Sir Roland Wilson Foundation is a partnership between The Australian National University (ANU), Charles Darwin University (CDU) and the Australian Public Service (APS).



WHAT WE DO

Honouring the legacy of Sir Roland Wilson KBE, we build research and leadership capability in the APS and embed connections between policymaking and academia through postgraduate scholarships.

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



THE SCHOLARSHIPS

The Sir Roland Wilson scholarship is a three-year full pay scholarship for PhD research at ANU for high performing EL1 and EL2 APS employees.

The Sir Roland Wilson Pat Turner scholarship is a one-to-three-year full pay scholarship for any level of postgraduate study at ANU or CDU for high performing Aboriginal and Torres Strait Islander APS 4 to SES Band 1 APS employees. The Pat Turner scholarship supports the *Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020-2024* to create a more diverse APS workforce.



WHO IS IN THE SIR ROLAND WILSON FOUNDATION NETWORK?

Our network consists of senior public servants, senior ANU/CDU academics, members of the ANU Executive, current scholars, alumni, the Pat Turner Scholarship Advisory Group and the Sir Roland Wilson Foundation Board.



WHAT IS REQUIRED OF SCHOLARS?

Scholars are required to:

- commit to completing their studies in the minimum requisite timeframe
- develop and implement a return to service plan
- commit to remaining actively engaged with home agencies
- actively participate in the Sir Roland Wilson and Pat Turner network of scholars, alumni and stakeholders
- commit to returning to service to the APS for a period equal to the scholarship.



WHY HAVE A MENTORING PROGRAM?

Mentors play a significant role in securing a return on the Commonwealth's investment by ensuring the scholar's study contributes to their home agency and the APS more broadly; helping scholars remain engaged with their agency; and assisting with their reintegration on return.



WHO ARE THE SIR ROLAND WILSON AND PAT TURNER SCHOLARS?

Scholars have the potential to become senior leaders in the APS. These people 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.

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



FURTHER INFORMATION

Visit srwfoundation.anu.edu.au
Email: srw.foundation@anu.edu.au
Phone: 02 6125 2220



Mentors should be:

- part of the senior leadership of the agency
- interested in the area of research or study that the scholar intends to pursue
- able to make time to develop and maintain the mentoring relationship
- able to attend activities and events hosted by the Sir Roland Wilson Foundation
- willing to monitor scholar performance.

What do mentors do?

Mentors play a central role supporting our scholars during their scholarship and ensuring a successful return to service on completion.

Mentors:

- play a central role supporting our scholars during their scholarship and ensuring a successful return to service on completion
- act as a scholar's champion within the agency
- advise on the relevance of the research or study to the agency and the APS
- assist the scholar to maintain a connection to the agency
- assist with access to career development opportunities during the scholarship and on return
- work with scholars to develop and implement a return to service plan
- provide honest and constructive feedback, reflections and support the scholar to make their own choices and observe outcomes
- provide feedback to the Sir Roland Wilson Foundation about the mentoring experience, program and events.

Benefits of being a mentor include:

- being a part of the Sir Roland Wilson and Pat Turner scholarship network and developing relationships with other mentors, senior ANU/CDU academics, Board members and scholars
- invitations to attend high profile events including the Commencement Dinner and annual Secretaries Dinner
- helping to develop the next generation of leaders in the APS.

Can a scholar have more than one mentor?

Yes, some scholars have more than one APS mentor. Where a scholar has more than one mentor, it is recommended that one of their mentors be from their home agency.

What is the mentor's time commitment to the scholar?

For the duration of the scholarship program mentors are expected to:

- meet with the scholar, their academic supervisor and Foundation staff once per year
- meet with the scholar individually at least three times per year.

Upon completion of the scholarship program, mentors are expected to meet with the scholar post-return to their agency. This helps to ensure a smooth return to service.

How long will the mentoring relationship continue?

It is expected the mentoring relationship will commence when the scholar begins their postgraduate program. Mentors are encouraged to maintain connection with the scholars for at least the first six months post-completion.

What happens if the mentor or scholar moves agency?

In the event that the mentor or scholar moves agency, a new mentor from the scholar's agency will need to be identified and a new agreement arranged.

What happens if there are problems in the mentoring relationship?

At the beginning of the mentoring relationship, it is helpful to establish clear forms of communication and set out expectations for both the mentor and the scholar.

In the case of any problems, communicate these to the scholar and seek to find a resolution. If you still experience difficulties or would like any advice, please contact the Sir Roland Wilson Foundation for support.

Flexibility in mentoring arrangements

Each mentor/mentee relationship is different and, as such, there is no single perfect approach. We encourage mentors and mentees to design an approach that suits their relationship and goals.