**Things to consider for Westpac Research Fellowship 2025**

Updated 5 August 2024

The Westpac Scholars Trust is partnering with Australia’s leading research universities to offer up to **two** Westpac Research Fellowships, each valued at over $400,000 over three years (co-funded with university partners), with an option to extend to five years by agreement. These Fellowships offer early career researchers a unique opportunity to support their ground-breaking research, provide access to networks, open career pathways and provide global experiences.

Candidates must have received their PhD between 1 January 2018 and 31 December 2021 (or have obtained an Eligibility Exemption from the DVCR). Fellowship recipients will be exceptional people chosen for their intellectual ability, leadership qualities, and commitment to the community.

1) SALARY SHORTFALL AND OTHER ANU/COLLEGE/SCHOOL CONTRIBUTIONS

**a. Salary Funding**

Funded by: Westpac Scholars Trust

Amount: $110,000 per year, for three years

**b. Salary Top-Up**

Funded by: DVCRI’s SRF

Salary top up is provided by the university to top up the $110,000 provided by the Trust 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.

For Academic Level B1 this gap is calculated at $45052.02 per year. If the awardee is hired or promoted at a higher level than Level B1, the salary shortfall will be greater. This calculation is based on 3 July 2025 Academic staff salary schedule of B1 level (i.e. $118,632).

**c. Westpac Professional Development Fund**

Funded by: DVCRI’s SRF

Amount: $30,000 over the length of the Fellowship

These funds are 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. This funding is tied to the funding guidelines and *does not require a business case*.

This component of the budget is to include $5,000 for the Leadership 360 Program, which is a compulsory part of the WPDF and includes:

* comprehensive assessment of current leadership capability via a 360- feedback assessment, including a one-to-one debrief and
* yearly facilitated one day group workshop with all Westpac Research Fellows.

**d. Research Budget**

Funded by: ANU Colleges/Schools

Amount: as agreed by the ANU Colleges/Schools

A fully costed budget is required for the research project in the application.

2) ARC DECRA AWARDS

The Westpac Research Fellowship does not fund salaries of Fellows who are the recipients of another salary-funding Award (e.g. DECRA) at the same time. If Fellows are currently on another salary-funding Award / Fellowship, or are the recipient of a salary-funding Award at the time the Westpac Research Fellowship (WRF) is awarded, they may request:

* a reallocation of the Westpac-funded amount ($330,000 or part thereof) to another needed resource related to their research e.g. research costs and/or
* an extension of up to an additional two years to utilise the Westpac Research Fellowship salary funding.

These requests must be approved by the Westpac Scholars Trust and ANU, and will be assessed on a case by case basis.