



WESTPAC BICENTENNIAL FOUNDATION FUTURE LEADERS SCHOLARSHIP (HIGHER DEGREE RESEARCH)

CONDITIONS OF AWARD

1. INTRODUCTION

On 2 April 2014, Westpac launched the Westpac Bicentennial Foundation, a \$100 million charitable fund with a focus on identifying, educating and promoting future generations of Australian leaders who will shape our nation. Australia's largest ever private education scholarship fund, the Westpac Bicentennial Foundation will back the young minds, visionaries and community champions who can lead Australia in the way we progress technology, social issues, business innovation and our standing in Asia.

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 and duration 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 all 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.

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

Paid leave is not available for any type of leave.

A recipient who is unable to pursue their program of study should apply for program and Scholarship leave of absence by completing the [Manage My Degree HDR application for Program and Scholarship Leave](#).

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 must provide 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. 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 must provide a medical certificate indicating the expected date of confinement. 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' 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 is available each year to a prospective ANU student:

- (a) who is an Australian citizen or permanent resident (New Zealand citizens who are not also Australian citizens are not eligible);
- (b) 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;
- (c) who has achieved or is on track to achieve an average result of H1 or H2A (or equivalent);
- (d) 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);
- (e) 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>). Exceptions to this will be considered for FOR ERA rating of 4 ("above world standard"), provided the university Letter of Support accompanying the application comments on why the area of research should be considered and is above world standing;
- (f) who is commencing study in the calendar year following the year of application (January - December). Students who have commenced the program for which they are seeking this scholarship for are not eligible to apply;
- (g) 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 funding areas:
 - i. Technology and innovation
 - ii. Strengthening the ties between Australia and Asia
 - iii. Enabling positive social change

- (h) whose proposed program of study includes international opportunities which will develop their leadership skills and global networks, such as; study tours for the purpose of research, attending a short course or conference, an internship or volunteering;
- (i) who has a worthy and viable post-study plan that benefits Australia;
- (j) who is able to attend the National Selection Panel (approximately two days in duration) to be held in Sydney in November or December of the year of application (travel and accommodation costs to be covered by the Westpac Bicentennial Foundation); and
- (k) if successful, is able to attend the Leadership Development Program (approximately five days in duration), the Westpac Scholars' Summit (approximately three days in duration), both held in Sydney, within the first six months of the year of commencement of study. (Travel costs will be covered by the Westpac Bicentennial Foundation).

Applicants must not have been previously awarded a Westpac Bicentennial Foundation Future Leaders Scholarship.

4. APPLICATION

Applications are called for with a closing date as set by the Westpac Bicentennial Foundation. All applications must be submitted through Westpac Bicentennial Foundation's online application system.

Supporting documentation required as part of the online application:

- (a) A CV of no more than two pages of 10 point Arial font and line spacing 1.5;
- (b) A photo (headshot) of the applicant;
- (c) A letter of support from the applicant's prospective ANU Research School stating that they are eligible to apply for entry into a PhD or Masters by Research program, and including the name of the Research Supervisor;
- (d) Certified copy of all university academic transcripts;
- (e) Two references are required using the reference templates which are located on the Westpac Bicentennial website. The referees selected should be people who consent to being contacted by the Foundation:
 - i. The first must be an Academic Reference and needs to be completed by a person who is familiar with the applicant's academic record and understands the importance of their study program.
 - ii. The second must be a Personal Reference and needs to be completed by a person who can demonstrate that the applicant has 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 the applicant.

Applicants may be required to present proof of citizenship or permanent residency at any time during the selection process. Applications received without the above-mentioned documentation will not be considered by the Foundation. Templates for the supporting documents are available on the Westpac Bicentennial Foundation Website.

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:

- (a) Academic excellence and achievements to date;
- (b) 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;
- (c) A strong sense of connection to Australia and commitment to improving the lives of others; and
- (d) The attributes of a Westpac Future Leaders Scholar:

Attribute	Definition
Emotionally Intelligent	<ul style="list-style-type: none">• Understands their own strengths and weaknesses• Is aware of their impact on others and ensure their behaviour creates a positive culture and environment• Insightful and reflective• Willing to take on feedback and suggestions from others, including advice on development and growth
Resilient	<ul style="list-style-type: none">• When faced with obstacles and setbacks, perseveres, remains optimistic, committed and focused• Courageous and confident to take on challenges• Willing to go outside of their comfort zone, they remain calm and lead with clarity and empathy
Comfortable with Complexity	<ul style="list-style-type: none">• Can identify issues quickly and has the ability to draw linkages and root causes introducing new ways of looking at problems• In determining the way forward, thinks laterally and considers different perspectives in developing the approach and the solution and tolerates a degree of risk
Values Diversity & Openness	<ul style="list-style-type: none">• Fundamentally believes in the strategic advantage of diversity and enables a culture of open expression of diverse ideas and opinions• Interested in and respectful of people with different backgrounds and ideas to their own• Has empathy and concern for the wellbeing and welfare of others and fosters such culture
Driven to Succeed	<ul style="list-style-type: none">• Sets high standards, strives for excellence, pushes for positive results• Inspired to seek out challenges, identify gaps and seize opportunities to progress thinking and change• Can make things happen and achieves results in a manner that doesn't have negative impacts on their team or stakeholders

Collaborative Team Player	<ul style="list-style-type: none"> • Inclusive, readily shares skills and information readily with others • Identifies opportunities to work with others, and leverages different skills for common goals • Helps others to achieve
Thought Leader	<ul style="list-style-type: none"> • Future focused • Uses knowledge and insights to promote the advancement of their work and inspire others • Encourages diverse thinking to promote and nurture innovation • Balances analytical and creative inputs to generate and launch innovative ideas
Connected Communicator	<ul style="list-style-type: none"> • Can clearly communicate their ideas to diverse groups of people • Can adapt own style to better connect with others • Can translate complex ideas into simple concepts • Attentive listener who seeks to understand and relate to others
Exercises Good Judgement	<ul style="list-style-type: none"> • Has ability to determine and focus on what is most important and impactful • Analytical, thorough and detailed • Takes in information from all perspectives before drawing conclusions • Thinks outside of own discipline, maintains a vision of the big picture

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 assessment

All shortlisted applicants will be invited to participate in an online cognitive self-assessment tool. This will take approximately 20 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 assess shortlisted applications and select finalists to be put forward to the National Assessment Centre. Finalists will be invited to participate in a second online assessment tool.

Stage 4: National Assessment Centre

Finalists will be invited to attend a National Assessment Centre in Sydney to be interviewed by the National Selection Panel. The National Selection Panel will comprise of 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 not permitted to concurrently hold other scholarships, awards, grants and bursaries with the exception of Research Training Program Scholarships or where the existing scholarship is equity based.

The award or scholarship cannot provide 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 may be required to 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:

- (a) promoting the Westpac Bicentennial Foundation scholarship program or the Westpac Bicentennial Foundation; and
- (b) operating and developing the Westpac Bicentennial Foundation scholarship program.

13. CESSATION OF AWARD

The award ceases or should be surrendered:

- (a) at the conclusion of the period outlined in the offer letter;
- (b) on submission of the thesis for examination;
- (c) on the date on which the recipient withdraws or ceases to attend the University other than for approved absences;
- (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;
- (f) if a recipient breaches academic or behavioural standards set by the University under the Academic Misconduct & Discipline Rules;
- (g) 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 University, at its discretion may terminate the award, no further moneys shall be payable, and the recipient will be required to reimburse the University for payments already made.

whichever is earliest.

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. CONTACT WITH THE UNIVERSITY

All enquiries regarding the scholarship and changes, issues, or further information after acceptance should be made to:

Philanthropic Scholarships
Building X-005
Division of Student Administration
The Australian National University
AUSTRALIA
Email: philanthropic.scholarships@anu.edu.au

21. 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.

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:

- (a) promoting the Westpac Bicentennial Foundation scholarship program or the Westpac Bicentennial Foundation; and
- (b) operating and developing the Westpac Bicentennial Foundation scholarship program.

22. RELATED POLICIES, PROCEDURES, RULES & RESOURCES

ANU Research Awards Rule - <https://www.legislation.gov.au/Details/F2015L02059>

ANU Overpayments Procedure – https://policies.anu.edu.au/ppl/document/ANUP_000599

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

ANU Discipline Rules - <https://www.legislation.gov.au/Details/F2015L02046>

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