



Westpac Social Change Fellowship

2018 Application Guidelines

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1. Introducing Westpac Bicentennial Foundation

Thank you for considering applying for a Social Change Fellowship from Westpac Bicentennial Foundation. We hope our guidelines will provide you with the information you need about the application process.

Westpac Bicentennial Foundation was established as a gift to Australia in celebration of Westpac Group's 200th anniversary on 8 April 2017. Through the Westpac Bicentennial Foundation we aim to back those with the drive and imagination to shape our nation's future, by awarding 100 scholarships and fellowships, every year, forever. Scholarships are awarded across five scholarship programs: Asian Exchange, Young Technologists, Social Change, Future Leaders and the Research Fellowship.

Westpac Scholars are game-changers, achievers, bright-sparks and believers who are helping shape Australia's future. If you are interested in learning about who they are, and what makes them a Westpac Scholar, watch this overview [video](#).

Please do not hesitate to contact us if you have further questions about the program or the application process: westpacscholars@westpac.com.au.

Best wishes,
The Westpac Bicentennial Foundation Team

2. The Westpac Social Change Fellowship

2.1 Overview

The objective of the Westpac Social Change Fellowship is to create positive social change in Australia by investing in people who have the drive, the commitment and the innovative ideas to improve the social wellbeing of Australians.

Westpac Social Change Fellows come from all walks of life and are involved in social change in a wide range of ways. For them, passion and commitment is just the start. They have a thirst for knowledge and a unique ability to see opportunities where others do not. They have found their purpose in life, and with it, an idea that can help solve one of Australia's entrenched social problems. You can learn more about our previous Westpac Social Change Fellows by visiting their profiles [here](#).

The Fellowship will provide funding for a period of up to six months to support experiences that directly invest in your skills, capabilities and networks. Our aim is to help you explore, refine and drive the success of your social change initiative. Your Fellowship experience may involve travel, study tours, work experience, research or building stronger connections. All successful Social Change Fellows are also involved in a bespoke Leadership Program in 2019.

"I love that this fellowship is about growing the innovator not the project. It is an investment in developing the game changers, giving us the space and time to grow and connect with the world."

Mary Freer, 2016 Westpac Social Change Fellow

2.2 Fellowship Program

This year, 10 successful candidates will receive:

- **An investment up to the value of \$50,000 in their personal capacity to lead social change**

The Fellowship will enable you to create and put in place a personalised development plan designed to build your capability, knowledge and networks. The aim of the program is to give you the time and space to invest in yourself, to become an even more effective social change leader. The funding may be directed towards covering:

- Costs associated with overseas or domestic travel to attend conferences or study tours;
 - Meetings with organisations delivering leading practice in your field of social change;
 - Short courses;
 - Research, stakeholder engagement and networking opportunities to build stronger connections with relevant people and organisations; and
 - Mentoring and coaching.
- **Lifelong membership of Westpac 100 Scholars Network**

Fellows will be invited to join the Westpac 100 Scholars Network, a network that connects those with bold ideas to build a better future for all Australians. Growing by 100 Westpac Scholars each year, the Westpac 100 Scholars Network offers lifelong access to networking, mentorship, collaboration, learning and development opportunities. The Westpac 100 is an incredible platform that will enable every Westpac Scholar to surround themselves with a diverse group of other inspiring leaders. This is a community driven network, where Scholars actively support each other to help achieve their goals.

- **Invitation to the Westpac Scholars' Summit**

Westpac Scholars from our five scholarship programs will come together in Sydney in April 2019 to participate in tailored workshops, hear from business and academic luminaries, and form connections with fellow scholars.

2.6 Funding Period

The personal development plan funded by the Fellowship may be conducted on a part time or full time basis, up to a maximum of six months. It must also commence and complete in the year following the award (i.e. 2019).

2.7 Funding Exclusions

To ensure the Fellowship program meets its objectives, the following uses of funds are specifically excluded from the Fellowship:

- funding of the actual initiative (i.e. delivery of projects and programs);
- tertiary qualifications and/or course fees;
- initiatives for the benefit of communities outside of Australia;

- initiatives that promote religion, animal welfare or change in law, government policy or practice are not eligible;
- medical research; and
- capital items, refurbishments, sponsorships or fundraising activities.

3. Eligibility Criteria

To be eligible, you must:

- Be over the age of 18.
- Be an Australian Citizen or Permanent Resident.
- Have an existing social change initiative to address a clearly defined social need in an Australian community at a local, state or national level.
- Seek funding for your personal development and learning.
- Be able to demonstrate support from the community that your initiative is seeking to benefit.
- Be able to demonstrate that your proposed personal development will directly benefit your ability to deliver your initiative.
- Be able to demonstrate how your initiative is a new approach to the social problem you are trying solve.
- Be able to provide contact details for a community referee and an expert referee who are familiar with your work and will support your Fellowship application.

Your Fellowship application must not include costs directly related to running your social change initiative or delivering its projects.

Please note that all successful applicants will be subject to criminal record checks.

4. Selection Criteria

We are looking for people from all walks of life who have the ability, ideas and drive to make a difference.

Selection will be based on your ability to meet the Westpac Social Change Fellow Attributes (refer to Section 8) and your progress to date in your chosen field, the innovativeness of your social change initiative and the relevance of your proposed Fellowship development plan in enhancing your capability to create social change.

Successful candidates will be able to demonstrate the following:

- Level of commitment and experience to creating positive social change;
- Ability to understand the complexities involved in social issues;
- Capacity to make connections, work collaboratively with others and build networks;
- Ability to articulate how your proposed Fellowship has the potential to meaningfully enhance your capacity to address a social change issue affecting Australians; and
- A strong sense of connection to Australia and commitment to improving the lives of others.

5. Application Form

All applications must be submitted through Westpac Bicentennial Foundation's online application system.

Supporting information is required as part of the online application:

- Your CV of no more than two pages of 10 point Arial font and line spacing 1.5;
- A picture of yourself (headshot) in JPEG format no larger than 5MB;
- Contact details for a Community Referee who is familiar with your work in the community you are looking to impact and who can comment on your suitability for this Fellowship; and
- Contact details for an Expert Referee who is familiar with your social change initiative and who can comment on the importance and relevance of your work in this field.

You may be required to present proof of citizenship or permanent residency at any time during the selection process.

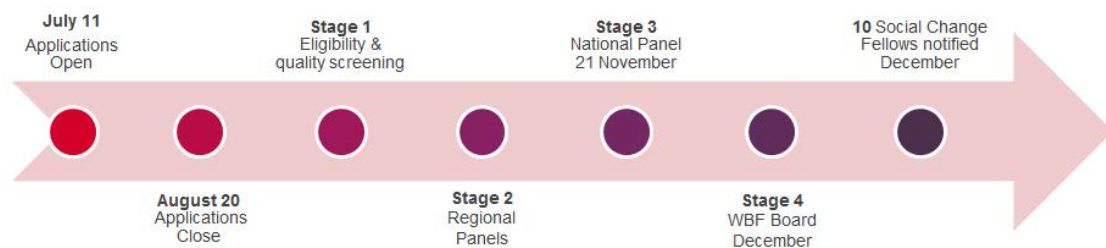
6. Reporting Requirements

Fellows will be required to submit a Final Report to the Westpac Bicentennial Foundation within three months of completing their Fellowship.

7. Selection Process & Key Dates

The following timeline highlights the key dates for the 2019 Westpac Social Change Fellowship application round. Applications open on the 11th July 2018 and close on the 20th August 2018 at midnight (AEST).

Applications go through Eligibility & Quality Screening before being reviewed by Regional Selection Panels. Finalists who are shortlisted will proceed to the the National Selection Panel on the 21st November 2018, the Foundation will fly interstate national finalists to Sydney for the interview.



8. Westpac Social Change Fellow Attributes

We are looking for people who possess the following attributes. This is a comprehensive list and successful candidates may not have all of these. Applicants will be assessed on the demonstration of these attributes throughout the selection process.

Attribute	Description
Collaboration & Openness	<ul style="list-style-type: none"> Leads collaboration and proactively establishes meaningful connections and partnerships with others; Encourages positive relationships and remains open to the diverse views of others, willing and able to work with people from diverse backgrounds; Open to feedback, input and advice from others, even if contrary to own views; Shares successes, learning and failures, actively shares information in order to progress own and others' goals; Is open about plans, ideas and progress and inspires others
Self & Situational Awareness	<ul style="list-style-type: none"> Understands own strengths and weaknesses and their impact on others; Insightful, reflective and willing to accept feedback and suggestions; Has a good sense of own behaviour and recognises own limitations.
Resilience	<ul style="list-style-type: none"> Remains positive and focused when faced with setbacks and obstacles; Accepts failures and bounces back quickly in order to progress thinking and outcomes; Confident to take on challenges and to think differently from others
Initiative & Drive	<ul style="list-style-type: none"> Proactive and willing to take action to progress work and pursue better outcomes; Inspired to seize opportunities and work hard to deliver purposeful outcomes within chosen area; Committed to making progress, 'backs self' to make decisions and take next steps; Self-motivated and committed to long-term goals; Committed to long-term vision and goals, doesn't get caught up in short-term distractions.
Leading Change & Dealing with Complexity	<ul style="list-style-type: none"> Shows courage and takes responsibility to lead initiatives and change; Comfortable with ambiguity and navigating complex and sensitive situations and information, where the pathway or answer may be unclear; Supports others through complexity and change; Seeks to understand problems and barriers to success, and works through practical solutions; Willing to change course and direction, and remain flexible to shift plans when faced with new and changing situations
Planning & Judgment	<ul style="list-style-type: none"> Plans ahead, sets goals and has a good sense of what needs to be done to progress work; Balances planning with action, tolerating a level of risk whilst ensuring that consequences and other considerations are taken into account when making decisions; Comfortable juggling multiple priorities has a good sense of what's important and what will have the biggest impact.
Communication	<ul style="list-style-type: none"> Effectively communicates with others and articulates key messages; Listens attentively, shows patience and seeks to understand and relate to others; Puts forward a compelling and articulate story in order to bring others along.