



**Peter Cullen
Water and
Environment Trust**

INFORMATION FOR APPLICANTS AND SPONSORS

Science to Policy Leadership Program

A transformational program designed to create long-term impact and change for Australia's water and environment managers

The Peter Cullen Water & Environment Trust invites applications from professionals who are actively involved in water and environmental system science, advocacy or management, to participate in our unique leadership program.

What is the Science to Policy Leadership Program?

The Science to Policy Leadership Program is designed to enhance participants' leadership capabilities, communication skills and ability to affect change. This highly regarded program will

- transform participants thinking and improve their individual effectiveness in a team;
- provide practical tools and insights to inspire action for positive change;
- develop insight, knowledge and critical thinking skills around flexible and adaptive leadership styles;
- connect participants with others who value life-long learning in a national network of supportive peers.

Only 16 people will be selected to undertake a remarkable journey which will significantly improve their clarity, confidence, shared vision and strategic capability, enhancing their opportunities to take up leadership roles and proactively contribute to a sustainable world.

Successful participants in the program graduate as Fellows of the Peter Cullen Trust. Fellows benefit from the Trust's high-level networks and the opportunity to engage in structured mentoring, continuing development, practical engagement, activities and ongoing support.



Who should apply?

Candidates are likely to be working in the science, advocacy, policy or management of water and the environment. They will be passionate about working with others to make a real difference in how our precious natural resources are managed. Demonstrated success in their current field of endeavour is important, but critical is the potential to take on or enhance their leadership role in the future.

Previous participants have been intentionally drawn from diverse backgrounds: whether a rural, regional or urban context; dealing with rivers, catchments, estuarine environments or groundwater; and engaged with, variously, water authorities, community groups, research, irrigation, non-government organisations, industry, consultants, government agencies and more.

The breadth of experience and the varied perspectives are an integral part of the development and learning opportunity. For those with the appetite and commitment, there will be the reward of the learning and bonds that come from confronting and conquering a challenge in company with a motivated cohort.



Participant feedback

How are participants funded?

There are three ways a successful applicant can be funded through the program.

1. Sponsored positions: Organisations in the water and environment sector are invited to fund (sponsor) a candidate in the leadership program. The same merit-based selection criteria apply for sponsored candidates however, the sponsoring organisation may nominate from where the candidate should be drawn. Sponsored candidates may be from within their own sponsoring organisation, or from another target demographic, such as a key stakeholder group, another organisation, a particular community, etc.

Organisations who are interested in sponsoring a candidate are invited to download the Sponsorship Prospectus from the PCT Website, or contact the Trust to discuss nomination and selection arrangements.

2. Self-funded positions: Individuals can also apply to participate in the PCT Leadership Programs. Self-funded applications are subject to the same merit-based selection criteria as other applicants.

3. Scholarship positions: At times, fully-funded or partially funded scholarships are available to support individuals through our programs. Previous scholarships have focused on enabling diversity in our programs including participation by individuals from the indigenous, community and NFP sectors. Please refer to our website to see if scholarships are available at the time of application.

“This program has unlocked skills I never knew I had.”

“I have developed an understanding of policy process and complexity. I did not have this before taking part in this program.”

“This program has changed my life.”



What are the selection criteria?

Selection is competitive. All participants will be selected based on:

1. **Ability** to think strategically in a big picture context.
2. **Understanding** of the political arena / process.
3. **Capacity** to influence policy.
4. **Evidence** of leading change through collaboration.
5. **Future aspirations** as proactive leaders at work and in community.
6. **Willingness** and ongoing commitment to personal learning.

Candidates must be available to attend all sessions. Selected candidates who need to withdraw are unlikely to be granted a place in subsequent programs.



Participant feedback

What does the Program involve?

The Science to Policy Leadership Program comprises two separate sessions of hands-on experiential learning. Each session extends for around one week in duration and is face to face/ residential (overnight) in nature. There is a substantial time commitment between sessions to focus on project based work – the format of which is determined by participants, but is largely online and via teleconference.

Course dates are published on the PCT Website or are available by contacting the PCT office.

Application and Selection process

The Board's Program Committee uses a rigorous selection process. If successful in one stage, applicants then proceed to the next stage.

Stage One: online application

Stage Two: interview (usually via telephone or Skype)

Stage Three: discussion with applicant's referees.

Stage Four: Determination and applicants notified of outcomes.

"This is not over, it's an ongoing thing, you want to keep networking and make the best out of what you've learned and keep the trust environment going".

"It's been transformational; you can't go back to how you were".

"Prior to this I led my life with fear and anxiety. Now I am cured of that".



How to apply

You can complete the application form online, with the link available on the PCT website.

Along with the application form you will need to submit:

- 1. A written statement of claims**, addressing the selection criteria listed on page 3 of this brochure (maximum 400 words each)
- 2. Your updated curriculum vitae**
- 3. Names and contact details for two referees**
- 4. Your pitch of why you are the right match** for this Program. Why you, and why now? What do you hope to change because of the Program?

We welcome you to submit your pitch in a format that suits you:

- a. A video of no more than 2 minutes*, OR
- b. Audio of no more than 2 minutes, OR
- c. Written material of no more than 500 words, OR
- d. Other equivalent presentation we haven't thought of (go on, surprise us!)



Participant feedback

If your employer will be sponsoring your position, you will also need to submit:

- 5. A letter of support from your organisation** confirming they will pay the Program fee (if you are selected), and providing a name and contact details for contract/invoice purposes.

*HOW TO UPLOAD YOUR VIDEO PITCH

If you decide to make a video pitch, please follow the instructions below to share your video with us:

- 1.** Upload your two-minute video to YouTube, using a YouTube account (www.youtube.com).
- 2.** Mark the video with a reference to your full name and application in the title (e.g. 'Jane Smith – PCT Leadership Program Application').
- 3.** Adjust the viewing settings to 'unlisted' rather than 'private' by going into the video manager tab.
- 4.** Test that the video can be viewed by someone else, to ensure your application is accessible.
- 5.** Enter the link to your YouTube video at the box provided in the application form.

"I didn't want to come... I was juggling a range of different things; I've got a lot on my plate. I came with scepticism, but it has been a phenomenal experience; it's been the best thing I have done in the last few years. It has given me so much of what I needed... I was thinking it was going to be one of those superficial programs, but it wasn't".