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An environmental organisation and philanthropic trust, the Norman Wettenhall Foundation's objective is to support projects that enhance or maintain the vitality and diversity of the Australian natural living environment

Leadership Development Grants

Application Guidelines

Leadership Development Grants are designed to support people who are currently playing a key role in projects that are enhancing and maintaining the natural living environment, particularly landscape restoration projects. The grants will assist with leadership/professional development activities, so successful applicants are equipped with skills and knowledge they need to further their conservation work – **to either remain or become a leader**.

- Grants are available to applicants who have been working in conservation for some time, as well as new entrants in the field.
- Grants are not made to people working for government agencies, consultancies, or companies that have the ability to provide professional development to their staff.
- Leadership Development Grants are not intended to support Ph.D. work. However, Ph.D. candidates and other postgraduate students are eligible to apply for a Leadership Development Grant for their professional development if they are a leading figure in a conservation project.

Support provided to successful applicants:

- Grants are usually up to \$5,000 and undertaken over 1 year.
- Grants do not contain GST.
- Grants are paid to the individual, not to their organisation.

Professional/leadership activities include:

- courses, workshops, seminars dedicated to leadership development
- training that will contribute to professional development (eg. media, strategic planning, landscape ecology, community development)
- undertaking mentoring opportunities with specialists
- other activities, where it can be demonstrated that they will increase the applicant's ability to further their conservation work

How to apply:

- please address each of the five (5) points listed below very clearly in your application
- please save your document as a PDF when you are finished
- insert reference letters and additional information into the main document and save as one PDF

Applications:

1. Applications **MUST** contain the following information. On the first page:

- Name of Applicant
- Name of Organisation (if applicable)

- Name of major project/s involved with
 - Address
 - Telephone contacts
 - Email contact
2. In no more than 500 words, applicants must describe how the grant will assist them in their leadership/professional development and in turn how it will enable them to further their conservation or landscape restoration work.
 3. Applicants should also show that they are:
 - a) active in a significant landscape restoration project or other conservation project/s;
 - b) aware of the commonly accepted scientific knowledge for landscape restoration and conservation biology;
 - c) aware of community development and education principles for engaging a cross-section of the community in community-driven conservation work;
 - d) recognised within the local community as a 'leading' or 'potentially leading' participant in landscape restoration or another conservation project (note: the applicant need not necessarily be the formal leader of a project, group or organisation);
 - e) able to work with a variety of people and establish enduring partnerships;
 - f) able to attract additional resources for a project;
 - g) willing to communicate their experiences to the wider community (eg via field days, seminars).
 - h) able to submit a rough budget for consideration including possible professional development options
 4. Two supporting letters from referees about the applicant's personal qualities and professional expertise are required. At least one of these should be from an organisation who is involved in the applicant's project eg Landcare group, landholder etc. Referees may be contacted for further information.
 5. Brief additional attachments that support the application are welcome.

Selection Process:

The closing date for applications is listed on the website. Up to two applications will be funded each year. A selection panel of three Norman Wettenhall Foundation Trustees and the Executive Director will assess the applications. Applicants may be requested to attend an interview, either in Melbourne or by phone.

Expectations:

The Norman Wettenhall Foundation is keen to learn about the grantee's project and how the grant has enabled them to further their work. Successful applicants may be asked to make a presentation to the NWF board meeting outlining their project, activities undertaken under the grant and how this has assisted them in their professional development and that of their project. A final report after 12 months is a necessary condition of the grant (see below for details).

Grant Conditions:

- The grant is only to be used to support the leadership and personal development of the grantee, as listed in the application. Any changes need to be approved by the Executive Director.
- The grant should be used within the 12-month period from when the successful applicant is notified by the Executive Director of The Norman Wettenhall Foundation (unless otherwise approved by the selection panel).
- Grants are to be used for activities undertaken only in Australia (unless otherwise approved by the selection panel).
- The grantee is to keep financial records of the grant.
- The grantee should notify The Norman Wettenhall Foundation of any publicity relating to the grant, prior to the release of that publicity.

- Grantees are expected to publicly acknowledge the support received from The Norman Wettenhall Foundation where appropriate.
- The grantee is required to provide The Norman Wettenhall Foundation with a final written report (2-3 pages) including financial acquittal, outlining how the funds have been used according to the accepted application (template provided).

Elizabeth Mellick (Beth)
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