

Women's Regional, Rural and Remote Diversity Scholarships 2022/23

FAQs

About the program

The Australian Institute of Company Directors (AICD) with support from the Department of the Prime Minister and Cabinet's Office for Women is pleased continue this multi-year program of governance education scholarships to support emerging and experienced female directors from regional, rural and remote Australia.

The program aims to provide governance education opportunities for suitably qualified women who face additional barriers to leadership participation.

The AICD welcomes applicants who reflect the diversity of Australia's population and encourages Aboriginal and Torres Strait Islander women, culturally diverse women, women with a disability and those in the not-for-profit sector to apply.

What does the scholarship include?

The final round of the program is offering the following courses to be undertaken face to face or online in 2023:

- 30 full-fee scholarships to undertake the AICD's [Company Directors Course](#)
- 24 full-fee scholarships to undertake the AICD's [Foundations of Directorship](#) program.

Each face to face scholarship includes subsidised travel and accommodation* to the course location. Also included is a one-year membership to the AICD and a subscription to the AICD's Directorship Opportunities service.

To be eligible for this scholarship, applicants need to reside outside a main metropolitan city or urban area that has a population of more than 100,000 people. Applicants residing in urban areas with a population of less than 100,000 people would be eligible to apply.

Applicants should apply either the Foundations of Directorship program or the Company Directors Course, depending on their level of directorship experience.

*Travel and accommodation must be paid for by the individual. Total reimbursement will be made after the completion of the course and subject the following capped amounts:

- For Company Directors Course: up to \$1,650 including GST
- For Foundations of Directorship: up to \$1,210 including GST

Valid tax invoices/tax receipts must be provided. Reimbursement payments are processed twice a month – mid-month and at the end of the month

What are the application dates?

Applications open Monday 26 September 2022 and close at 11:59pm AEST Sunday 30 October 2022.

What are the eligibility requirements?

This scholarship is open to executive women and emerging female directors residing in regional, rural and remote Australia. To be eligible you must:

- Identify as a woman;
- Live outside a main Australian metropolitan city or urban area that has a population of more than 100,000 people (Candidates residing in urban areas with a population of less than 100,000 people would be eligible to apply for this scholarship.) [Check if your area is eligible](#)
- Currently have the right to remain in Australia to work and study for a period of at least five years (you will be required to show proof of visa status);
- Have never been, nor are you currently, disqualified from being a director of a corporation or organisation: and
- Agree to course time and deadline commitments and be able to provide own transport and travel costs until reimbursement on completion of the course.

Which course should I choose?

It is generally expected that candidates applying for the **Foundations of Directorship** program should have gained the skills, qualifications and experience as a:

- Senior executive with at least 3 years' experience in Executive Management or reporting to Executive Management or the CEO;
- Key Management Person with at least 3 years' experience working in middle management or with employees reporting to them and responsible for budgets, P/L and the implementation of organisational goals and objectives;
- Private business owner or entrepreneur managing a significant private business; or
- Other experience and skills that demonstrate to a high degree the applicant's leadership potential and capacity within one of the designated sectors.

It is generally expected that candidates applying for the **Company Directors Course** should have gained the skills, qualifications and experience as a:

- Member of a board or committee (including listed, not for profit, private or government);
- Senior executive with at least 3 years' experience in Executive Management reporting to the board;
- Private business owner or entrepreneur managing a significant private business; or
- Other experience and skills that demonstrate to a high degree the applicant's leadership potential and capacity within one of the designated industries.

To evaluate the most appropriate course for you please refer to the AICD's [courses for the director](#)

What will applicants be assessed on?

Applicants will be evaluated on the following criteria:

- Benefits to the candidate's professional development;
- Candidate's potential for leadership;
- Barriers to participation in leadership and education; and
- Financial literacy and directorship/executive experience.

The Selection Committee will also take into consideration candidates who:

- Are Indigenous and/or Torres Strait Islander or have culturally-diverse heritage;
- Have a disability;
- Are active in sectors where women are traditionally under-represented; and/or
- Identify financial circumstances that may otherwise preclude participation in the course.

The selection panel will consider an individual's reasons for applying for the scholarship and career aspirations, including benefits to the candidate's professional development.

What level of financial knowledge is required to undertake each course?

It is expected that candidates will have a sound level of financial literacy to undertake the requirements for successful completion of the Company Directors Course and final assessment. Finance for Directors is one of the day programs covered in the Foundations of Directorship program.

For further detail please refer to the AICD's [courses for the director](#)

Can I apply for this program if I have applied for previous AICD scholarship programs?

Yes, you will need to submit a new online application via the ASF website.

If my application is successful, can I select when and where to undertake the course?

Applicants are able to choose the course date from a range of dates provided in the application form. Courses can be taken face-to-face or online. For face-to-face courses, applicants should select their closest capital city. Travel and accommodation reimbursement (to a capped amount) is only available to scholarship recipients who are attending a face to face course. More information on reimbursements below.

Note that AICD will aim to accommodate course preferences pending availability and travel restrictions.

Why is the scholarship only available to women?

This scholarship program is delivering governance education opportunities to women in regional and rural areas, with a view to providing assistance to under-represented groups in leadership and, in particular, women who face additional barriers to participation.

Women currently comprise only 33.7% of board positions and only 11% chair positions in the ASX 200. While these percentages are the highest they have ever been, the proportion of women directors on

small listed company boards is even lower. There is still a long way to go before Australia achieves gender parity in corporate leadership.

According to the Diversity Council Australia's, *Capitalising on Culture* report, in each of the ASX 100, ASX 200 and ASX 500 listed companies, around a quarter of directors are from culturally diverse backgrounds, compared with a third in the wider community.

When will I be notified if I have been awarded a scholarship?

The announcement of program recipients will be in January 2023. You will be notified by the Australian Scholarships Foundation via email and contacted by a member of the Australian Institute of Company Directors shortly after to arrange your membership and course booking.

Can I send in an application in writing?

No, we can only accept applications that have been lodged online via the Australian Scholarship Foundations application portal.

How does the travel and accommodation subsidised reimbursement work?

Travel and accommodation must be paid for by the individual upfront. Meals and other incidentals are not covered by this reimbursement. Total reimbursement will be made after the completion of the course and subject the following capped amounts:

- For Company Directors Course: up to \$1,650 including GST
- For Foundations of Directorship: up to \$1,210 including GST

Valid tax invoices/tax receipts must be provided. Without a valid tax invoice/tax receipt, funds will not be reimbursed. Reimbursement payments are made in twice a month, mid-month and end of month and only after completion of the course. Please allow 4 weeks from after the course completion date for funds to be reimbursed. An example of the reimbursement form can be found [here](#).

What if I can no longer do the date I specified in the application?

The application will ask you to pick the most convenient date for the program you have selected to apply for. This date is not your confirmed date; successful recipients will be contacted by an AICD representative to confirm options course dates. All recipients must undertake their awarded course in 2023 (consideration will only be given to extend this date on a case-by-case basis if individual circumstances necessitate).

Do I have to be a member of the AICD to apply?

No. The Women's Regional, Rural and Remote Diversity Scholarship is open to both members and non-members of the AICD. Each scholarship will include a one-year membership to the Australian Institute of Company Directors.

What type of referees should be provided?

You need to provide two referees who can verify the information you have provided in your application form. Ideally these will be individuals who have worked with you professionally (particularly board relevant experience) and have current knowledge of your career history.

Will the AICD publish scholarship recipient names?

The Australian Institute of Company Directors and the Australian Government reserves the right to publish a complete list of scholarship recipients by full name and state or territory.

Need further information?

Further information on the scholarship please contact the Australian Scholarships Foundation via applications@scholarships.org.au. For further information on AICD courses please contact 1300 739 119 or visit the [AICD website](#)

Applications for the 2022 Australian Institute of Company Directors – Women's Regional, Rural and Remote Diversity Scholarships close at 11:59pm (AEST) on Sunday 30 October 2022.