



Supporting gender equity in agriculture research for development

Meryl Williams Fellowships

Supporting women to enhance their leadership skills and increase their impact.

GEARed is inviting applications for the first offering of the prestigious Meryl Williams Fellowships to participate in a women's leadership program, funded by the Australian Centre for International Agriculture Research (ACIAR). The leadership program will support women in agriculture research and development to enhance their leadership skills and increase their impact through a combination of immersive learning, mentoring, networking and professional development. The program will involve a variety of activities that take place across a 15-month period from January 2020 to April 2021.

This first offering of the Meryl Williams Fellowships is open to women in agriculture research and development in **Cambodia, Fiji, Indonesia, Laos, Papua New Guinea and Vietnam.**

What is the purpose and structure of the Fellowship program?

"Experience demonstrates that gender equality, economic growth and development are mutually reinforcing and significantly correlated." DFAT Gender equality and women's empowerment strategy, 2016

The Fellowship recognizes that women face personal, social and institutional challenges to become effective leaders and have more impact. Fellowship holders will participate in a series of activities designed to increase their management, leadership and professional skills, helping them achieve their career goals and have greater impact in agriculture research and greater influence in agriculture development.

The focus of the program is to strengthen the agriculture research for development sector of target countries in the Indo-Pacific region. And, through strengthening the R&D sector, to contribute to more effective development of agriculture systems, including the promotion of greater gender equity and social inclusion in agriculture systems and value chains.

The Fellowship program involves a series of immersive and interactive learning processes where participants share experiences and learn from each other as much as from trainers. Fellows will identify and develop their own management and leadership approaches that reflect their own strengths and also recognize the reality of the social and institutional systems in which they operate. It includes analysis and comparison of the issues and constraints affecting

women in the workplace, within and between the institutions and countries of the participating Fellows. This will allow Fellows to identify approaches to navigate constraints and to succeed in their professional development.

The program also includes a mentoring program, where every Fellow will have a mentor in their own country plus an Australian mentor. The mentors will provide support and guidance to Fellows as they proceed through the program and build their personal development and career development plans.

The Fellowship program also provides opportunity for additional professional development that is customized to the needs of each Fellow. This professional development might be in a technical/research discipline or it might be in subjects such as research management, policy and strategy development. Depending on the Fellows needs and personal circumstances, it might include a placement of 1 to 3 months in a relevant Australian (or other international) institution. Or it might include participation in an international training workshop or conference.

What specific activities does the Fellowship program include?

The Meryl Williams Fellowship supports a 15-month program that includes the following activities:

- The program commences with a two-week immersive workshop in Australia to develop Fellows' management and leadership skills to assist them to be more effective and have more impact in the agriculture research for development sector. To be held 20th January to 1st February 2020.
- Immediately following the immersive workshop, a six-day Mentoring Orientation Workshop will be held (3rd to 8th February 2020). This workshop brings Fellows and mentors together to explore the mentoring process and agree mentoring plans.
- 15-months of mentoring support from a mentor in your home country plus a mentor in Australia.
- Opportunity to participate in a professional development activity that may be an internship of 1 to 3 months in a relevant institution in Australia (or other country) or other professional development activities such as attendance at a relevant international conference or specific skills training workshops.
- A final five-day workshop to be held in April or May 2021 in Australia. This final workshop will include a scientific writing workshop plus a synthesis of what has been learned through the program.

Who is eligible to apply for a Fellowship?

Applicants for the 2020-21 Meryl Williams Fellowships must meet the following requirements:

- Be a woman who is a citizen or permanent resident of **Cambodia, Fiji, Indonesia, Laos, Papua New Guinea and Vietnam.**
- Be employed in the agriculture research for development sector. This might be as a scientist in an agriculture research and development institute or university. Or it might be as a position that has responsibility for research administration or policy and strategy development, within a research institution or a government department other agency that has responsibility for managing or overseeing agriculture research and development.
- Have at least a Bachelor degree in a subject relevant to agriculture research and development plus at least 2 years professional experience after your most recent qualification. Applicants with Masters or PhD are particularly encouraged to apply.
- Be able to demonstrate that you have management and leadership potential and that you will be able to apply the skills you develop to have impact in the agriculture research and development sector.
- Be committed to and available to participate in all activities in the Fellowship program.
- Provide proof that your employer supports your participation in the Fellowship program and that they will release you from employment duties to participate in all the program activities.

How do you apply for a Fellowship?

Applications for the 2020-21 Meryl Williams Fellowships are open from 8th July 2019.

Closing date for applications is 15th September 2019.

A link is provided to the on-line application form on the “Fellowship program” page of the GEAReD web site at www.geared.global. The on-line form can be saved at any time and you can resume the form next time you access it on-line. You should always access the form using the same computer as the form recognizes the computer that is accessing the on-line site.

The application form requires that you provide written answers to several questions. We recommend that you prepare your responses before starting the on-line form so that you can paste your answers into the application form when you complete it on line. You can download a pdf example of the application form so that you can see all the questions you will be asked before starting your on-line application.

Before completing the on-line application, make sure that you have carefully read this description of the Fellowship program and that you understand the program, that you are eligible to apply, and that you are able to participate in all of the Fellowship program activities.

Before completing the on-line application form you should also download the following forms:

- **Employer approval form.** This form certifies that your institution is aware that you are applying for the Fellowship and that they will support you to participate in all the activities of the program. It is to be signed by a person of authority in your institution. You should email a scanned copy of the signed form (a good quality photograph of the signed form is also acceptable) to the GEAREd applications email address geared@coffey.com .
- **Referee template.** This form you provide to the two referees that you nominate in your application. Your referees complete this template and then email it to the GEAREd applications email address geared@coffey.com .

The forms above must be received by GEAREd before the application closing date. You are encouraged to make sure that the forms are submitted as soon as possible after you complete your on-line application. Applications that do not have the institute approval plus the two referee reports by the application closing date will not be considered.

If you have any general questions about purpose or activities of the Fellowship program you can email these to geared@coffey.com . Questions will be collated and answers will be put on the Fellowship page of the GEAREd web site www.geared.global from time to time.

If you have any questions about your personal eligibility to apply for a Fellowship, please also send these to geared@coffey.com. A private response to your question will be provided by return email.

Reminder: Closing date for applications is 15th September. Applications after this date will not be considered.