



inspiring
women

application guide

inspiring women career recovery grants

Applications must be submitted
by 11.00pm (AEST) on 21 June 2021

career recovery grants

Application guide

Introduction

The **veski** inspiring women career recovery grants are designed for female mid-career leaders or emerging leaders in STEM in Victoria to provide vital and timely support via short-term flexible funding to boost research & help restore pre-pandemic competitiveness.

The coronavirus (COVID-19) pandemic has compounded pre-existing gender inequality. Reduced work hours and work disruptions due to home & caring responsibilities have disproportionately affected women, threatening to wind back the hard-fought gains to achieve gender equity.

The **veski** inspiring women recovery grants will provide 12 months funding of up to **\$50,000** to boost research outputs and increase competitiveness when applying for future funding from major funding bodies.

Applications are sought from female mid-career leaders or emerging leaders in STEM who experienced a disproportionate increase in caring responsibilities during the pandemic, severely affecting planned research outputs, and who can maximise and attain multiple benefits through the use of the funding to get their research back on track.

Eligibility and application

The **veski** inspiring women career recovery grants are open to female researchers and scientists in the areas of: science, technology, engineering and mathematics.

Recipients of other professional, state, national or international awards are eligible to apply. Preference may be given to applicants who have not received funding to support career disruptions in 2020/2021, dependent upon the amount of funding received.

Applications are sought from STEM women who:

- are leaders, or potential leaders in their field (noting achievements relative to opportunities);
- had significant home and carer commitments (or other compounding reasons) that disrupted and limited working hours in 2020, reducing expected research outcomes, and affecting competitiveness in their field;
- can utilise the grant funding to quickly and significantly boost research outputs, with the potential to assist others in the process; and
- can provide details of those in your care during 2020.

Preference will be given to those with significant caring responsibilities, for example those with children who were required to be home schooled during lockdown periods.

Applications that demonstrate the potential for significant impact to career progression, and to the field of research, with benefits for the State of Victoria are encouraged.

At the closing date for applications (21 June) applicants must:

- Be an Australian citizen, Permanent Resident of Australia or New Zealand citizen;
- Be a full-time or a part-time employee [at least 0.6 FTE] at a Victorian academic or research institution; and
- Have at least 5 years of Full Time Equivalent [FTE] professional post-doctoral scientific research experience in their field, up to a maximum of 10 years. The years of post-doctoral experience may have been worked at less than 1.0 FTE.

To redress the balance of the effects of home and carer responsibilities in 2020, the highly flexible funding can be used, but is not limited to:

- fund a Research Assistant or Postdoctoral Researcher;
- support a PhD stipend (Australian/NZ PhD students);
- fund a replacement of their teaching and administrative duties;
- extend expiring contracts of temporary or fix-term staff;
- pay for carers support;
- support for relevant IT purchases;
- support for research-related travel i.e. international/national conferences [including family/carer expenses],
- pay for professional development;
- undertake a sabbatical at an Australian university to utilise specialist services and/or equipment; and/or
- support mental health and wellbeing.

It is preferred that any funding directed to salary or stipend support is 'paying it forward', **with the aim of building diverse and inclusive teams**, including the support of other women in STEM through the grant.

Application guide

Application requirements

Complete a full online application including;

- your significant achievements including the impact of research in the field, noting outcomes relative to opportunities;
- demonstrated leadership including as a supporter of women in STEM;
- the challenges faced in maintaining the momentum of research in 2020 and the effects on your career;
- how the grant would assist in re-establishing pre-pandemic competitiveness, providing a description of the research to be supported;
- budget and description of activities to be undertaken to maximise multiple benefits, and anticipated achievements, for example how the funding will be used to support other women in STEM in the short-term;
- broader long-term impacts, as well as potential impacts to the State of Victoria;
- be able to take up the grant in 2021 and utilise funding to increase research outputs within a 12 month period;
- details of your current employment;
- details of the Head of Institution or Deputy Vice-Chancellor (Research) who will provide the Statement of Support; and
- details of one referee [to complete and upload a Referee Report] qualified to assess the application and provide comments including; achievements leading up to the COVID-19 pandemic, noting outcomes relative to opportunities; and potential to maximise the use of the funding to get research back on track. [applicants should ensure that the referee has been provided with a copy of their application and the referee guide].

Supporting documents

- i. A Curriculum Vitae demonstrating the outstanding nature of your achievements & impacts of your research, including: a strong publication record with peer reviewed papers and/or reports; communication of research at conferences; mentorship of postdoctoral fellows/students/colleagues; supporter of women in STEM; history of collaborative practice.

Please include commencement and end dates of study, employment & career breaks.
- ii. Provide proof of Australian or New Zealand citizenship or Australian permanent residency. If using immigration documents ensure passport information page is provided for completion of a Visa Entitlement Verification Online (VEVO) check.
- iii. Provide copies of either the letter stating that your PhD was conferred or your PhD certificate.
- iv. Professional headshot. Further details regarding the required format can be found within the on-line application.

Following the submission of your application:

- v. A Statement of Support from your Victorian academic or research institution including; a commitment to match 50% of the total **veski** grant funding as a cash contribution (\$25,000AUD); a commitment to provide in-kind support* of the proposed outcomes of the grant; & confirmation of the applicants current employment status [a Statement of Support guide is available from the **veski** website].

Assessment criteria and selection

Applications will be screened for eligibility by **veski**. All eligible applications for the **veski** inspiring women recovery grants will be considered by the selection panel. The selection panel will assess applications against the following key criteria:

- demonstrated achievements and impact in the field, including outcomes relative to opportunities;
- demonstrated leadership including as a supporter of women in STEM;
- the extent to which the pandemic affected the applicant's planned research outputs;
- potential for the grant to restore pre-pandemic competitiveness, leveraging maximum and multiple benefits in the short-term;
- potential impact of the grant on the candidate's capacity for long-term research contributions & career development; enhancing Victoria's knowledge economy.

The selection panel will, with absolute discretion, select the proposed **veski** inspiring women career recovery grant recipients on the basis of the key criteria. The panel's recommendations will be submitted to the **veski** board of directors for endorsement.

The recommendations of the selection panel are final and appeals will not be considered. Feedback on unsuccessful applications will not be provided by either the panel or **veski**.

veski reserves the right not to award any grants in a given year.

*for details regarding in-kind support please visit the FAQ's on the **veski** website.

career recovery grants

Application guide

Application process

Applications for a **veski** inspiring women career recovery grant are to be submitted by **21 June 2021** via **veski's** Award Force platform;

www.veski.awardsplatform.com

On submission of an application emails will automatically be generated to the following;

- the applicant (to upload the Statement of Support); and
- the nominated Referee.

The emails will contain a link providing access to complete the relevant forms.

The Referee Report and Statement of Support must be submitted by **30 June 2021**.

It is the responsibility of applicants to ensure the Referee Report and Statement of Support are submitted by the due date to ensure the eligibility criteria of the application is met.

Please check that emails have not landed in spam/junk/promotion or clutter email folders.

Outcomes

It is anticipated that applicants will be notified of the success of their application by **mid-August 2021**.

The **veski** inspiring women career recovery grants funds are ready and available for distribution, to respond to the immediate needs of the applicant.

Obligations of career recovery recipients

Events

Recipients may be invited to participate in additional activities and events organised by **veski** to promote the inspiring women career recovery grants, and to present research outcomes as a result of the grant at public fora or conferences.

Reporting

veski inspiring women career recovery grant recipients must provide a progress and final report including research progress, funding expenses and use against budget, and any revisions made to the research plan.

Grant funding is released tri-annually.

Reports may be made available to the public.

Submission of applications

Stage 1

- i. Applications must be submitted by 11.00pm [AEST] on **Monday, 21 June 2021** via www.veski.awardsplatform.com

Stage 2

- i. Applicants to submit a Statement of Support on institution letterhead signed by their Head of Institution or DVC-R [or equivalent], via the link within the email notification '**veski** inspiring women career recovery grants - Statement of Support' by 5.00pm [AEST] on **Wednesday, 30 June 2021**.
- ii. Referee Report must be submitted via the link within the email notification '**veski** inspiring women career recovery grants - Referee Report Requested' by 5.00pm [AEST] on **Wednesday, 30 June 2021**.

Please note: the process for completion of the Statement of Support and the Referee Report via Award Force can only commence following the submission of an application.

The file naming protocol to use when uploading your professional headshot is;

surname_initial_headshot_CRG

For a list of FAQ's please visit www.veski.org.au

For advice or further information regarding applications, please contact **veski** via veski@veski.org.au