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## ANZSOG Academic Fellowships

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## Call for Expression of Interest – Semester 2, 2025

ANZSOG collaborates with Academia and the Public Sector to develop and deliver innovative research and professional education in public governance, leadership and capability.

ANZSOG makes a unique contribution to the field through its deep connection to practice supported by its member governments and University partnerships. We draw upon both internal and external academic expertise, as well as leading practitioners, as our faculty.

Our faculty design and deliver accredited and non-accredited programs, contribute to research that underpins and shapes teaching and learning, and contribute to a range of thought leadership and engagement activities, all which enrich public outreach and ideas in and across the fields of public governance and administration.

ANZSOG has launched an ambitious 2030 strategy, key goals in which are to ensure we are a leader in transforming public sector capability and in generating and shaping the discourse on public governance in and for the 21<sup>st</sup> century. Integral to achieving these goals are investments in growing and strengthening our academic eco-system and relationships.

To this end, ANZSOG is embarking upon a new Faculty engagement strategy, underpinned by principles of flexibility, mutuality and collaboration with academics and universities. A key plank is a new **Academic Fellowships scheme**.

Through the scheme, we are seeking to provide opportunities for academics to develop and undertake research engagement activities that anticipate and address the knowledge needs of governments. ANZSOG Academic Fellows will benefit from the opportunity in terms of a cross-disciplinary peer exchange with other ANZSOG faculty, and career development that also maintains continuity with and provides benefit back to their home institutions.

An inaugural fellowship round will commence in the second half of 2025 with ANZSOG offering short term fellowship opportunities in two streams: Resident Academic Fellows, open to *ANZSOG Partner Universities (See Appendix 1, Table 2)*, and Visiting Academic Fellows, open to academics internationally.

## Resident Academic Fellows

ANZSOG will provide a financial contribution to support a flexible academic residency for a dedicated period of up to 6 months for this category of fellows. Financial contributions are modelled on a teaching buyout approach up to a specified amount. Fellows would be engaged on a secondment arrangement, meaning they would remain substantively under the conditions of their home institution. Academics that are 'research only' or otherwise not engaged in substantial teaching or administration can also apply, with the expectation of a similar agreed time buyout.

Amount: **up to \$36,000**

This sum can include buyout of time, anticipated at 0.4FTE plus any necessary travel to ANZSOG. Additional funds for necessary travel to ANZSOG may be available upon request.

### *What activities are anticipated and what support does ANZSOG offer?*

Key features in our research portfolio are collaboration and convening. To get the most benefit out of ANZSOG's extensive and unique sector influence and relationships, ANZSOG Fellowship applicants should consider: why and how you would want to connect and share with both peers and practitioners in our extended networks; and what issue or question or initiative you might convene interested parties and stakeholders around.

ANZSOG offers sector engagement that academics can harness to ground their own research and build opportunities to collaborate. We can provide connection with individual public service professionals through a range of agreed learning, engagement and research activity, building links for two-way transfer for the Fellow and between universities and the sector more broadly.

In return, ANZSOG is seeking to build a collegial, collaborative and rich intellectual environment. We will provide support to build engagement and facilitate exchange, information on ANZSOG programs and events planned for the period, and the scholars and practitioners that we expect to be co-resident or periodically available around their teaching and other activities.

ANZSOG's Strategy 2030 presents four *Areas of Focus* that will guide our academic activities. These Areas or themes expand into a range of topic areas reflecting ANZSOG's research, education and engagement programs. The Areas will inform and assessment selection criteria for topics and content proposed by Fellowship applicants. From time to time, ANZSOG may define which Areas of Focus it will seek fellowship applications for. Please **see Appendix 1, Figure 1** for a list of the Areas/themes.

Whether you are interested in insights for new teaching material, seeking ways to build impact for your current research or generate new research questions, or to better understand policy and governance in practice, the success of your fellowship application will turn on its relevance to contemporary public governance theory *and* practice, the mutuality of the proposal for ANZSOG, other faculty and fellows and for the field of practice.

Please see **Appendix 1, Table 1** for a summary of examples of some activities/support.

Fellows might work periodically from ANZSOG locations, as well as virtually and also at their home institution as agreed with each fellows' individual program.

### *Eligibility*

1. Australian and New Zealand academics *substantively* employed at any of ANZSOG's member universities (see **Appendix 1, Table 2** for list). This means employed at one member institution at least 50% FTE at fellowship commencement.
2. An outstanding track record in research and research engagement relative to opportunity.
3. More than 3 years *post PhD (graduation)*; with minimum teaching experience equivalent to 3 years full time load *post PhD*.

### *How to Apply & Selection Process:*

Stage 1: Submit your application using the attached template that includes following:

- A proposed program of activity; plus, what you are requesting from ANZSOG (A 2 page/1000 words maximum)
- A brief statement on what you hope to gain from the experience, how it will contribute to ANZSOG and how you would evaluate its success
- A short-form CV (3 pp maximum)
- Documentary evidence or an authorising letter from your home institution endorsing the application.

**Due Date: Wednesday February 19<sup>th</sup>, 2025**

Stage 2: 30-45 minute Interview with shortlisted applicants - **late February 2025**, as arranged.

Stage 3: Outcomes of selection communicated to successful applicants – **week of March 3rd, 2025**

Stage 4: Administrative arrangements - March-April 2025

Stage 5: Fellowship induction and commencement as agreed date in the second half of 2025.

MORE INFORMATION: [[research@anzsog.edu.au](mailto:research@anzsog.edu.au)]

## Visiting Academic Fellows

ANZSOG Visiting Fellowships are tailored for academics who are undertaking a planned (university-funded or supported) mobility scheme, including sabbaticals and special studies programs. ANZSOGs contribution will be mostly *in kind*.

Fellows would be able to apply for a visit spanning 1 to 3 months to situate some or all of their study program with ANZSOG, contributing to the intellectual environment by connecting with ANZSOG faculty, staff and fellows, sharing and advancing their research and scholarship.

ANZSOG offers sector engagement that academics can harness to ground their own research and build opportunities to collaborate. We can provide connection with individual public service professionals through a range of agreed learning, engagement and research activity, building links for two-way transfer for the Fellow and between universities and the sector more broadly.

In return, ANZSOG is seeking to build a collegial, collaborative and rich intellectual environment. We will provide support to build engagement and facilitate exchange, information on ANZSOG programs and events planned for the period, and the scholars and practitioners that we expect to be co-resident or periodically available around their teaching and other activities.

ANZSOGs Strategy 2030 presents four Areas of Focus that will guide our academic activities. These Areas or themes expand into a range of topic areas reflecting ANZSOGs research and education programs. The Areas will guide and assessment selection criteria for topics and content proposed by Fellowship applicants. Please **see Appendix 1, Figure 1** for a list of Areas of Focus.

Visiting fellows will be able to access desk/meeting space in ANZSOG locations, access to our teaching and research support, including support for agreed engagement and outreach activities, guest lectures, seminars and workshops.

Visiting Fellows will also have access to a small fund to support attendance at a conference or industry event, or to assist in hosting such an event, or for a field site visit.

For 2025, individuals can apply for **\$1400** for such purposes.

Please see **Appendix 1, Table 1**, for a summary of examples of some activities/support.

Fellows might periodically work from ANZSOG locations, as well as virtually and at affiliated institutions as agreed with each fellows' individual program.

### Eligibility

1. Academics substantively employed at any university globally.

2. Australian and New Zealand academics *substantively* employed at any of ANZSOG's member universities (see **Appendix 1, Table 2** for list). This means employed an institution at least 50% FTE at fellowship commencement.
3. An outstanding track record in research and research engagement relative to opportunity.
4. More than 5 years *post PhD (graduation)*; with minimum teaching experience equivalent to 3 years full time load *post PhD*.
5. For international applicants, a valid visa at time of visiting fellowship.

#### *How to Apply & Selection Process:*

Stage 1: Submit your application using the attached template ([APPENDIX 2: Template](#)) that includes following:

- A proposed program of activity; plus, what you are requesting from ANZSOG (2 pages/1000 words *maximum*)
- A brief statement on what you hope to gain from the experience, how it will contribute to ANZSOG
- A short-form CV (3 pp maximum)
- Documentary evidence or an authorising letter from home institution endorsing the visit

#### **Due Date: Wednesday February 19<sup>th</sup>, 2025**

Stage 2: 30 minute online Interview with shortlisted applicants – **early March 2025**, as arranged.

Stage 3: Outcomes of selection communicated to successful applicants – **week of March 10<sup>th</sup>, 2025**

Stage 4: Administrative arrangements - March-April 2025

Stage 5: Fellowship induction and commencement as agreed date in the second half of 2025.

MORE INFORMATION: [research@anzsog.edu.au]

## APPENDIX 1: Figures and Tables

Figure 1: ANZSOG Areas of Focus to guide proposed programs of activity

Leadership, capability, development	First Nations & Māori perspectives & practice in public governance	Policymaking, design and impact	Structures and operation of government
<ul style="list-style-type: none"> <li>Public sector leadership practice, including the skills, knowledge, culture, attributes are needed to deliver public value with ethics and integrity</li> <li>Workforce design and planning for the next generation</li> <li>Learning and development: practitioner led learning, craft skill transfer, continuous learning, the institutionalisation of learning</li> <li>Dealing with uncertainty and complexity</li> </ul>	<ul style="list-style-type: none"> <li>Creating workplace and learner environments where First Nations and Māori people can develop and achieve with dignity and with cultural safety.</li> <li>Analysis and understanding of the structures, systems, cultures, and frameworks that promote / prevent improved outcomes for Aboriginal, Torres Strait Islander and Māori communities and people &amp; how these can be improved.</li> <li>Workforce leadership, participation and representation.</li> </ul>	<ul style="list-style-type: none"> <li>Public service interface with political class (political administrative interface) and other influences on decision making (community / industry: balance interests, obligations)</li> <li>Policy infrastructure (systems, frameworks)</li> <li>Regulatory infrastructure (systems, frameworks)</li> </ul>	<ul style="list-style-type: none"> <li>Relational / collaborative / participatory/ co-governance: bringing others into decision making and delivery: citizen engagement, delivering with and through others in the wider ecosystem, place-based approaches</li> <li>Machinery: processes, incentives, accountability</li> <li>Institutional design</li> </ul>

Table 1: Summary list of example fellow activities and ANZSOG support

POSSIBLE ANZSOG OFFER/SUPPORT	EXAMPLE CONTRIBUTIONS TO ANZSOG
<i>industry engagement (short/med term)</i>	<i>Collaborate in Collegial Ideas sharing</i>
consults and workshops with public sector	peer review of ANZSOG materials (teaching/research)
research translation support	lead roundtable /chair ANZSOG event
grant writing support	consult/liaise with staff and colleagues
co-teaching opportunities	lead reading/in house sessions
scholarly engagement with peers on ANZSOG themes	conference paper draft/public lecture
media engagement	Masterclass for public sector personnel
network building & systems intelligence	convene and engage scholars across our partner universities
practice fellows and subject matter experts	Contribute to public discourse



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Table 2: List of ANZSOG Eligible Institutions

[Australian National University](#)

[Charles Darwin University](#)

[Curtin University](#)

[Flinders University](#)

[Griffith University](#)

[Melbourne Business School](#)

[Monash University](#)

[University of Melbourne](#)

[University of New South Wales](#)

[University of Queensland](#)

[University of Sydney](#)

[University of Canberra](#)

[University of Tasmania](#)

[University of Adelaide](#)

[Victoria University of Wellington](#)