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| Round Four Application Guide |
| OFFICIAL |

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### What is the Joan Kirner Emerging Leaders Program?

The program honours the legacy of the late Joan Kirner AC. As Victoria’s first woman premier, she blazed a trail for women in public life and public office. The Joan Kirner Emerging Leaders Program honours this legacy and supports future generations of young Victorian women and gender diverse people to follow in her footsteps.

The program aims to empower and support women to identify the leadership challenges they face and develop practical skills and strategies to advance their leadership careers. Round four of this program will specifically engage women and gender diverse people from multicultural and Aboriginal and/or Torres Strait Islander communities.

Delivered by Leadership Victoria, the program will run from 11 October to 20 November 2023.

### What will I learn?

You’ll take part in interactive learning development workshops, collaborative group work, structured networking and mentoring activities, and hear from guest speakers shifting the perceptions of young women and gender diverse people in leadership. You will be encouraged to apply learnings in the safety of the group among a supportive network of peers and offered the opportunity to develop your individual leadership style.

During the six-week program you will:

• learn the principles and competencies for leadership

• diagnose the complex challenges in your work or role

• build your confidence and personal resilience to exercise leadership

• engage in dialogue with women who are currently exercising purposeful leadership

• identify your leadership purpose - what gives meaning to the work you do?

• become part of a supportive and diverse network of women leaders

### When is the program held?

• Day 1 – Wednesday 11 October 2023 (in person attendance)

• Day 2 – Thursday 12 October 2023 (in person attendance)

• Day 3 – Wednesday 25 October 2023 (online attendance)

• Day 4 – Thursday 1 November 2023 (online attendance)

• Day 5 – Friday 8 November 2023 (in person attendance)

• Graduation – Monday 20 November 2023

Participants must attend at least 80 per cent of the program dates to graduate from the program.

### Am I eligible to apply?

You are eligible if you:

• are a woman, including trans, gender diverse or sistergirl

• identify as a person from a multicultural community or Aboriginal and Torres Strait Islander background

• are aged between 22 and 40

• live in Victoria, regardless of residency or citizenship status; and

• consider yourself an emerging leader

We encourage applicants with diverse lived experience to apply.

### When are applications due?

Applications must be received by Sunday 16 July 2023 by 11:59pm.

### I’m not aged between 22 and 40, but I’m at the beginning of my leadership journey. Can I still apply?

We’ve designed the program for women aged between 22 – 40 that are more likely to be at similar stages in their leadership journey. We recognise that women outside of the 22 – 40 age range may find the content relevant to their current level of leadership experience, so we’ll assess all applicants who fall outside of this age range on a case-by-case basis.

### Why is this program round targeted to women from multicultural and Aboriginal and/or Torres Strait Islander communities?

Women from multicultural and Aboriginal and/or Torres Strait Islander communities face a range of unique barriers to economic equity, workforce participation and recognition for their many contributions to life in Victoria. The Victorian Government is committed to improving outcomes for multicultural and Aboriginal and Torres Strait Islander women through innovative programs that support leadership and career progression.

### What is an emerging leader?

• You may be driving change in your workplace or community, or be ready to create positive change

• You may be redefining leadership in your chosen career, field or passion

• You may be just beginning your career and demonstrating the capability, determination and commitment to becoming a future leader

Read the stories of [past Joan Kirner Emerging Leaders Program participants](https://www.vic.gov.au/meet-our-joan-kirner-young-and-emerging-leaders) <https://www.vic.gov.au/meet-our-joan-kirner-young-and-emerging-leaders>.

### What needs to be in the letter of support?

You are required to provide a letter of support (maximum length of 1 page) from someone in your organisation's executive team (e.g. a manager, vice-president, business unit manager, director, CEO or Chair) that demonstrates their commitment to supporting you to participate in the program, and to your professional development and career advancement following your participation in the program.

The letter should support the content of your application and agree to the time commitment to undertake the program.

### I need additional support to attend the program. Is this available?

Should you be selected, the program may be able to reimburse you to cover the costs of travel and accommodation if you are coming from a regional location or childcare costs to support you to undertake the program. Please note that reimbursement is capped and assessed on a case-by-case basis.

If you have accessibility requirements to enable you to participate fully in the program, please let us know.

### I have questions about the application form or the program. Who can I speak to?

For any technical issues with completing the application form and for questions about the program content, please email Leadership Victoria <info@leadershipvictoria.org>.

### Where do I find the application form?

Access the online form to [submit your application](https://joankirneremergingleaders.grantplatform.com) <https://joankirneremergingleaders.grantplatform.com>.

### Do I have to apply online?

No. If you would prefer a physical copy of the application, please email Leadership Victoria <info@leadershipvictoria.org> and we’ll send you one.

### Can I save my draft application and complete it later?

Yes. As soon as you have completed your application details, the form will automatically save and send you an email with your unique login and password details. When you are ready to complete your application, simply open the website again (using the link in the email), enter your email and password (also in the email) and select ‘Open’.

### Is there a cost to take part in the program?

No, participation in the program is free because of funding from the Victorian Government.

### How will my application be assessed?

Leadership Victoria will convene an assessment panel to review your application based on your response to the selection criteria set out in the application form. You will not be required to attend an interview.

### When will I know if I am successful in gaining a place on the program?

We’ll let all applicants know the outcome of their application in September 2023.

We also offer a number of other leadership programs that you may be interested in. For more information, [visit Our Women’s leadership programs](https://www.vic.gov.au/our-womens-leadership-programs) <https://www.vic.gov.au/our-womens-leadership-programs>.

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