

Early-career Creative and Performance Leadership Fellowships

The Forrest Research Foundation ('the Foundation') was established in 2014 following the donation of \$65 million, over 10 years, by Andrew and Nicola Forrest, through the Minderoo Foundation. Their donation is to assist Western Australia in becoming a world-class centre of research and innovation through attracting the next generation of outstanding intellects to Western Australia.

The Forrest Research Foundation Early-career Creative and Performance Leadership Fellowships are provided to attract and assist outstanding early-career creative/performance research practitioners to undertake high quality research at one of Western Australia's five universities.

These Fellows will be persons of exceptional ability and resourcefulness, having the highest calibre of academic and creative achievement and with potential to make a positive difference to the world. They will help build world class research and innovation capacity in Western Australia.

The Fellowships are to be held in conjunction with an employment contract at a Western Australian university. A proportion of the employment contract will be for the general mission of the Forrest Research Foundation (including mentoring of Forrest Scholars and ambassadorial duties). The requirement will also be for Forrest Creative and Performance Fellows to provide leadership and mentoring within Forrest Hall.

The Forrest Early-career Creative and Performance Leadership Fellowships are set out in accordance with the Forrest Research Foundation Strategic Plan and the employment contract with the university except as set out below.

Fellowship Guidelines

1. Title:

Forrest Research Foundation Early-career Creative and Performance Leadership Fellowships. Awardees will be known as "Forrest Creative and Performance Fellows".

2. Governed by:

The constitution of the Forrest Research Foundation of The University of Western Australia (see <https://www.governance.uwa.edu.au/committees/other/constitution-of-the-forrest-foundation-of-the-university-of-western-australia>) and the relevant employment policies of the employing university.

3. Purpose:

To attract and assist outstanding early career researchers in creative and performing arts to undertake high quality research and practice enquiry at one of the following Western Australian universities:

- Curtin University
- Edith Cowan University
- Murdoch University
- Notre Dame University (Fremantle Campus)
- The University of Western Australia

4. Value:

(1) The Forrest Research Foundation Early-career Creative and Performance Leadership Fellowship package comprises:

a) A contribution of the salary (and on-costs) to the employing university including:

- Salary at Academic Level A Step 8 of approximately \$99,000 plus superannuation: salary scales vary slightly between universities).
- Salary on-costs of 29.2% (inclusive of 17% superannuation) will be provided to employing university.
- A one-off research and travel allowance of up to \$12,000, plus economy airfare to Perth.

The research and travel allowance is available for approved research-related expenses, overseas research, and conference travel (this will be administered by the employing university).

b) An accommodation allowance to assist with living expenses of residing within Forrest Hall set at \$21,447 per annum in 2022 (Note this is subject to a marginal tax rate.

c) A proportion of each Forrest Creative and Performance Fellow's employment contract will be for the general mission of the Foundation. This is an additional stipulation of one day per week (0.2FTE) in the employment contract between the Forrest Fellow and the employing university, including mentoring of Forrest Scholars and ambassadorial duties).

(2) If the employing university wishes to employ Forrest Creative and Performance Fellows at a higher level or salary, the employer is responsible for funding the shortfall.

5. Method of payment:

- Forrest Research Foundation Creative and Performance Leadership Fellowship salary will be paid through the employing university's payroll system, in conjunction with the relevant employment policies.
- The accommodation allowance will be provided by the Forrest Research Foundation to the employing university (for distribution to the Forrest Creative and Performance Fellow), for payment towards living expenses and contribution to accommodation costs at Forrest Hall.
- The research and travel allowance will be administered by the employing university and available to the awardee upon application.

6. Duration of Fellowship:

The duration of the Forrest Research Foundation Early-career Creative and Performance Leadership Fellowship is up to 18 months on a full-time basis but is conditional on meeting satisfactory progress.

- Exemptions to full-time may be considered by the Forrest Research Foundation Governors for reasons such as parental leave and is subject to the employment conditions between the Forrest Creative and Performance Fellow and the employing university and relevant leave policies.

7. Eligibility requirements:

1. To be eligible to apply for a Forrest Research Foundation Early-career Creative and Performance Leadership Fellowship, an applicant must:

- a) have completed an undergraduate degree on or after 1 January 2014, or a Masters degree on or after 1 January 2017, or a PhD on or after 1 January 2020;
- b) have undertaken research in an Honours or Masters or PhD programme within a creative arts/performing arts discipline, or have proven practitioner research experience and achievements;
- c) possess a track record of proven academic excellence (e.g. first-class honours; grade point average of at least 3.8/4.0)
- d) be able to demonstrate a minimum of three years professional experience in the creative arts/performing arts sector. This could be cumulative across a number of professional contracts/appointments
- e) be intending to reside at Forrest Hall for the duration of the Fellowship (exemptions may be considered by the Governors of the Forrest Research Foundation);

2. To be eligible to take up a Forrest Research Foundation Creative and Performance Leadership Fellowship an awardee must –

- a) have been offered and accepted an employment contract at a Western Australian university. The Forrest Foundation will liaise with the nominated university to issue the employment contract to successful fellowship applicants;
- b) take up the Forrest Creative and Performance Leadership Fellowship and commence employment at the relevant university within 12 months of being awarded the Fellowship;
- c) agree to reporting their progress to the Forrest Research Foundation Director and the Minderoo Foundation each year.

8. Application procedure:

(1) Applications are called for by the Forrest Research Foundation and must be submitted by the advertised closing date.

(2) Applications must include the following documentation in order to be considered—

- a) a completed online application form submitted through the Forrest Foundation website www.forrestresearch.org.au ;
- b) A Curriculum Vitae (maximum 4 pages);
- c) A list and/or portfolio of publications, exhibitions, performances and other creative outputs (web links should be provided where appropriate);
- d) Grants and awards list;
- e) Contact details of a minimum of three referees (two academic, one professional/artistic, one personal (optional));
- f) Photograph.

9. Selection criteria:

Applications will be assessed by the Forrest Research Foundation Selection Committee on the basis of each applicant's –

- a) outstanding academic and creative/performance achievements;
- b) exceptional ability, resourcefulness and originality;
- c) potential to make a positive difference to the world;
- d) ability and commitment to mentoring and leadership within and beyond the Forrest Research Foundation community.
- e) additional materials regarding your practice (maximum 4 pages, 8 photographs, one website, 4 minute video/audio recording)

10. Selection process:

The selection of applicants will be undertaken by the Selection Committee of the Forrest Research Foundation having regard to applicants' academic records, creative/performance experience and achievements, and supporting documentation including the completed application.

The Selection Committee will shortlist a small number of candidates for interview. The nominated university of each shortlisted candidate will be asked by the Foundation to provide a short statement regarding the research environment that will support each Forrest Early-career Creative and Performance Leadership Fellow (e.g. facilities, equipment). The nominated university will also need to detail how it will mentor the Forrest Creative and Performance Fellow to ensure their continued career development and success. The principal cultural or community stakeholder with which the Fellow intends to collaborate will also be asked to provide a short statement of support.

The Selection Committee will interview shortlisted applicants. Shortlisted applicants may be required to conduct a presentation on their proposed research/practice enquiry at the nominated university in conjunction with the selection process.

The Forrest Research Foundation Selection Committee will refer Fellows to the Forrest Research Foundation Board of Governors for endorsement.

11. Residency:

Fellowship awardees are expected to reside at Forrest Hall. Exemptions may be considered by the Forrest Research Foundation Governors (for example in the instance of Forrest Fellows having a young family or conducting the majority of research outside of the Perth metro area).

The Foundation will recoup a rental payment for residency at Forrest Hall.

12. Outputs:

Any thesis, dissertation, publication or creative work resulting from research undertaken by the recipient while in receipt of the Forrest Research Foundation Creative and Performance Fellowship must acknowledge the support of the Fellowship, Forrest Research Foundation and carry the employing university's by-line.

Any variation from these guidelines will require approval by the Director of the Forrest Research Foundation.

13. File number:

14. Donors:

Andrew and Nicola Forrest

15. Selection committee:

The Forrest Research Foundation Selection Committee

16. Administered by:

The Forrest Research Foundation and the employing university

17. Year fellowship(s) first offered: 2021

18. Period of funding: The fellowship fund is held in perpetuity

19. Date established: 2014

