

National Seafood Industry Leadership Program

Application Timeline

As managers of the National Seafood Industry Leadership Program (NSILP), Rural Training Initiatives has developed the following stepped process for NSILP Applications.

Date	Activity
1 November 2017	Applications Open
10 December 2017	Selection Committee Formed
15 January 2018	Applications Close
23 January 2018	Applications Assessed by Selection Committee
25 January 2018	Applications Approved by FRDC
25-29 January 2018	Applicants Informed by Rural Training Initiatives

Application Process

1. Applications for the 2018 National Seafood Industry Leadership Program applications are due January 15, 2018.
2. Complete online application form or the word document form and send completed word document via email ONLY.
3. All applications are reviewed and, depending on the applications received and where required by the NSILP Selection Panel, a telephone interview may be requested.
4. Due to the limited program capacity and the need for a diverse composition of participants in any given group, not all qualified candidates are chosen. Individuals are strongly encouraged to re-apply in subsequent years.
5. At the conclusion of the selection process all candidates will be communicated with verbally and in writing but no appeal regarding the panel decision will be entered into.

Application Checklist

Here are some tips on information you might consider when applying for the NSILP

1. Secure support for your time and financial commitment to the program from your employer and/or business partner (if applicable). Determine if they are willing to provide financial assistance for your participation in the program.
2. Think and organise:
 - A list of learning institutes attended, approximate dates of attendance and degrees, certificates, or diplomas awarded.
 - Your current employment details and a description of work and personal information.
 - A list of industry associations, community groups, and/or other activities in which you have been in a leadership role, along with approximate dates of involvement in each activity.
 - A nominator along with complete contact information, including an email address.
3. Consider the short answer/essay type questions that you will find on the application. It may be helpful to use a word processing program to compose your answers, and then, cut and paste the answers into the online application form.



National Seafood Industry Leadership Program Participant Selection Information Sheet

The NSILP Selection panel will make recommendations to the FRDC on the basis of the following selection guidelines:

‘Richness’ of the cohort

The selection panel will try to ensure that each NSILP cohort represents a breadth of experience and perspectives that reflect the diversity of people and activities, and the challenges and opportunities within the broader industry.

Individual merit

To ensure that each individual recommended for a place demonstrates:

- commitment through presenting a fully completed application.
- insightful responses to the application questions
- respect for, and commitment to NSILP Mission process and motivation to participate
- their willingness to act to the benefit of industry beyond their own interests
- potential for contribution to the industry

General rules:

- The maximum number of places offered in any program is 18.
- Where the selection panel identified that there are more than 18 suitable applicants, a wait list can be identified should any preferred applicants not commence the program. The selection panel may also recommend an applicant for the following year’s program(s), without requiring a further application.
- Under normal circumstances, only one person will be recommended from any one business/organisation in a given program. The rationale is that (a) dynamics within the group can be affected, and (b) dynamics between two colleagues can impact on an individual’s participation and contribution, and (c) the diversity of the cohort is reduced. An exception may be made where no other suitable applicant is available, the roles of two individuals are very different, and the selection panel is convinced that the benefits of both applicants participating outweigh the risks. The chair of the selection panel may contact an employer/nominator to discuss the merits of each applicant consistent with the selection guidelines described above.
- It is acknowledged that many applicants are likely to be known to members of the selection panel. Members of the panel may share their knowledge of an applicant with the others on the panel, but they will fully disclose the nature of the relationship, and restrict discussion to factors directly relevant to the selection guidelines described above.
- Panel members are encouraged to promote the NSILP throughout their networks, and to encourage particular individuals to apply. Members will declare any contact they have had with an applicant regarding applying to the program.
- Members of the selection panel can discuss the program with potential applicants, but cannot give direct assistance in the development or submission of the application.

Rural Training Initiatives support for the NSILP Selection Panel will include:

- Facilitating the selection panel during the fourth (and final) NSILP Advisory Group Meeting annually.
- Developing a draft calendar of selection meetings and activity dates
- Circulation, to the selection panel, of the confirmation prior to the end of each calendar year.
- Facilitate the convening of the selection panel, via teleconference, to select NSILP participants no later than six weeks prior to the commencement of the NSILP.



- Collection and dissemination of the NSILP applications to the selection panel 1 week prior to the selection. Dissemination of the information will occur via email.
- Supplying a selection matrix through in which the each selection panel member will “rate” the applicants prior to the selection panel meeting.



NSILP Participant Selection Criteria

The National Seafood Industry Leadership Program participants are required to demonstrate a commitment to the Australian seafood industry and community. The NSILP 2018 participant groups will, where possible, reflect the diversity of the industry including industry sector, leadership experience, geography, profession, gender, and cultural background. These elements, as stated by the participants, greatly enrich the growth and development of the NSILP group as a whole.

Selection Criteria is based on the questions found on the NSILP 2018 application form.

Applicants will be assessed by the NSILP Selection Panel based on the following criteria:

Personal Achievements

Each applicant will be evaluated for his or her personal achievements within and/or beyond the Australian seafood industry.

Leadership Experience

Applicants must provide information regarding his or her leadership knowledge, through training or experience, and/or leadership roles undertaken within or beyond the Australian seafood industry.

Potential to be a Productive Participant

Each applicant will be considered in terms of willingness to learn new perspectives, ability to contribute to and benefit from program activities, and commitment to participate in all activities and sessions.

Potential to Work Effectively with People

Each applicant must demonstrate an ability to work well with others and to communicate effectively; to embrace the reality of multiple perspectives; to grow in working with others across differences, to receive feedback from others, to consider ways to grow and develop; and to make decisions in concert with others. A successful applicant will demonstrate that he or she wants to work with, learn from, and share with other people.

Leadership Potential after the Program

An evaluation will be made of each candidate's potential to provide leadership within the Australian seafood industry, it should be noted that the selection committee views this selection criteria broadly and understands the levels of leadership opportunity available to participants/graduates. The NSILP is seen as the beginning of the leadership opportunities available to participants.

Commitment to Participate

The applicant must show commitment to being fully involved in the NSILP program. A commitment to the nine (9) days of face-to-face learning and the commitment to participate fully in the program Mission.

Breadth of Perspective on Issues

Each applicant will be evaluated for his or her long term vision for the Australian seafood industry and their commitment and concern for a broad scope of issues related to the Australian seafood industry. During the NSILP, participants undertake a group industry "mission" (like a project). Tell



us how YOU will work with other NSILP participants to ensure the Mission is delivered to the industry by the end of the program? *

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