



Western Local Land Services Russel Harland Memorial Scholarship

Applications are now open for the 2020 scholarship program

The Western Local Land Services Russel Harland Memorial Scholarship is awarded annually to a tertiary student who displays strong personal, community and educational commitment to rural or regional areas, with particular reference to the Western region of NSW.

The scholarship was developed in memory of Russel Harland, a champion of natural resource management in western NSW.

This program has run since 2006, beginning under the Western Catchment Management Authority and continued on by Western Local Land Services. In this time, eight students gained employment and two are still employees with Western Local Land Services. After a period of consolidation, the scholarship has been re-designed to better fit the range of services provided by Western Local Land Services, and is now open to applicants.

The scholarship is awarded to assist the student to advance their educational qualifications and personal skills so that they can contribute to future biosecurity, agricultural and natural resource management outcomes and build upon the expertise within the community of the Western region.

Scholarship terms

1. A one-off amount of \$5,000 which will be paid in two instalments.
2. One scholarship is offered each year and selection is a competitive process.
3. The terms of the scholarship require demonstrated successful progress towards completion of studies.
4. Scholarship recipients will be expected to complete at least four weeks paid work with the Western Local Land Services during the year of their scholarship.
5. Following the successful completion of their studies, scholarship recipients will be contracted to work with Western Local Land Services for one year.
6. Western Local Land Services reserves the right to vary these terms without notice or consider applications outside these guidelines.
7. Successful applicants will be required to sign a written agreement with Western Local Land Services consistent with these terms.
8. Records of successful scholarship winners will be maintained and may be used for promotional purposes for Western Local Land Services and the scholarship.
9. Western Local Land Services relies on funds from the NSW and Australian Governments to fund the Russel Harland Memorial Scholarship. While Western Local Land Services have every intention of maintaining the scholarship program, in the event that the program is unfunded, the scholarship recipient at that time, may be terminated under a negotiated settlement.

Snapshot

- \$5,000 scholarship
- Four weeks paid work
- One year guaranteed field officer position
- Expressions of interest close Friday, 16 August 2019



**Local Land
Services**

Eligibility

Applicants must be:

1. Australian citizens or permanent residents as defined by the Commonwealth.
2. Full-time students enrolled in an undergraduate course in an area of study relevant to the skills required within Western Local Land Services. Eligible students will be approaching their final year of study. Relevant courses must be of a Bachelor level and may include, but are not limited to:
 - Agriculture (eg Agricultural Science, Rural Science, Animal Science, Agribusiness, Agricultural Economics).
 - Veterinary Science.
 - Emergency Response and Management.
 - Natural Resource Management (eg. Environmental Science, Zoology, Ecology, Hydrology, Science, Geomorphology, Environmental Policy).
 - Aboriginal cultural heritage.
 - GIS and remote sensing.

It should also be noted that people who identify as Aboriginal or Torres Strait Islander are encouraged to apply. However, this is not a requirement.

Applicants will be competitively assessed on the following criteria:

1. Demonstrated consistent academic achievement.
2. Commitment to biosecurity, natural resource management and agricultural related issues with an interest in and/or knowledge of the Western NSW.
3. A strong understanding of and/or interest in rural communities.
4. Sound personal skills, including written and verbal communication, leadership, practical skills and a strong work ethic.
5. Being an active member of your community (eg sports, arts, education, volunteer work, service clubs).

Selection process

Stage 1 – expression of interest

- Expressions of interest for the 2020 scholarship close on **Friday, 16 August 2019**.
- Applications should consist of a completed expression of interest form, a resume and a cover letter addressing the selection criteria. Resume and cover letter should

not be more than two pages each.

- Expressions of interest are assessed by a selection committee that comprises of at least the Chair of the Western Local Board, the General Manager of Western Local Land Services (or their delegates) and an independent member with knowledge of Western NSW.
- The committee may contact your nominated referees for further information.
- The committee will recommend a short-list of applicants.
- If there are no suitable candidates the scholarship may not be awarded.
- Completed expressions of interest should be sent by the closing date to:

Western Local Land Services Scholarship
PO Box 363
Buronga NSW 2739

E-mail to: admin.western@lls.nsw.gov.au.

Applications that are e-mailed should either be in PDF, Word or Word compatible format.

Stage 2 – participant application

- To commence following the expression of interest process (circa October 2019).
- Shortlisted applicants will be invited to undertake an interview and associated assessment processes and pre-employment checks.
- The successful applicant will be offered a casual position which will run until the end of 2020. This is the time period within which work placement is to be completed.
- Following successful completion of study, and four weeks of work placement, the successful applicant will be offered a 12 month, full time contract position within the Western region to commence in January 2021.

More information

If you have a further query, you can contact:

Western Local Land Services Senior Land Services Officer,
Kaye Gottschutzke on (03) 5021 9409.

Frequently asked questions

Do you have any advice when applying for a scholarship?

Read all of the application form before commencing it. Review your application thoroughly to correct any errors.

Applications should include a cover letter stating how you meet the selection criteria. You may use dot points if you wish. You may include a copy of your university/college results as supporting documents. Your resume should outline relevant employment or work experience and address the role capabilities criteria.

Who should I include as a referee?

Your referees should be people who know you well and can support your application. It may be a lecturer, someone from a volunteer group in which you were involved or someone you have worked for in a relevant industry. Preferably they would be someone who knows you well enough to comment on your skills, knowledge and ability to work in a team as they relate to the selection criteria.

Do I have to work for Western Local Land Services if I get a scholarship?

Yes, you will be expected to work for the Western Local Land Services for at least four weeks (20 working days) during your scholarship year. This does not have to be a four week block but can be spread over the year to fit in with your study timetable. In addition to your scholarship we will pay you at an applicable rate for this time. The work will be spread across a range of our service areas and be predominately field based.

Do I have to work for Western Local Land Services at the end of my degree?

Yes. At the completion of your studies you will be expected to work for the Western Local Land Services for one year. The role will be a Senior Field Officer (Grade 2) and the commencing salary is approximately \$57,864 p/a.

What are the tax implications of receiving a scholarship?

It is up to the individual to determine their own tax arrangements. Western Local Land Services will not withhold any taxation from your scholarship payment but will withhold income tax at PAYE rates on income paid to you when you work for Western Local Land Services.

Where will I be expected to work?

This is variable, but anywhere within the Western region. Western Local Land Services has offices in 11 locations across the region. You will also be expected to work in the field with our staff.



What if I don't quite meet all the selection criteria?

The selection committee may relax some criteria if it is felt that the applicant has merit, even if not all criteria are strictly met. Contact Senior Land Services Officer, Kaye Gottschutzke on (03) 5021 9409 to discuss your case.

What happens if my circumstances change?

Applicants are expected to fulfil the requirements of the scholarship under all reasonable circumstances. However, there may be a variety of reasons why it becomes impractical for an applicant or Western Local Land Services to continue with the scholarship, either during study or the following term of employment. In this event, each case would be reviewed by Western Local Land Services and may result in the loss of the scholarship, a request for a refund or you may be released from the contract. Any course of action would depend on the individual circumstances.

What happens if I fail my course or can't fulfil my work obligations?

In the event that the applicant fails some or all of their coursework, or is unable to complete required work commitments, Western Local Land Services will review the case. Action from this review will depend on the individual circumstances. Western Local Land Services may request the repayment of scholarship funds depending on the situation.

Where do I send my application?

Complete all sections of the application form and attach relevant details of how you meet the selection criteria. Send your applications to:

Western Local Land Services Scholarship
PO Box 363
Buronga NSW 2739

E-mail to: admin.western@lls.nsw.gov.au.

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Russel Harland Memorial Scholarship - application form

Personal details

Name:

Date of Birth:

Home Address:

Term Address:

Telephone:

Mobile:

Email:

Study details

Education Institute:

Course:

Year of course: (at time of application)

Course length and expected graduation date:

Referee contact details

First Referee

Second Referee

Name:

Address:

Telephone:

Mobile:

Email:

How do you know
this person?

Please attach a cover letter, resume and any supporting documents outlining how you meet the following selection criteria:

1. Demonstrated consistent academic achievement.
2. Commitment to biosecurity, natural resource management and agricultural related issues with an interest in and/or knowledge of the Western region of NSW.
3. A strong understanding of and/or interest in rural communities.
4. Sound personal skills, including written and verbal communication, leadership, practical skills and a strong work ethic.
5. Being an active member of your community (eg sports, arts, education, volunteer work, service clubs).

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