First Nations Director Scholarship 2025
Guide for Applicants – which option is right for you?

Product and weblink	Foundations of Directorship™ for Indigenous Organisations	Company Director Course™ for Indigenous Business Leaders	Placements with The Observership Program
Content	The program is designed for new and aspiring directors, senior executives, and managers wanting to gain a foundational knowledge of the duties and responsibilities of boards and directors. It offers a comprehensive introduction to governance, finance, strategy and risk is suited for new and aspiring directors, senior executives and managers. Upon completion of this program, participants will be able to: • Identify the duties and responsibilities of a director • Outline governance and board meeting processes • Outline the director's role in evaluating financial statements • Identify the director's role in formulating and monitoring strategy, and identifying and assessing risk • Recognise the link between corporate strategy and financial performance. Participants on this course will receive the standard *Foundations of Directorship* course notes. The Indigenous focus is provided through facilitation, sector specific case studies, slides and appendices.	This course is essential learning for directors seeking to elevate their career and establish themselves as a trusted and respected board member. • Gain clarity around a director's role, legal responsibilities and community expectations. • Improve financial literacy and understanding of the strategic and financial levers that can help drive performance and sustainable value in an organisation. • Explore the tensions between short and long-term priorities and diverse stakeholder interests. • Enhance future strategic discussions with the knowledge and tools needed to improve an organisation's performance and evaluate risks effectively. • Identify how to make the board more effective and streamline board processes. • Enhance judgement and decision-making skills. • Improve performance as a director and a deeper understanding of boardroom dynamics. • Put learnings into practice through activities, real-world case studies and a boardroom simulation alongside peers. Participants on this course will receive the standard *Company Directors Course* course notes. The Indigenous focus is provided through facilitation, sector specific case studies, slides and appendices.	This initiative facilitates the involvement of young, talented and energetic individuals in a structured experience on non-profit and Government appointed boards. Each Observer is paired with an organisation (within their state of residence) for a 12-month period. During that time, Observers attend all board and/or committee meetings as non-voting members and learn about fundamental principles and functions of not-for-profit and Government appointed boards, the roles of board members, fiscal processes and other governance priorities.

Eligibility	The program is designed for new and aspiring directors, senior executives, and managers wanting to gain a foundational knowledge of the duties and responsibilities of boards and directors. For directors newly appointed to boards, anyone who might be interested in pursuing a career as a director, or for executives and managers who would like a better understanding of board processes.	This course is right for the more experienced director or business owner. It is recommended to have completed the AICD Foundations of Directorship™ program or have equivalent professional experience to ensure equal participation in group discussions throughout this course.	• Applicants must be aged between 25 and 40 on the application closing date. • Applicants must be resident in the state in which the Program operates and be either an Australian citizen or permanent resident. • Applicants must also be available for all board meetings and training sessions if placed with a Board. The Program is designed to support the development of the next generation of leaders, hence the age eligibility requirements.
Timings	• Course delivery expected to take place in January or February 2025. • 3 days of face-to-face in classroom sessions. • Assessment period of 3 months.	• Course delivery expected to take place in May or June 2025. • 5 days of face-to-face in classroom sessions. • Assessment period of 3 months.	Time commitment varies depending on the board, and applicants should prepare to be available for 4 to 11 meetings throughout the year, with varying lengths, from 2hrs to a whole day, plus 2-4 hours of pre reading per meeting and approximately 33 hours of professional development provided by The Observership Program. Observers may also be asked to join additional meetings, such as committee meetings and Strategy and Planning Day meetings. Meetings may happen after hours (after 5:00pm or on weekends). There are up to ten training sessions during the year, held face to face in the CBD (of applicant residence) or online. Timing for face to face sessions are 5.30pm arrival for a 6.00pm start, finishing by 8.30pm. Online sessions commence at 6.00pm until 7.30pm AEST. Participation in the Program requires attendance at all training sessions, board and other relevant meetings.
Commitment	• **Pre-reading:** Participants will have access to the course materials from 4 weeks prior to the course delivery and will be expected to complete the recommended pre-reading (approx. 50 hours). • **Course delivery:** Attendance in person at the course delivery (3 consecutive days) Each day will start promptly at 8:45am and conclude at 5:00pm, and participants must attend each day of the course to qualify to sit the assessment.	• **Pre-reading:** Participants will have access to the course materials from 6 weeks prior to the course delivery and will be expected to complete the recommended pre-reading (approx. 80 hours) • **Course delivery:** Attendance in person at the course delivery (5 consecutive days). Each day will start promptly at 8:45am and conclude at 5:00pm, and participants must attend each day of the course to qualify to sit the assessment.	Observers are expected to: • Attend all board meetings, training, networking and guest speaker events. Observers are ambassadors for The Observership Program and failure to demonstrate adequate commitment jeopardises opportunities for future candidates. • Treat all materials, discussions and activities associated with the Program and the organisation with strict confidentiality. • Contribute to the board meeting discussions only when invited or appropriate.

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Assessment	Assessments are completed via our online *MyLearning* portal and consist of 3 individual open-book quizzes made up of ten multiple-choice questions from each of the single session topics: • Governance for Directors • Risk and Strategy for Directors • Finance for Directors Each quiz has a time limit of 30 minutes. There are practice quizzes available for each topic. Participants who are unsuccessful on their first attempt of the assessment, are able to access one 'resit' or second attempt. This resit must be completed within the same 3 month assessment period.	There are three assessment tasks which are undertaken and submitted online. The tasks consist of: • The assignment – A multipart written response of 3,000 words; • The exam – An open book, exam of four long answer questions, timed at 1 hour 45 minutes; and • The quiz – 20 multiple choice questions, timed at 1 hour. Participants who are unsuccessful on their first attempt of the assessment, are able to access one 'resit' or second attempt. This resit must be completed within the same 3 month assessment period.	No Assessment
Outcome	Scholars who attend all 3 days AND successfully complete the Assessment tasks will obtain a Certificate of Completion (No post-nominals).	Scholars who attend all 5 days AND successfully complete all Assessment tasks will obtain a Certificate of Completion and GAICD post-nominals (for use by members only).	Observers who complete the program will receive a certificate of completion. If at least 85% of the AICD components of this program are completed Scholars will receive a certificate of learning. If the Observer placement is successful, Scholars may be offered a permanent seat on the board (this is not guaranteed). No AICD certificate or post nominals are applicable.