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| Australia Awards Scholarships Intake 2025 Academic Referee Report |
| Instructions for applicant: This report may be completed by your former lecturer or an officer in your organisation who can provide an accurate assessment of your academic, professional and technical competence in your preferred area of study. PhD applicants are required to submit two academic referee reports and at least one must come from a former supervisor or lecturer. **Instructions for referee:** The applicant has named you as a referee in support of an application for an Australia Awards Scholarship supported by the Department of Foreign Affairs and Trade (DFAT) for study in Australia. To assist in the selection process, we would like to receive your views on the applicant’s suitability for a scholarship, in particular on their capabilities and personal leadership qualities, academic competence (including, where applicable, their research ability) and potential to contribute to positive development outcomes for PNG, as proposed in their Reintegration Plan. |

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| 1. Personal details
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| Applicant’s details |
| Full name (as it appears in passport) |       |
| Email |       |
| Area of study |       |
| Referee’s details |
| Full Name |       |
| Mobile no. |       | Work phone no. |       |
| Email |       |
| Employing organisation | Name |       |
| Town/City, Country |       |
| Position title |       | Starting date   /  /     |
| Length of time you have known applicant | [ ]  | Less than 3 months | [ ]  | 3–12 months | [ ]  | 1–2 years | [ ]  | 2–5 years | [ ]  | More than 5 years |
| Relationship to applicant (e.g. direct supervisor, lecturer)  |       |
| Authorised official stamp of the organisation. |  |

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| 1. Evaluation of applicant’s capabilities and behaviours
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| Please evaluate the applicant against the following criteria\* |
|  | **Very good** | **Satisfactory** | **Needs coaching** | **Not observed** |
| **Shapes strategic thinking** (meaning that they: inspire a sense of purpose and direction; focus strategically; harness information and opportunities; and show judgement, intelligence and common sense) | [ ]   | [ ]   | [ ]   | [ ]   |
| **Achieves results** (meaning that they: build organisation capability and responsiveness; marshal professional expertise; steer and implement change and deal with uncertainty; ensure closure and deliver on intended results) | [ ]   | [ ]   | [ ]   | [ ]   |
| **Cultivates productive working relationships** (meaning that they:nurture internal and external relationships; facilitate cooperation and partnerships; value individual differences and diversity; and guide, mentor and develop people) | [ ]   | [ ]   | [ ]   | [ ]   |
| **Displays personal drive and integrity** (meaning that they: demonstrate professionalism and probity; commit to action; display resilience; promote and adopt a positive and balanced approach to work; and demonstrate self-awareness and a commitment to personal development) | [ ]   | [ ]   | [ ]   | [ ]   |
| **Communicates and negotiates effectively** (meaning that they: communicate clearly; listen, understand and adapts to audience; and negotiates persuasively) | [ ]   | [ ]   | [ ]  | [ ]   |

 **\* Extract from the Australian Public Service Commission’s ‘The integrated leadership system – support tools – Leadership pathway: Individual profiles’**

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| 1. Applicant’s academic and professional qualifications
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| Please comment on the applicant’s academic and professional qualifications and technical competence to undertake the intended course (maximum 250 words)  |
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| 1. Applicant’s motivation and personal qualities
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| Please comment on and provide examples of the applicant’s drive, determination, diligence, resilience and adaptability to successfully deal with challenges on award, to complete their intended course of study. (maximum 250 words) |
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| 1. Potential outcomes of applicant’s study – Refer to applicant’s Reintegration Plan
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| Please comment on the applicant’s Reintegration Plan, its feasibility, and evidence of the applicant’s potential, post award study, to make a positive contribution towards addressing their identified PNG development needs. (maximum 250 words) |
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| 1. Research potential and skills for MPhil and PhD applicants only
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| In the past five years, how many research higher degree (PhD, Masters) candidates have you worked with? |  |
| Your professional knowledge of the applicant is: [ ]  Very detailed [ ]  Very good [ ]  Good [ ]  Incomplete |
| **Score the following criteria out of 10** (A score of 10 means that you regard the applicant as being in the top 2% of all candidates in each assessment category. A score of 9 indicates that the applicant is in the top 5% of all candidates. A score of 8 - top 10%; score of 7 - top 20%; score of 6 - top 30%; score of 5 - top 40%; score of 4 - upper 50%; score of 3 - upper 60%; score of 2 - upper 70%; score of 1 - bottom 30%) | **Score** |
| 1. ***Research potential:*** intrinsic research potential (as distinct from examination results).
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| 1. ***Creative Ability:*** ability to develop original ideas/hypotheses, to write original compositions or to assemble conventional work in some original way
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| 1. ***Initiative*:** ability to embark on new ideas or approaches without prompting
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| 1. ***Perseverance:*** ability to work steadily even in difficult circumstances or where motivation or external direction is minimal.
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| 1. ***Critical thinking:*** ability to differentiate between sound and irrationally based thinking
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| 1. ***Team work:*** ability to work in a research group
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| 1. ***Ability to Communicate:*** both written and spoken
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| 1. Readiness to undertake research for MPhil and PhD applicants only
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| Please comment on evidence of the applicant’s research potential and achievement (such as the outcomes of their research experience and training, including university studies, publications, papers, and other relevant work) (maximum 250 words). |
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| 1. Potential outcome of research for MPhil and PhD applicants only
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| Please comment on how the proposed PhD research could contribute towards academic and research development in applicant’s institution and field of study and, more broadly, towards positive development in PNG. (maximum 250 words) |
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| 1. Referee’s declaration and signature
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| I declare that the information in this report is true and correct. |
| Signature | Date   /  /     |
| **Thank you for assisting the Australian Government in identifying an outstanding candidate for an Australia Awards Scholarship.** |