**Aurora Women’s Leadership Development Programme 2024-25**

**Selection Process and Criteria**

This section includes the essential and desirable criteria to be considered for Aurora. Applicants can include other relevant information in support of their application. All applications will be considered in terms of the clarity of answers and adherence to the word count. The answers will be considered relative to the opportunities provided by the applicant’s current role and grade. Shortlisted applicants will be invited to interview.

**Personal statement questions**

* Explains applicant’s career aims with reference to leadership and/or influencing/engaging/motivating others over the medium term (3 years plus), and path to senior leadership levels in HE. **(Essential)**
* How the Aurora programme will support them to achieve their career aims in leadership, influencing/engaging/motivating others and will improve their existing capabilities/experience. **(Essential)**
* Shows commitment to their own development with examples of how learning has been applied to their job/personal life and outcomes. This can include learning from experience and formal learning. **(Essential)**
* Explains why this is a good time to participate in Aurora: including competence and performance in their current role, and their potential to progress to new roles, influencing and motivating others. **(Essential)**
* Two examples of what they did to lead and/or successfully influence, motivate, and engage others. Demonstrates understanding of how and why people were led/influenced/motivated/engaged in the examples given and impact of their actions. **(Essential)**
* Demonstrates how the learning and networking opportunities from Aurora can be applied to their current role and future opportunities to lead, influence, and motivate (e.g. new activities/project work, new roles) in School or Professional Service. **(Desirable)**

**Line Manager Supporting Statement**

* Confirms the applicant’s competence and good performance in their current role. **(Essential)**
* Confirms the applicant’s commitment to their own personal development and learning, application, and results, with examples. **(Essential)**
* Endorses career path as logical/coherent with appropriate steps. **(Essential)**
* Confirms why it is the right time for the applicant to engage in Aurora. **(Essential)**