

Selection Criteria

Selection Process

The Committee for Gippsland (C4G) will assess application forms based on the participant selection criteria below.

Applicants who meet the criteria will be invited to participate in further assessment to expand on their written application.

Selection activities may include phone interviews, behavioural-style panel interviews (conducted across Gippsland) and psychometric profiling. The uniqueness of C4G's program relates to its ability to reflect the diversity of our region among the participants. This means the final selection will result in a blend of participants which come from all over Gippsland to reflect a broad range of ages, backgrounds, and experience. It is our aim to represent each of Gippsland's local government areas.

Diversity and Inclusion

The Gippsland Community Leadership Program (GCLP) is committed to ensuring each cohort represents the diversity of our region. Consideration is given to ensure diversity of age, gender, cultural background, LGA, community involvement, industry, employer, and job role. By valuing diversity of perspective, the cohort and program (and therefore the community) benefits by leveraging the diverse thinking, skills, experience and styles of the collective. C4G places great emphasis on inclusion and accessibility, striving to ensure people of all abilities can access and participate equitably throughout the selection process and the program. The GCLP program director will support reasonable adjustment requests in any stage of the assessment process and program to remove barriers and facilitate full participation for all applicants with disability.

Participant Selection Criteria

Prerequisites

Live in one of the six local government areas within Gippsland:

- Bass Coast Shire Council
- Baw Baw Shire Council
- East Gippsland Shire Council
- Latrobe City Council
- South Gippsland Shire Council
- Shire of Wellington Council

General Requirements

- Willingness to commit to time/travel requirements of the program*
- Ability to meet the financial commitment
- Demonstrated evidence of your employers' support for you to undertake the program

Time/Travel Commitment Requirements

- Ability to meet minimum 80% attendance (this is a firm expectation)
- Ability to attend all (three) Gippsland residential sessions
- Ability to attend out of region program events (i.e. Melbourne / Canberra)

* The GCLP Program Director is to be notified as soon as an inability to fulfill these commitments has become evident. The circumstances of your situation will be considered and accommodated if appropriate.

Gippsland Community Leadership Program Selection Criteria

Community

Evidence of commitment to community

Understanding of the future challenges and opportunities in Gippsland

Leadership

Evidence of leadership achievement and/or demonstrated potential to fulfil leadership roles at the completion of GCLP

Competency Matrix

The GCLP participant selection process allows applicants to demonstrate the below competencies through information gathered throughout the process that relates to multiple facets of the individual including their knowledge, experiences, motivators and behaviours.

Growth Mind-set

Leading the way in effecting strategic change as an individual or within an organisation or community group

Competency

Community Awareness Demonstrating 'business sense' in the context of community, possessing and using knowledge of the region and societal factors impacting the community to identify potential risks, problems and opportunities

Initiative Acting of own accord; being proactive and self-motivated

Innovation Introducing original ideas; applying new methods; being creative

Leadership Providing guidance, feedback and direction to team and individuals; inspiring and encouraging others towards goal achievement; assisting others to work at full potential; creating and defining a compelling

Learning Orientation Actively seeking new ideas and different perspectives; continuously enhancing own knowledge and skills; readily assimilating new information

Tenacity Doing what it takes to achieve worthwhile goals; making repeated attempts to achieve a goal despite barriers

Teamwork

Working cooperatively and effectively with others

Competency

Building Relationships Proactively developing and maintaining effective relationships to facilitate the achievement of goals

Communication Expressing thoughts, ideas and information in a clear, appropriate manner, using appropriate structure, grammar and language tailored to the listener/reader

Concluding Working through each aspect of a task of a project; overcoming obstacles; driving a task or project through to completion

Interviews Applicants will be notified by phone or email of interview dates and times.

Applicants will be advised of the outcome of their application in the December before the commencement of their program year.

The evaluation of applications is a confidential process.