



AdvanceHE



AURORA- Process and Criteria 2022-2023

Aurora is a women-only leadership development programme run by Advance (HE) former Leadership Foundation for Higher Education. The programme provides the skills they need to support their career development. It is a partnership initiative bringing together leadership experts and higher education institutions to take positive action to address the under-representation of women within their institutions.

The RVC has highlighted its commitment through the Athena SWAN Action Plan and the Gender Pay Gap reports to address the under-representation of female staff within senior grades. The RVC will be offering five places for female staff to participate in the leadership development programme. Further details of the Aurora programme can be found on the following link: <https://www.advance-he.ac.uk/programmes-events/aurora>.

Who is Aurora for? What are the expectations?

- *Aurora is open to all female staff (grades 7 and 8 at the RVC) working in a university, college or related organisation who would like to develop and explore issues relating to leadership roles and responsibilities.*

Participants should be committed to developing and enhancing their careers and will be required to:

- *Attend the introduction webinar which will introduce the aims and objectives of Aurora along with an inspirational guest speaker*
- *Attend each of the four development days, and the two action learning set days*
- *Undertake self-directed learning throughout Aurora, aligned with development interests*
- *Commit to working with a mentor provided by the RVC (participants may wish to choose their own mentor)*
- *Act as a mentor for future Aurora participants/other staff;*
- *Commit time after the programme to support RVC Equality and Diversity lead and the Champions in promoting women's leadership.*

Dates for 2022-3

We will be putting staff forward for the South of England cohort.

Session	Date
Introductory Webinar - online zoom	Tuesday, 4 October 2022
Identity, Impact and Voice - online zoom	Tuesday, 11 October 2022
Core Leadership Skills - online zoom	Tuesday, 15 November 2022
Action Learning Set 1 - online zoom	Tuesday, 6 December 2022
Politics and Influence - online zoom	Wednesday, 11 January 2023
Adaptive Leadership Skills - online zoom	Tuesday, 7 February 2023
Action Learning Set 2 - delegates self-host	Tuesday, 7 March 2023
Your future in HE - in person- London	Wednesday, 22 March 2023

Delegates should be able to commit to the full programme of events, mentoring and e-learning.

Selection Criteria

Applications will be assessed against the following criteria:

Prerequisites:

- Female member of staff in grades 7 or 8,
- Up to date with compliance training
- Beyond the first year of probation
- Line manager support

Criteria:

- Career aims relate to leadership (in the medium and longer-term); the career path is logical and coherent and includes key steps from the medium-term to the longer-term to support the leadership journey; evidence of motivation for the leadership role;
- Clear relationship between the women-only Aurora programme and the support required to achieve the identified career aims in leadership; benefit to the RVC of supporting this individual;
- Evidence of commitment to development; development in leadership influencing /engaging / motivation skills- as well as in profession/ specialism; evidence of reflective practice and changes made as a result of development;
- Evidence of awareness of challenges in RVC women's progress and how a network of Aurora alumni might help address this; willing to 'give back' and support women's leadership in the RVC after the programme
- Commitment to comply with the programme requirements.

Application Form: Aurora Programme 2022-2023

Name:	
Job Title:	
Department/Grade:	

Essential Requirement

To apply for a place on the Aurora programme you will have to satisfy the criteria outlined below:

Are you up to date with your compliance training: Yes No

Are you beyond your 1st year of probation by 31st August 2022: Yes No

Although not a requirement, we strongly advise you to speak to an Aurora Alumnus to find out more about the programme and have insight into how it may help your career.

- 1. Please tell us your medium and long-term career goals, what motivates these aspirations, and how these support your leadership journey. Put this in the context of your career journey to date.**
- 2. Why do you wish to participate in the Aurora Leadership Programme and how will the RVC benefit if you do?**
- 3. Please give examples of recent (last 2 years) activities you have undertaken to support your professional development and how you have put the learning into practice.**
- 4. What do you see as the challenges to Women's progression in the RVC and what contribution could you, working with other Aurora alumni, make to overcome these?**

- 5. Please confirm that you are able to comply with the programme requirements: attendance at workshops and an action learning set; meetings with a mentor; and e-learning on leadership.**

Could you send your completed application form to: fnazirbhatti@rvc.ac.uk by no later than 7th September 2022.