



**Australia Awards**

## *Women in Leadership in the Security Sector*

### **Australia Awards in Indonesia – Short Term Award**



Australia Awards in Indonesia is seeking applications for the **Women in Leadership in the Security Sector Short Term Award**. The successful candidates will gain skills and knowledge to increase women's participation and leadership by benchmarking policies and sharing lessons learned and best practices between Australian and Indonesian agencies.

The course will be delivered online for up to 30 participants. Women and men who work towards enhancing women's participation within their respective organisations are welcome to apply.

To apply for this course:

- You must be a representative of the following Indonesian agencies and organisations (staff to Echelon II level, or equivalent):
  - i. Indonesian National Police (Polri)
  - ii. Civil servants from the Ministry of Defense (Kemenhan) and members of Indonesian National Armed Forces (TNI)
  - iii. Ministry of Foreign Affairs (Kemenlu)
  - iv. Coordinating Ministry for Political, Legal and Security Affairs (Kemenko Polhukam)
  - v. National Agency for Combating Terrorism (BNPT)
  - vi. DG of Immigration (Ditjen Imigrasi)
  - vii. Ministry of Marine Affairs and Fisheries (KKP)
  - viii. Coordinating Ministry of Maritime Affairs and Investments
  - ix. Indonesian Maritime Security Agency (Bakamla)
  - x. Ministry for Women's Empowerment and Child Protection
  - xi. Coordinating Ministry of Human Development and Culture
  - xii. DG of Corrections (Ditjenpas)
  - xiii. National Cyber and Crypto Agency (BSSN)
  - xiv. Indonesian State Intelligence Agency (BIN)
  - xv. Armed Forces Strategic Intelligence Agency (BAIS)
  - xvi. National Commission on Violence Against Women (Komnas Perempuan)
  - xvii. The House of Representatives (DPR): Commission I/II/III
  - xviii. Universities
  - xix. Civil Society Organisations
- Your current manager/supervisor must endorse your participation
- You preferably have a bachelor's degree or higher (not a mandatory requirement)
- You are committed to preparing and implementing an Award Project, a group development project as part of the course



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Applicants are expected to have professional working proficiency in English. The course will be delivered in English.

#### **Key Dates**

- Online pre-course workshop (3 x half day) in February 2022
- Online course over 5-6 weeks between March–April 2022 (3 x 3-4 hour online sessions per week)
- Online post-course workshop (3 x half day) in June/July 2022

#### **Learning objectives**

- Benchmark strategies to attract women into the security sector
- Identify and develop policies, regulations and guidelines that increase women's participation and promotion to leadership roles (including affirmative action)
- Identify lessons learned and best practices from the Australian agencies' efforts to ensure greater representation of women at all levels of their organisation
- Explore pathways for women in Australian government agencies and discuss the suitability of different approaches to the Indonesian context
- Explore change management drivers and initiatives in Australian agencies
- Identify ways to create champions for change in women's participation and leadership
- Benchmark diversity policies and programs, corporate policies
- Formulate policy recommendation on mainstreaming gender perspective
- Develop a toolkit of ideas to help drive change in the participants' organisations (Award Project)

Women and people with disabilities are encouraged to apply!

All applications **MUST** be submitted online via this link:

<https://www.australiaawardsindonesia.org/id/Womenleadersecurity> by

**Wednesday, 28 November 2021 at 23.59 WIB** at the latest!

For more information, please visit [www.australiaawardsindonesia.org](http://www.australiaawardsindonesia.org) or contact [shorttermawards@australiaawardsindonesia.org](mailto:shorttermawards@australiaawardsindonesia.org).