



## Frequently Asked Questions

### Who can apply?

- Permanent kaimahi, with at least 12 months service
- Fixed-term kaimahi, with at least 12 months service and have a further current 12-month fixed term agreement
- Kaimahi must be either full time, proportional or part-time (at least 0.8 FTE)
- Employed with MIT or Unitec
- Kaimahi with Māori and/or Pacific whakapapa/heritage, those living with a disability or are neurodivergent.
- All position types are eligible to apply; academic, professional/support, or management positions.

### How do I apply?

- You can apply using the online application form, for all three scholarships [here](#)
- Your application can also be made in writing, by video, audio, interpreter, through drop-in sessions or other formats relevant to your needs. In any format, you must answer the pātai (questions) on the application form and include an outline of the proposed study
- Applications must be submitted by **Friday 14 March, 5pm**.

Please reach out to the Organisational Development & Equity team if you would like support with your application.

### If successful, how will I be supported with my scholarship?

Once successful applicants have been announced and awarded their scholarships, they will be supported by our People, Culture & Wellbeing (PCW) and Senior Leadership Teams (SLT) as well as their people leader/manager to create a holistic roadmap tailored to what they need to be successful with their scholarship, including looking at workload support, where possible.

The successful candidates will regularly meet with PCW and their people leader/manager to review, discuss progress and ensure they have the support they need.

## Who can I talk to for more information about the scholarships?

Please reach out to one of the Organisational Development & Equity team;

Julie McGregor - [jmcgregor2@unitec.ac.nz](mailto:jmcgregor2@unitec.ac.nz) 021 490 007

Mirela Szekely - [mszekely@unitec.ac.nz](mailto:mszekely@unitec.ac.nz) 022 012 3411

Annaliese Hohaia - [annaliese.hohaia@manukau.ac.nz](mailto:annaliese.hohaia@manukau.ac.nz) (09) 200 1649

Jemma Lal - [jemma.lal@manukau.ac.nz](mailto:jemma.lal@manukau.ac.nz) (09) 980 9615

## How will my application be assessed?

- Your application will initially be received by the Organisational Development & Equity team who will check criteria and send to a panel of MIT and Unitec kaimahi to assess.
- The Regional Executive Director and Director of PCW will approve the makeup of the Selection Panel. This will be decided once applications have closed to ensure inclusive representation and that all applicants have equal opportunities.
- You may be contacted to meet with the panel if they feel they require any further information for your application.

## How many scholarships are being awarded?

There is a scholarship available for each priority group in 2025:

- Kaimahi Māori Scholarship
- Pacific Kaimahi Scholarship
- Disabled and Neurodivergent Kaimahi Scholarship

This would see **a minimum of three scholarships awarded across MIT and Unitec** if there is a candidate of sufficient merit within each priority group. The selection panel however, at their discretion, may choose to divide each scholarship between 2 or more candidates if it deems their applications to be of equal merit.

## Where can I find further information about the scholarships?

You can find links to the application form, the programme regulations, drop-in session details and other information on the following intranet pages;

MIT – [MITNET - Priority Group Kaimahi Leadership Scholarships](#)

Unitec – <https://thenest.unitec.ac.nz/TheNestWP/services/diversity-inclusion/>

## What can the scholarship funding be used for?

The scholarship/s will be used to assist successful candidates with payment to fulfil their requests for developing leadership capability in their chosen format. This payment could go towards, but not limited to; the cost of travel and accommodation costs, conference attendance fees, tuition fees, equipment or other approved funding requirements suitable to both the panel and successful candidate/s.

### **Is there anything the scholarship funding can't be used for?**

There are no specific parameters to how the funding can be used but applicants must clearly state in their application how they intend to use the scholarship as well as how the funding will be able to support their leadership development and make a meaningful difference not only for themselves but also their community/s and our Tertiary Education Sector.

### **How much can I be awarded if I am successful with my application?**

The scholarships will be awarded in 2025 up to a maximum value of \$10,000 per successful candidate and up to one week's additional professional development leave. Costs and leave associated with the scholarship will only be granted within the scholarship year, i.e. 1 January 2025 to 31 December 2025. At the panel's discretion, there may be more than one successful applicant per each of the three scholarships which could mean funds will be shared between successful applicants.

### **I am unsure what my options are to support my leadership development. Where can I go for support with this to complete my application form?**

It will be best to attend one of the drop-in sessions, reach out to the ODE team to kōrero further or discuss options with your people leader/manager or trusted mentor. See drop-in session times available in the links below;

MIT – [MITNET - Priority Group Kaimahi Leadership Scholarships](#)

Unitec – <https://thenest.unitec.ac.nz/TheNestWP/services/diversity-inclusion/>

### **What leave entitlements are available for successful applicants to dedicate to their chosen leadership development format?**

Successful candidates will be awarded a maximum of one week's additional professional development leave and may also utilise existing professional development, annual, or discretionary leave (where appropriate) entitlements, or leave without pay.

### **Can a group apply for any of the scholarships?**

There may be an opportunity for group support i.e. with a Research project - however, as these are scholarships designed for leadership development, we encourage individuals to apply.

### **Can funding for these scholarships be extended if required?**

There is no extension possible to the funding of the arrangements as all funding must be used in 2025. However, if funds have been paid by the end of 2025 and any further commitment to the chosen programme is required into 2026, this may be discussed.

### **What is expected of me if I am successful?**

The role of all successful applicants is to deliver on the outcomes of the application to agreed timeframes and budget; meet regularly with PCW and their people leader/manager to review and discuss progress and to identify and address any obstacles; and to participate, at their level of comfort and with close support, in internal communication concerning the scholarship as arranged by MIT and/or Unitec.

### Will this scholarship continue for 2026 and beyond?

The current funding for these scholarships has been provided for 2025 only and anything beyond that will be discussed at a later date.

### Why are these scholarships available for priority group kaimahi and not all kaimahi?

Providing scholarships to develop the leadership potential of Māori, Pacific, Disabled and Neurodivergent kaimahi of MIT and Unitec reflects our commitment to attracting, retaining and growing our capability to support the success of learner groups underserved in our education systems.

### If I have already submitted an application, is there any opportunity to resubmit or update my application if I want to make changes?

Yes, you are more than welcome to resubmit or make changes to your application prior to Friday 14 March. Please reach out to one of the Organisational Development & Equity team for support with this.

### What are the timelines and next steps if I choose to apply?

Please find the process map and timeline below;

