



L'Oréal-UNESCO For Women in Science – Young Talent Fellowships

2025 Applicant Guide

Background

Women scientists are leading ground-breaking research across the world. But despite their remarkable discoveries, women still represent only 33.3 %* of researchers globally, and their work rarely gains the recognition it deserves. Less than 4 % of Nobel Prizes for science have ever been awarded to women, and only 11 %* of senior research roles are held by women in Europe.

The L'Oréal-UNESCO For Women in Science initiative began in 1998 and since that time the L'Oréal Foundation and UNESCO (the United Nations Educational, Scientific and Cultural Organisation) have strived to support and recognise accomplished women researchers, encourage more young women to enter the profession and to help them as they progress into their careers.

The Australian and New Zealand For Women in Science Young Talents Fellowships program was launched in 2007, and as of 2024 will have recognised 74 outstanding scientists — Young Talents, supporting them to continue their research and help them rise to leadership positions in their field of expertise.

*UNESCO Science Report: towards 2030 (2021)

Eligibility

To be eligible for this Fellowship, the following is needed:

- Applicants must identify as female or non-binary;
- Applicants must live in Australia or New Zealand;
- Applicants must be currently employed (full-time or part-time) at an Australian or New Zealand University or research institute and be committed to carrying out their research in Australia or New Zealand in 2025-2026;
- Applicants must have been awarded a PhD within the last 5 years (or FTE). PhD conferred date must be before close of applications; and
- Applicants must work within the eligible scientific fields: life sciences (including medical sciences), physical sciences, computer science, engineering, and mathematics. Psychology, science education and social sciences are not eligible for this Fellowship.

If you have special circumstances that affect your eligibility for the award (for example, parental or medical leave), please outline these in the eligibility section of the online application. Members of the

jury will consider these special circumstances when evaluating your application. Include your FTE research opportunity since your PhD was conferred as well as a brief description of each of the special circumstances, the length of duration and short statement of impact (Maximum 200 words)

There is no limit to how many applicants can apply from each University or research institute.

Conditions

The successful Fellows will be expected to meet the following conditions:

- Fellowship funding is intended to help finance the Fellow's scientific research;
- the Fellowship funds can be used, for example, to buy equipment, reagents and consumables, or for travel expenses including the cost of attending conferences. The funds may also be used for childcare but not for any other personal expenses;
- the Fellowship may not be used to supplement the applicant's salary but may be used to support a research assistant if one must ensure the Fellow's research progresses;
- the Fellowship may not be used to pay institutional overheads;
- Fellows will receive the funds in one payment at the award ceremony;
- Fellows can apply for other grants for the same project and/or supplementary grants from other funding bodies if they do not prevent the Fellow fulfilling their obligations under the L'Oréal Fellowship; and
- the Fellowships may not be deferred nor renewed.

L'Oréal Australia & New Zealand reserves the right not to award one or more of the Fellowships.

Please write down in eligibility section of your application form if you cannot meet the Fellowship conditions.

Commitments

The successful Fellows must be available for the following commitments:

- Media training, photography and filming in Melbourne or Sydney in July/August/September 2025 (travel needed);
- pre-ceremony events and media commitments in September-November 2025;
- the For Women in Science Fellowship Award Ceremony in October/November 2025 (travel needed);
- the Girls in Science forums in Melbourne and Sydney in October/November 2025 (travel needed); and
- Fellows will be expected to act as advocates for women in science in Australia and/or New Zealand during the Fellowship period (November 2025 – November 2026). They may be invited to attend events in Australia and/or New Zealand on behalf of or because of the Fellowship program, and where possible be available for media interviews.

Reporting

Fellows must provide two reports to L'Oréal, which will be sent to the Jury for review. One report at the six-month mark of the Fellowship, and one within one month of completion. Each report should include a summary of the Fellow's achievements, the value of the Fellowship and a reconciliation of funds spent.

Key Dates

Applications for the Fellowships **open 9:00 am Wednesday 22nd January 2025 and close 11:59 pm, Wednesday 5th March 2025 (AEDT)**. Late applications will not be accepted, and extensions will not be provided for any applicants.

Shortlisted applicants will be contacted mid/late-April 2025 to provide two reference letters. Referees should send their letters of reference via email directly to the For Women in Science Coordinator.

Shortlisted applicants will be advised of their submission outcome early July 2025.

Please see the “Key Dates” section on the For Women in Science website for more information.

Application Process

When the call for applications is open in January 2025, you may apply for the Fellowships via the forwomeninscience.com.au website by clicking on the "apply" heading. To apply for the Fellowships, you must first register an account. After registering an account and logging in with your account credentials, you can then complete the online form to apply.

The online application form requires applicants to provide information about themselves and their research, including their education, current employment, research funding & grants, prizes & awards, publications, patents (if applicable) and presentations. Applicants will also answer questions about their research aspirations, leadership and communication experience, and propose a budget for the Fellowship funds.

Shortlisted applicants will be contacted to provide two letters of reference. Please send the letters of reference via email directly to the For Women in Science Coordinator.

Referencing Publications in Applications and Article Metrics

Applicants **must** provide the **full reference** (including full authorship list, DOI, title, journal name) **for publications using Harvard referencing style as well as the Field-Weighted Citation Impact (FWCI) (Scopus) (if available) AND journal Impact Factor (IF)** for each publication. You can calculate the FWCI using Scopus by searching for the research article, clicking on the article to view the record, and then clicking the ‘Metrics’ tab to show the FWCI.

Patents

Applicants must provide full details of patents held so that the jury can understand the nature of the patent and its importance, including patent title, date, number, inventors, stage, and a short statement of impact of the device, substance, method, or process. The patents must be an original patent. Please do not list separately the same patent in different countries.

Selection Process and Criteria

Applicants will be evaluated and selected by our esteemed jury members. There are two rounds of review.

First Review

In the first review, each application is reviewed and scored by two jury members. During the first review, applicants are evaluated on the following criteria, which are weighted equally:

- *Research excellence.* The applicant shows excellent research achievements and scientific contributions to knowledge in their research field, including research impact, collaborations, publications, grants obtained, patents held and prizes or awards.

- *Research aspirations, leadership and communication.* The applicant clearly and compellingly articulates a strong research vision as well as a commitment to becoming a leader in their research field and communicating their research to the broader community.
- *Potential impact of Fellowship.* The applicant proposes a Fellowship budget that has a strong potential for career enhancement and clearly articulates the impact of the Fellowship on their research vision and leadership.

Shortlisted Applicants

A shortlist will then be created based on the jury scores in the first review. Shortlisted applicants will be asked to provide two letters of references. Reference letters must be sent via email directly from the referee to the For Women in Science Coordinator. The shortlisted applications and letters of references will be judged in a second review process by the Jury.

Second Review

In the second review, all jury members review the shortlisted applications and their associated reference letters. During the second review, shortlisted applicants will be evaluated on the criteria in the first review as well as a fourth criterion on the quality and relevance of the letters of references. All criteria are weighted equally.

Final Selection Meeting

A final selection meeting will be held with the jury members, at which the shortlisted applicants are discussed, and the Fellows will be chosen.