



# New Zealand Harkness Fellowship Application

New Zealand Harkness Fellowships are for high potential senior leaders in the New Zealand public sector in any field of study or vocation (excluding health care policy and practice) to study or research in the United States (US) for between 3-6 months.

One New Zealand Harkness Fellowship worth up to NZ\$60,000 will be offered in 2026 (for travel in mid-late 2026), to a person currently employed in the New Zealand public sector. The length and total value of the Fellowship will be determined by the Leadership Development Centre and the New Zealand Harkness Fellowship Trust, in conjunction with the successful applicants.

## Eligibility

To be eligible, you must:

- be a New Zealand citizen who is currently residing in New Zealand
- be a high potential senior leader in the New Zealand public sector
- have an interest in learning from your experience in the US and be capable of putting to effect in NZ, relevant lessons learned
- be endorsed by your chief executive to be a high-potential and influential leader.

The Fellowship is not intended for post-graduate or academic research. This is a prestigious opportunity to travel to the United States for 3-6 months to benefit from new ideas, practices and contacts in the US and bring those back to apply them to emerging and important issues that we face in New Zealand.

## Checklist

Please read all information on the Harkness Fellowship (available on the LDC and Harkness websites)

Ensure that all required sections are completed (marked with an asterisk \*).

Ensure you have your chief executive's endorsement and your manager's expectations recorded where indicated.

Include a scan of the photo page of your passport

Include any exchange of emails with potential hosts in the United States which indicate an interest in or ability to host you.

Email your completed application form and supporting documents to [ldcprogrammes@ldc.govt.nz](mailto:ldcprogrammes@ldc.govt.nz) by **5pm, 21 April 2026.**

If you have any questions concerning eligibility or the application process contact: [ldcprogrammes@ldc.govt.nz](mailto:ldcprogrammes@ldc.govt.nz)

Note the maximum space has been allowed for your information.  
If you need extra, please go to the end of the form to add further notes.

## \*Personal details

**Name:**

**Email:**

**Phone:**

**What is your gender?**

Male    Female    Another gender, please specify:  
Don't know    Prefer not to answer

**What ethnic group(s) do you belong to?**

New Zealand European    Māori    Samoan    Cook Islands Māori    Tongan    Niuean  
Chinese    Indian    Other, e.g., Dutch, Japanese, Tokelauan. Please specify:  
Prefer not to answer

**Have you ever been to the United States?**

Yes                  No

If yes please give dates and purpose of visits:

**Have you even been arrested, or convicted by a court of law?**

*To support visa and immigration requirements, applicants must disclose any prior criminal convictions (excluding traffic violations), whether in New Zealand or elsewhere. Failure to disclose a criminal conviction, or the providing of inaccurate or misleading information, may result in the revocation of a Harkness award. A criminal conviction may affect your eligibility to obtain a US visa. If you have any questions on this matter, contact [ldcprogrammes@ldc.govt.nz](mailto:ldcprogrammes@ldc.govt.nz)*

Yes                  No

If yes, please state the type of offence(s) and date(s):

## \*Medical information

**Do you have any health, disability or wellbeing considerations that we should be aware of in order to support your participation in the Fellowship or meet any visa or travel requirements?**

Yes

No

If yes, explain:

*Note: As part of standard visa processes, successful candidates may be required to undergo a medical examination.*

## \*Current employment

**Current position:**

**Agency/organisation:**

**Date commenced:**

**Summary of your duties and responsibilities, including management and leadership responsibilities, such as direct-report numbers and budget:**

**Please outline the scope and nature of cross-agency initiatives you have been involved in, including your role in these:**

**What are your future career plans?**

## \*Employment history

State the positions you have held in the last 10 years.

Name and title	Length of time	Agency/organisation

## \*Education: Academic qualifications and achievements

State your academic qualifications and achievements.

Date	Qualification/achievement

**\*Previous leadership development opportunities**

**Experiential (for example in role, projects, and secondments) and/or formal:  
Please list:**

## \*Fellowship project details

### **Project title:**

### **Project description:**

Give a concise description of the project that you propose. The description must address the following attributes sought by the selection board:

- State the objectives and methodology of your proposed project.
- What perspectives, practices, or systems do you intend to explore in the United States, and why are these relevant to your project?
- What opportunity, challenge, or moment makes now the right time to undertake this project?
- How will you translate and apply your learning on return to New Zealand to achieve specific outcomes (e.g. changes in practice, policy, capability, or leadership approach)?
- How does this project build on your track record of learning and growth as a leader, and how does it reflect the leadership capabilities needed for the future New Zealand public sector?
- How have you prepared for this Fellowship, and what demonstrates that you have a considered, purposeful plan for using the opportunity well?

**Identify the host institution(s) in the US that you consider most suitable for your project:**

**If you have begun engaging with potential host organisation(s), name the people you have had contact with (formal or informal).** Confirmed arrangements are not required at this stage.

*Please include any letter of invitation or copies of emails indicating an interest or support for hosting you from a potential host organisation in the United States with your application.*

**How would your project benefit:**

a) New Zealand?

b) the US?

c) you personally?

**How would you plan to build on your Harkness Fellowship experience and share what you have learned:**

a) in New Zealand?

b) in the US?

**Outside of your project, what would living in the US for approximately 3-6 months enable you to do?**

## \*Budget information

**Which, if any, of your family would be accompanying you on our fellowship?**

For children please also state date of birth

Name	Relationship to you	No. of months in the US

**Would you anticipate receiving paid leave from your employer?**

Yes, full paid leave

Yes, partial paid leave

No

## \*Current manager's expectations of the fellowship outcomes

**We judge leadership and learning potential first — while still ensuring applicants have real organisational support to invest in their development.**

Please briefly comment on the applicant's leadership trajectory and why an investment in their development is appropriate at this time. As the applicant's manager, how do you expect the applicant and/or your agency will benefit from the Fellowship?

### **Manager's details**

Name:

Title:

Email:

Phone:

### **Manager's approval**

I confirm I am the applicant's direct line manager (or equivalent).

I support, in principle, the applicant taking the required leave for the Fellowship if they are successful, subject to organisational processes and final approvals.

I understand this does not constitute final approval or a commitment of funding or backfill at this stage of the process.

## \*Chief executive endorsement

**I support this application.** As my agency is seeking system prioritisation of this leader's development, we commit to supporting their Fellowship. I understand this may be through provision of leave (paid or unpaid leave), coverage of insurance while travelling, and/or providing opportunities for the research or learning to be shared with my agency and other public sector leaders on their return.

Chief executive's name:

Signature:

Date:

## \*Conditions of award and tenure

Approval of all Fellowship awards is conditional upon you:

- meeting normal US immigration requirements;
- possessing a valid NZ passport and obtaining an appropriate visa/waiver;
- confirmation of an appropriate host institution in the US;
- having arrangements approved by the New Zealand Harkness Fellowships Trust.

While on tenure, Fellows may not perform services for an employer from whom they are on paid or unpaid leave of absence.

If pertinent, it is a J1 visa condition of appointment that Fellows may not seek permanent employment or residence in the US for at least two years following their Fellowships.

I undertake to leave the US at the conclusion of the Fellowship, or of any extension approved by the New Zealand Harkness Fellowships Trust.

I understand that the information requested in this form will be used solely for the purpose of assessing my application for the Harkness Fellowship, and that personal information contained in the application will be made available to members of the selection committee.

At the completion of my Fellowship, I will:

- provide a final report to the LDC and New Zealand Harkness Fellowship Trust.
- take opportunities to share my findings and experiences
- become part of the Fellowship alumni, committed to ongoing exchange, mentorship and contribution.

**I have read and accepted the above and agree to be bound by them if selected for a New Zealand Harkness Fellowship.**

Date

**Completed application forms must be received by LDC before 5pm, 21 April 2026. We will not accept late applications.**

Email your complete form and supporting documents to: [ldcprogrammes@ldc.govt.nz](mailto:ldcprogrammes@ldc.govt.nz)

**If you need extra space, please use this box to add further notes.**

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