Call for Applications: Data for Development (D4D) Fellowships Program 2025

The D4D Fellowships program will empower high-performing data specialists from our partner government agency in Indonesia to use best practice technology to support cyber resilience, economic growth and sustainable development.

Fellows will:

* + Spend three months at CSIRO’s Data61 drawing on advice from research and engineering experts to address a difficult, high-value development and data-related problem
  + Engage with the broader Australian research community through facilitated networking opportunities, building long-term institutional links between Australian and Indonesian organisations
  + Be guided by host agency mentors to build data skills within their originating agency

The D4D Fellowships Program will:

* + Provide data specialists from Indonesia with access to high-end professional development opportunities in Australia, advancing their knowledge and skills
  + Provide technical skills training targeted at helping the fellows to solve complex, high-value development and data-related problems
  + Build data skills within the fellows’ originating agencies through their participation in the program and ongoing engagement with established networks
  + Develop long-term institutional links between Australian and Indonesian organisations
  + Contribute to cyber resilience and sustainable economic development in Indonesia

# Background to the D4D Fellowships program

The D4D Fellowships program is modelled on the successful Australian Public Service (APS) Data Fellowships Program, a partnership between the Australian Digital Transformation Agency (DTA) and CSIRO. The APS Data Fellowships was a competitive program for high performing APS data specialists. APS officers spent three months at CSIRO’s Data61, drawing on advice from research and engineering experts to address an agency data-related problem. Under the APS Data Fellowships program, Data61 and its partners hosted 30 APS data specialists from 20 Australian agencies over a 3-year period.

Data Fellows were supported to work in a self-directed manner with guidance from host agency mentors. Fellows were encouraged to make connections with relevant experts in the broader CSIRO community and

Data61 actively supported network building by arranging presentations and one-on-one meetings.

Each fellow came to the program with a different approach, skillset, project aim and personal development goal. Data61 managed the program in a way that optimised the experience for each individual, supporting them to get the most value out of the program.

D4D Fellowships follow a similar model, where each fellow brings a difficult, high-value development and data-related problem to the program and is hosted by CSIRO’s Data61 while they work on their proposed solutions over a three-month period.

Opportunities will be provided for **two selected fellows** to share their project goals with relevant experts, through presentations, one-on-one meetings, and networking events. Fellows will be introduced to researchers and engineers, including staff from CSIRO and affiliate universities. Fellows will have the opportunity to seek advice and guidance from experts but are ultimately in charge of the direction of their project in consultation with their originating agency supervisors.

# Targeted Government of Indonesia Agency

The 2025 program will target collaboration with Indonesia’s National Cyber and Crypto Agency (BSSN) to address the pressing need of improving cyber resilience in Indonesia and our region.

1. **Priority Project Themes**

In alignment with the 2023-2030 Australian Cyber Security Strategy, the program will prioritise project proposals that address one or more of the following 8 priority themes:

1. combatting the evolving challenges of cybercrime, including ransomware;
2. identifying vulnerabilities and protecting critical infrastructure and government systems from cyber threats;
3. responding to, and managing, cyber incidents;
4. promoting the safe use of emerging technology;
5. supporting the growth of a secure digital economy and/or electronic-based government system;
6. shaping, upholding, and defending international cyber rules, norms, and standards;
7. promoting cyber awareness, including cyber threat awareness training and education;
8. promoting and upholding an open, secure, accessible and peaceful cyberspace.

# Expected Qualifications

There are several prerequisites for application to the program. Candidates must:

1. Be a civil servant from a targeted Government of Indonesia ministry or agency
2. Have significant cybersecurity capability, preferably with skills in data analytics (AI/ML)
3. Have a clearly defined problem and a viable proposal for how to address the issue
4. Have full support from their ministry/agency, both during the fellowship and for implementation of outcomes upon their return
5. Be in the appropriate position to implement the project upon return from Australia
6. Be eligible to travel and stay in Australia for three months
7. Be able to participate within the fellowship timetable, including post-fellowship activity
8. Be fluent in English\*

\*) The applicant’s English language competency is part of the selection process; however, there will be no official language test. The assessment of language competency is based on a phone interview and any additional evidence provided by the applicant (for examples: proof of studies or living in an English-speaking country or working in an English-speaking environment; completion of studies in English, or language course or language tests)

# What you’ll get out of the program

Participating in the D4D Fellowships Program will provide you with:

* + Opportunities to be mentored by experts in your field
  + Networking opportunities with Australian researchers and engineers, seeking and sharing advice and guidance
  + The control to oversee the direction of your project in consultation with your agency supervisors
  + Access to, and participation in, the Australia Global Alumni Network
  + Additional opportunities to benefit your career, increase your capability and confidence to tackle challenges with data, and to lead organisational change

# Assessment criteria

* + Scope and quality of the applicant’s data-related problem or opportunity
  + Feasibility of finding a solution to the applicant’s problem or opportunity within the 3-month placement
  + Skills and experience needed to solve the problem within the 3-month placement
  + How easy it would be to apply the solution on a larger scale
  + How the placement could improve the applicant’s data capabilities and professional development
  + Applicant’s ability to share the skills and capabilities they learn with their home agency
  + Benefit to other Indonesian government agencies

# Examples of past fellowship projects

To date, four fellows have successfully completed their fellowship programs in Australia.

Previous projects led by fellows from the National Cyber and Crypto Agency (BSSN) have:

1. Optimised the use of cybersecurity threat information sharing to equip organisations with improved defensive capabilities.
2. Enhanced national cybersecurity frameworks through in-depth analysis and comparisons of cybersecurity indices to deliver actionable policy recommendations.

Additionally, two fellows from the Central Bureau of Statistics Indonesia (BPS) have explored satellite imagery techniques to enhance rice crop estimation in Indonesia.

# Indicative timeline for applications and selection process

The indicative timeline for the application, selection, and fellowship components of the program is as follows:

|  |  |
| --- | --- |
| **Date** | **Action** |
| 1 – 23 Feb 2025 | Stage 1: Call for applications  Applicants to submit CV and project proposal |
| 24 – 28 Feb 2025 | Applications reviewed; applicants notified of success |
| 3 – 7 Mar 2025 | Stage 2: Panel Interview  Shortlisted applicants and their supervisors will be invited for online interviews by the joint selection panel. |
| 10 Mar 2025 | Announcement of successful fellows |
| 10 Mar – 7 Apr 2025 | Pre-departure preparation   * Fellows to conduct pre-fellowship activities that can be delivered remotely. * Fellows to prepare their 3-month module plans (see section I for sample) and identify relevant stakeholders to connect in Australia * Data preparation * Travel arrangement and visa application. |
| 7 Apr – 30 Jun 2025 | Fellowship conducted in Australia   * Fellows regularly check-in with supervisors and teams at their originating agencies, providing a short progress report at a minimum of every four weeks. * Fellows secure agreement with supervisors on a post-fellowship plan of action. * Fellows deliver final presentation to wider stakeholders in Australia and Indonesia to share the final progress of the project |

# Indicative modules of the program

**Week 1** **: On-boarding, Induction, and Online Training**

* Introduction to the program, objectives, and expectations
* Orientation to the host research organization and facilities

**Week 2-3** **: Understanding the problem and dataset investigation**

* + Defining the fellow's real-world cyber security challenge
  + Identifying key stakeholders and their requirements
  + Familiarization with the structure and content of relevant datasets

**Week 4-5** **: Data visualization and exploration**

* + Creating meaningful visualizations to gain insights

**Week 6** **: Fellow presents the problem/dataset to a broader audience of Data61**

**Week 7-8** **: Exploring cyber security solutions and approaches to data** management

**Week 9-10** **: Responsible data governance**

* + Ethical considerations in data analysis and usage
  + Complying with data regulations and policies

**Week 11-12** **: Project Refinement, Final Presentations and Feedback**

# Submission of applications

Aspiring applicants from Indonesia’s National Cyber and Crypto Agency (BSSN) are requested to submit the following items:

1. Completed application form (available on D4D webpage)
2. Completed project proposal (guidelines available on D4D webpage)
3. CV (no more than 3 pages)
4. Proof of English proficiency (optional)

All documents shall be submitted in one email in English with subject “D4D Fellowships Program 2025 Application” no later than 23:59 Jakarta Time on 23 Feb 2025 to [pengembangan.kompetensi@bssn.go.id](mailto:pengembangan.kompetensi@bssn.go.id) and cc: [D4DFellowships@csiro.au](mailto:D4DFellowships@csiro.au); and [reza.nugraha@csiro.au.](mailto:reza.nugraha@csiro.au)

All inquiries related to the selection process and other relevant issues can be addressed to: [D4DFellowships@csiro.au](mailto:D4DFellowships@csiro.au); cc: [reza.nugraha@csiro.au](mailto:reza.nugraha@csiro.au).

# Selection procedures

The two fellows will be identified through a competitive process divided into two steps:

***Step one*** involves submission and assessment of applications. In this step, aspiring applicants submit their application comprising three main parts: i) description of relevant qualifications; ii) a project proposal with details of the problem and proposed approach; and iii) a current CV.

Your application must be fully supported by your originating ministry/agency. To prove this, your institution will shortlist the applications based on your agency’s priority issues, and other relevant criteria after the application period has been closed.

The shortlisted applications will then be assessed by a joint selection panel. The panel will comprise representatives from DFAT and CSIRO. The panel will pay specific attention to project proposals that are aligned with the priority themes. Announcements will be sent to shortlisted applicants along with an invitation to the interview session.

***Step two*** involves a virtual interview. The applicants and their direct supervisors will be invited to the interview with a joint selection panel from DFAT and CSIRO. During the interview, the applicant will be asked to present and answer questions about their project proposal.