

Nuffield Australia Strategic Plan 2025 – 2028

Our Vision

A vibrant Australian primary production ecosystem shaped by empowered Nuffield Scholars and the practical application of their research and innovation.

Our Mission

To advance Australian agriculture through an empowered network of Nuffield Scholars and alumni who apply global insights to drive innovation and adaptation across the sector.

Priority Area 1 – Forge Strong, Collaborative and Impact-Focused Partnerships

Goal: Strategic, consistent, and two-way engagement across investors, scholars, alumni, and the wider sector.

Key Actions

- Develop and implement an **Investor Relations & Engagement Plan** to strengthen trust, transparency, and shared value.
- Develop and implement a **Scholar Communication Framework** to provide consistency, strengthen clarity and enable effective collaboration.
- Develop and implement an **Alumni Engagement Blueprint** to foster lifelong connection, strengthen contribution and reciprocity, build advocacy, and cultivate a culture of giving and legacy.

Impact: Cultivates a connected ecosystem that drives lasting impact for Australian agriculture.



Priority Area 2 –

Build an Agile, Resilient, Future-Ready Organisation

Goal: Modernise internal foundations, financial management, structures, and capability to create a resilient, high-performing and future-ready organisation that delivers consistently excellent programs.

Key Actions

- Strengthen **financial management, transparency, and accountability** to maintain a trusted and financially sustainable organisation.
- Review, develop and operationalise a **contemporary organisational structure** to ensure the organisation is future-ready, with a strengthened ability to design, measure, and communicate impact.
- Grow team capability and strengthen program delivery processes to ensure consistent high-quality scholar outcomes and drive operational excellence. Clarify and optimise **resources, policies, and procedures** to enable greater organisational agility and ensure consistent, high-quality governance and operations.
- Establish a **quality improvement system and implement KPIs, OKRs, and impact metrics** aligned to strategic priorities to embed continuous improvement and operational excellence across the organisation.
- Review and execute a **funding Strategy** for core and program investment— including diversified revenue streams and activities that advance the mission — to improve financial sustainability and enable growth in reach and capability.
- Implement digital systems and infrastructure to improve operational efficiency and stakeholder engagement capability

Impact: Builds a financially resilient, well-governed organisation with the capability to innovate, adapt, and deliver consistently transformational experiences.

Priority Area 3 – Elevate Scholar Growth and Ambition

Goal: Cultivate scholars with the capability, clarity, and confidence to influence Australia's agricultural future.

Key Actions

- Reignite the **Mentoring Program** to deepen support and accelerate growth.
- Strengthen **problem-definition and research framing** (who/what/why/how) to give scholars the clarity and confidence to pursue purposeful, high-value research and communicate its impact with authority.
- Clarify expectations and share the **rich program legacy early** in the scholar journey to give scholars the framework needed to maximise their development and impact. Develop a **peer-to-peer learning framework** to harness collective intelligence.
- Deliver a contemporary, centralised **digital platform for Scholars** to improve information access, increase clarity, and streamline program administration.

Impact: Ensures scholars are empowered, connected, and equipped with the clarity, capability, and confidence to maximise their influence.

Priority Area 4 – Evolve Programs for Transformational Impact

Goal: Design programs for purposeful, measurable, and scalable sector benefit.

Key Actions

- Enable **clear research scopes, topics, and intended outcomes** to improve program relevance, focus and measurable impact.
- Strengthen **post-program influence pathways** to support ongoing extension, visibility, and sector impact.
- Redefine **scholar reporting formats** to improve public accessibility, relevance and uptake of findings
- Review **overseas program components** to reinvest in a stronger extension phase.
- Strengthen impact measurement through an integrated Measurement & Evaluation framework across all scholars

Impact: Delivers a clear and consistent impact framework that strengthens sector innovation and ensures outcomes are measurable, scalable, and widely communicated.

Collective Outcome

Together, these priorities will create:

- A **collaborative and connected ecosystem** that amplifies impact beyond the scholarship year.
- An **agile organisation** ready for future challenges.
- **Empowered scholars** driving agricultural innovation.