



Advancing agriculture through global scholarships

Nuffield Australia Impact Report 2025

Executive summary

Assessing Nuffield Australia's long-term contributions to Australian agriculture.

Nuffield undertook a comprehensive evaluation of its impact utilising both qualitative and quantitative methods. We identified three themes where our impact lies: our alumni network, developing leadership and capacity, and driving agtech adoption and research.

We also identified areas of focus for the future: enhancing diversity, keeping pace with the needs of agriculture through increased extension practices, and strengthening communication activities.

Nuffield has shaped Australian agriculture by investing in its people, building an enduring network, and fostering innovation. This report not only highlights its achievements but also sets a vision for the future – ensuring Nuffield continues to support the next generation of agricultural leaders and remains a pioneering force in Australian farming.



"It creates a space for people to come back to their communities and make a positive impact."

– Cathy McGowan AO, Chair, AgriFutures

Contents

Executive summary	2	Impact area 2: Raising the bar.....	13
About Nuffield Australia.....	4	Transformational change for scholars	14
The Nuffield network	5	An exceptional cohort.....	15
The Nuffield Australia Scholarship Program.....	6	Impact area 3: An incubator for innovation	16
Key findings	7	Case study B: Collaborating to improve	
Outcomes for scholars.....	8	resilience and adaptation	17
Benefits for the agricultural sector.....	9	Case study C: Collaborating to align	
Impact area 1: A lifelong community	10	agriculture and science.....	18
Case study A: Enhancing sustainability		Where to from here?	19
through soil quality.....	11	Appendix: Our approach	
		to measuring impact	20

2006 scholar Dr Leigh Vial's research on aerobic and alternate wet-and-dry (AWD) rice systems enabled him to contribute significantly to the Australian rice industry's R&D strategy, focusing on water productivity. Leigh has since shared his expertise with neighbouring countries, helping to alleviate hunger in nations with developing economies. Leigh was sponsored by Rabobank.



About Nuffield Australia

Nuffield Farming Scholarships started in the United Kingdom in 1947, when William Richard Morris (Lord Nuffield) extended the purpose of his charitable foundation to include the advancement of agriculture. Nuffield Australia was an early outpost, becoming a member nation in 1950.

The flagship Nuffield scholarship is an experiential learning program like no other. It encompasses domestic and international travel, conferences, intensive group and individual study as well as reporting and presenting.

Scholars return from the travel component of the program equipped with insights that enhance their careers, businesses and sectors, while contributing to the broader agricultural industry. Through leadership development and capacity building, Nuffield raises the bar for Australian agriculture, ensuring a more resilient, sustainable, and forward-thinking industry.

“The greater benefits are what [scholars] share with each other and across different parts of the broader agricultural sector. For example, in the area of drought and resilience in our partnership with Nuffield through the Australian Government’s Future Drought Fund.

“Nuffield scholars are very motivated and passionate about agriculture and making a difference.”

– Adam Fennessy PSM, Secretary,
Department of Agriculture, Fisheries and Forestry



Our strategic purpose

To advance sustainable and profitable primary production in Australia through delivery of an outstanding global scholarship experience that builds a prestigious agricultural network.



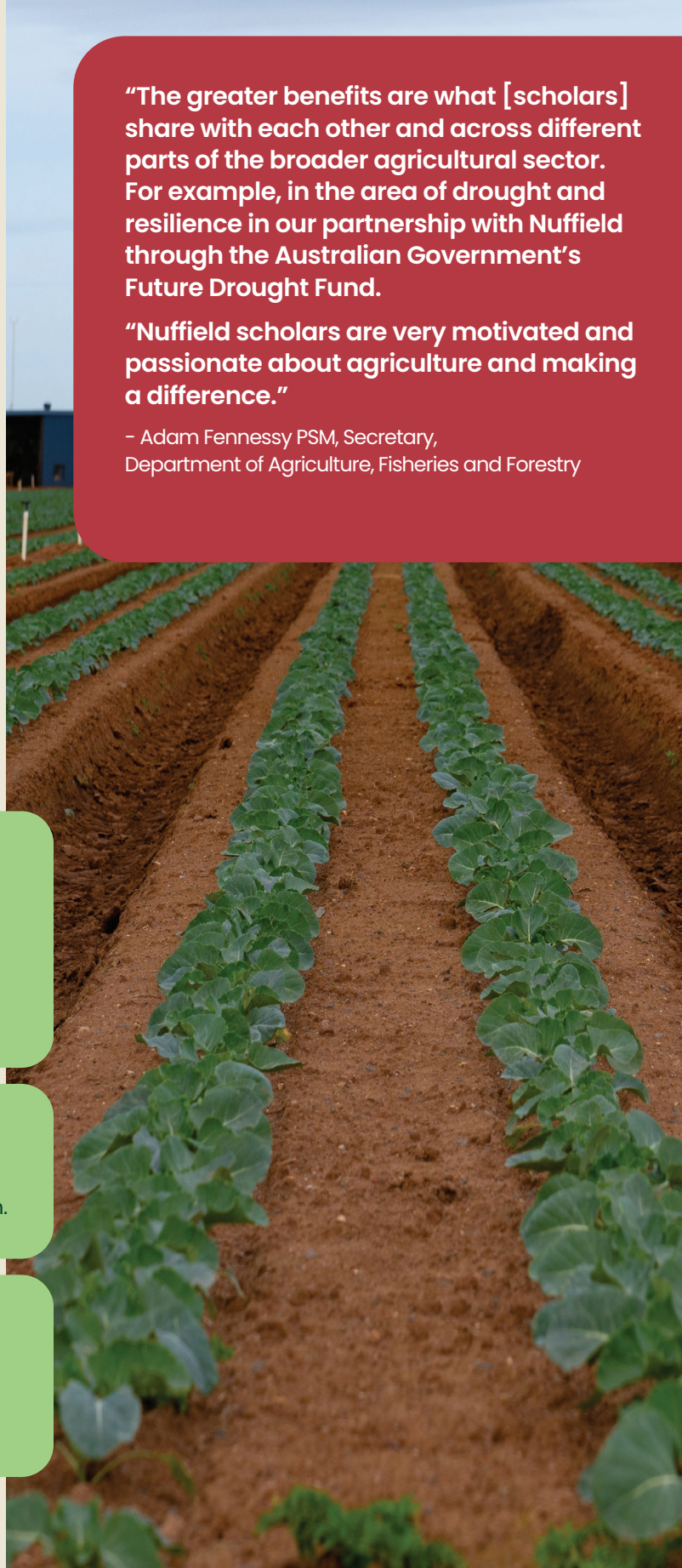
Our organisation’s vision

To be the finest network of innovators engaged in the global food and fibre chain.



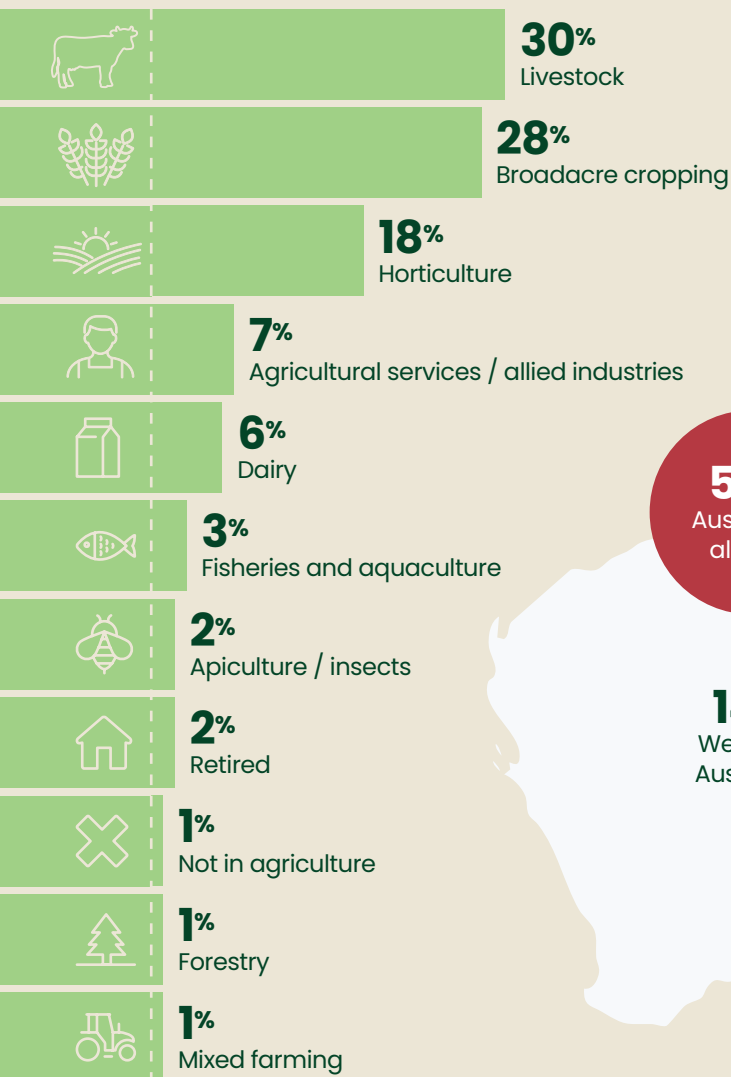
Our mission

To build capacity in people to lead and innovate in Australian primary industries and their communities.



The Nuffield network

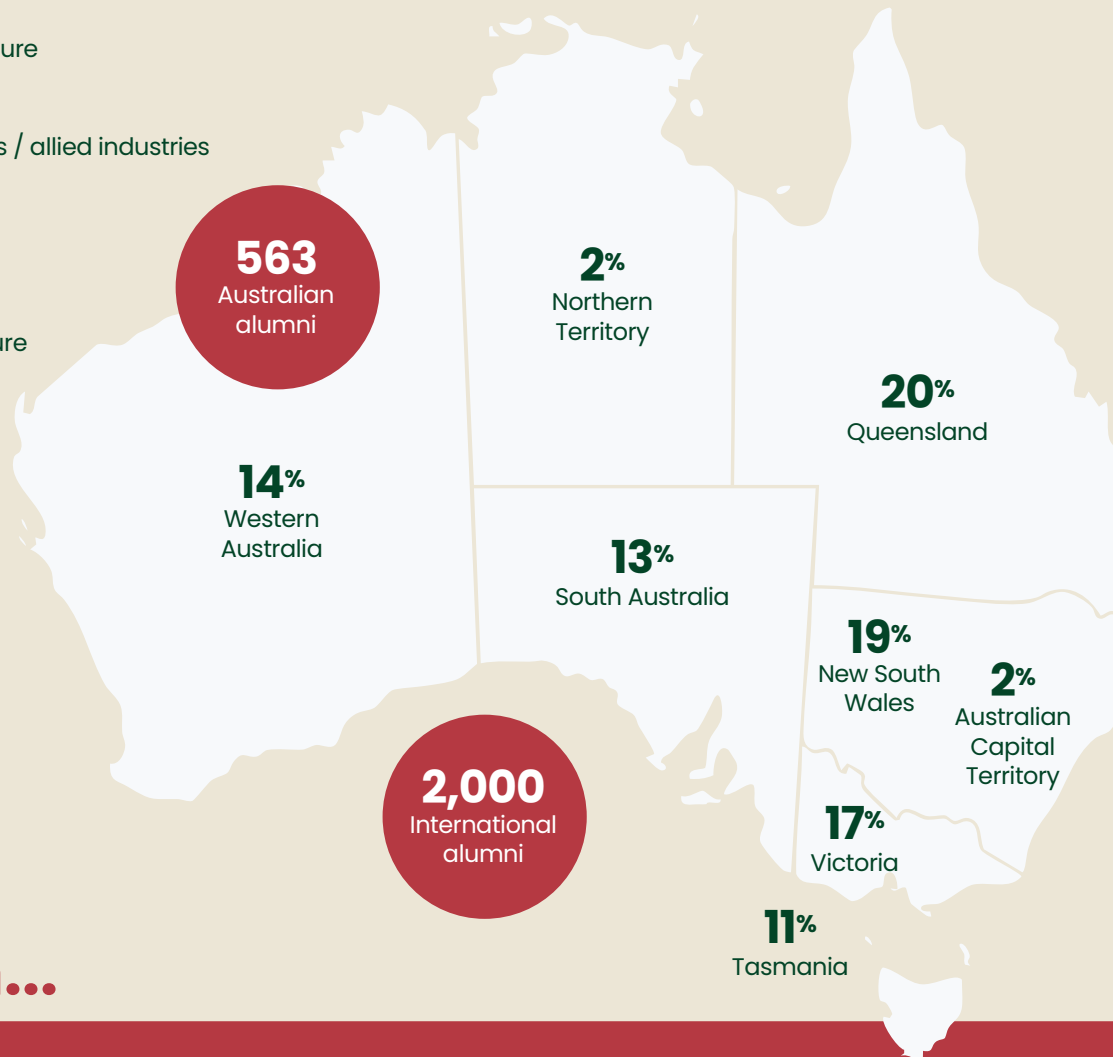
What sectors are Nuffield alumni working in?



"Nuffield is about broadening their scope, broadening their minds, and exposing them to other ways of thinking and doing things."

– Fiona Simson,
Vice President, World Farmers Organisation

Where are our scholars from?



Our reach...

373+
Media Mentions

189 Million
Media Reach

30,000
Website Sessions

27,000
followers/ social media

2024 Data

The Nuffield Australia scholarship program

Our scholarship program exists to uplift individual capacity, spread farming knowledge around the world and create strong farming communities. We do this through a unique mix of independent and supported research, including significant domestic and international travel.

Selection Process



Our rigorous selection process requires applicants to provide both a written and video application, followed by state-based and national interviews. Our selection panels change regularly and are made up of alumni, board and committee members, agricultural leaders and investors.

Pre-Contemporary Scholars Conference



An opportunity for Australian scholars to come together and focus on domestic context. During a week in Canberra, scholars learn about advocacy, policy, megatrends, drought resilience, sustainability and more.

Contemporary Scholars Conference



Held in March annually, this week-long program is for all new scholars from around the world. Scholars build networks, consider international trade and policy issues, share experiences and learn about different cultures.

Global Focus Program



Five weeks of group travel around the world. Visiting a range of countries, scholars investigate agricultural marketing, environmental issues, novel approaches and enjoy social and cultural experiences.

Individual Travel and Study



Scholars undertake 4-5 weeks of self-directed travel, aligned to research for their topic area. Scholars also have access to the alumni network for support and mentoring.

Reporting and Presenting



Once scholars complete their travel and any additional study, findings are compiled into a publicly available written research report and presented at the National Conference.

National Conference



Held in September annually, new and presenting scholars attend the two-day conference, regional tour and engage with the Nuffield network.

Post-Study Opportunities



Nuffield Australia offers a range of post-scholarship opportunities, including international programs supported by bursaries and domestic capacity building programs.

Key findings

Our motivation to undertake research in this area was driven by a desire to understand how Nuffield Australia's 75 years of operations had delivered for agriculture. It's not the first time we've formally assessed our performance, but it is the first time we are sharing our findings, and we are so excited to be doing so. This document sets our North Star for what the next 75 years of Nuffield Australia could look like.



2021 scholar Fritz Bolten, supported by Cotton Australia and ANZ, investigated solutions to executing time sensitive operations on heavy wet soils during monsoon weather conditions. His findings have supported changes not only in his own business, but throughout farming regions in Northern Australia.

Through our qualitative and quantitative investigation, three distinct impact themes emerged:

1. A lifelong community – the power of the Nuffield network

Scholars join a diverse and engaged alumni network that provides ongoing support, knowledge exchange, and industry connections long after their initial research is completed. This network fosters collaboration across different sectors and regions, ensuring that ideas and best practices continue to circulate, strengthening Australian agriculture over time.

2. Raising the bar – developing individual skills and leadership capacity

At its core, Nuffield is a personal and professional development program that builds the confidence, skills, and global perspective of Australian agriculturalists. Scholars are exposed to new ways of thinking and develop the capability to drive meaningful change in their businesses, industries, and policy settings. By equipping individuals with these tools, Nuffield helps elevate the entire sector, ensuring that Australian agriculture remains resilient, competitive, and forward-thinking. Our alumni embrace leadership not only in business with executive level appointments, but by advocating for their sectors and communities too.

3. An incubator for innovation – driving agtech adoption and sparking deeper investigation

Nuffield provides a platform for scholars to explore cutting-edge ideas in agriculture, from emerging technologies to new business models. By connecting scholars with global expertise and fostering an environment where new ideas can be tested and refined, the program acts as an incubator for innovation, including acting as the impetus for further study. Many scholars go on to influence policy, develop groundbreaking technologies, or introduce transformative practices, ensuring that Nuffield remains a driving force in shaping the future of Australian agriculture.

Together, these three themes highlight Nuffield's enduring impact – not just on individual scholars but on the broader agricultural sector, fostering a stronger, more connected, and more innovative industry.

Outcomes for scholars

We asked alumni how the program impacted them

Here's what we found:

95%

Expanded their social networks and access to industry expertise

70%

Were able to start a new business or organisation

93%

Improved their personal and professional wellbeing

68%

Developed or adopted on new brands, product or innovations

87%

Saw an improvement in their farming systems and production

43%

Took on further study

71%

Improved their ability to generate more income

"The ongoing engagement has been invaluable—90% of the value for me came after the scholarship itself."

—Brendon Smart, 1990 scholar
Smart Group

Learning Outcomes

Personal Capability	Exposure to leadership development opportunities that support the values of Humility, Integrity, Respect and Diversity that underpin capacity to contribute to advancing sustainable and profitable primary production.
Technical Capability	Learnings from visits to businesses and communities in other parts of the world that support the value of Objectivity, leading to the uptake of innovation and introduction of new ideas that underpin capacity to advance sustainable and profitable primary production.
Social Capability	Learnings from technical, cultural and community experiences that support all the values of Nuffield Australia and provide lessons in how to contribute to change that underpins advancing sustainable and profitable primary production.
Network	Expanding the personal network of the scholar and the Nuffield brand, supporting the value of Diversity, through the people visited and engaged with throughout the scholarship.
Contribution	Learning how to give back, supporting the value of Reciprocity, through valuing and acknowledging the voluntary contribution of many people who have supported the scholarship experience.

Benefits for the agricultural sector

We asked our alumni, investors, and agricultural leaders what impact capacity building at the individual level had on the broader sector.

Our alumni see sector impact through their skills development and innovation adoption.

► Embracing leadership

The personal development our alumni undertake during their scholarship, and beyond, builds their skills and confidence to take on leadership roles.

Our alumni step up as leaders in their communities, for their respective industries and the agriculture sector more broadly.

► Driving innovation and technology adoption

Direct exposure to new or novel technology applications, as well as different farming approaches, inspires and facilitates our alumni to take on methods and systems they otherwise would not have.

► A global perspective

The experience of travelling and meeting producers from a range of backgrounds and contexts helps our alumni develop a global understanding of the agriculture system and see value in cross-border and cross-sector collaboration.

► Networks around the world

Building networks at the national and international level leads to knowledge sharing and partnerships that help agriculture embrace unified approaches to trade, R&D and sustainability. These networks also help with dissemination of research, mentoring and upskilling of peers.

These shifts enable change at the sector-level, visible beyond the Nuffield network. Investors and sector leaders see impact in three key areas:



Cultivating candidates for leadership roles

The confidence and skills gained during a Nuffield scholarship prime our alumni to take on leadership roles, lifting the candidate base Australia's agriculture sector draws from.



New perspectives and networks

Cross-sector, cross-border networking brings new perspectives to farming sectors.

This means Australian producers and growers have higher literacy around international markets, trade and policy and see value in collaboration.



Dissemination of agtech and new innovations

Learning from farming systems globally means our alumni are more likely to be comfortable experimenting with, and often adopting, new and novel approaches.

This helps Australian producers and growers remain at the cutting edge of farming, often leading in their fields globally.

Impact area 1: A lifelong community



1998 scholar David Brownhill studied zero till farming technology and innovation, and went on to bring the WeedSeeker back to Australia. The device is attached to a spray boom and uses green-on-brown technology to detect the presence of weeds in fallow. Rapidly turning a spray nozzle on and off allows farmers to only apply herbicide onto weeds, reducing the use of chemicals by up to 85 per cent. David (right) is pictured in 2025 catching up with 1990 scholar Peter Nixon – highlighting the long-term connections formed through the program.

The power of the alumni Network

For 75 years, Nuffield Australia has cultivated a dynamic community of alumni, who shape Australia's agricultural landscape far beyond the initial scholarship experience. While the scholarship program is widely recognised for experiential learning at home and abroad, another of its strengths lies in the lifelong connections made between alumni. This network serves as a crucial extension of the scholarship, providing scholars with ongoing opportunities to collaborate, influence, and drive innovation across the sector.

Many scholars describe their scholarship experience as transformative, opening doors to new ways of thinking and global best practices. However, lasting value often comes from staying engaged with the Nuffield community. By maintaining connections with fellow scholars and industry leaders, alumni gain continuous access to emerging ideas, research, and global agricultural advancements. The ability to draw on this collective knowledge fosters ongoing professional growth, and keeps our alumni engaged with continuous learning.

The alumni network acts as a bridge between different areas of agriculture, facilitating cross-sectoral collaboration.

Ultimately, Nuffield's alumni network is more than a collection of past scholars – it is an active, engaged community that continues to shape the industry. Whether through mentoring, collaboration or informal knowledge-sharing, our alumni play a vital role in supporting their sectors well beyond their scholarship program.

The alumni network acts as a bridge between different areas of agriculture, facilitating cross-sectoral collaboration.

Case study A:

Enhancing sustainability through soil quality



“Nuffield brought me down to bare bones in terms of what was really important to me. I had to rebuild in a way that made sense and aligned with who I was.”

Soil health is a cornerstone of sustainable agriculture, yet challenges such as soil acidification, compaction, and biodiversity loss continue to threaten productivity. Robin Tait, a farm ecologist, completed a Nuffield scholarship in 2018, focused on soil health. Robin was supported by a range of Tasmanian investors. Her career has taken a transformative path since.

Originally working as a field officer and agronomist for Botanical Resources Australia (BRA), Robin has since transitioned to running her own practice as a farm ecologist and agroecologist. Based in North West Tasmania, Robin now works directly with farmers, guiding them toward more regenerative and ecologically sound farming systems.

She helps producers embrace multi-species pastures, cover crops, and a more holistic understanding of the farm ecosystem. However, her approach is not just about the science; it's about the people. Robin believes that “the paddock between the ears” – the mindset of farmers – is just as critical as the biological processes beneath their feet.

Beyond her work with individual farmers, Robin volunteers her time with local farm groups and contributes to agricultural education, working closely with teachers at Hagley Farm School. By sharing her knowledge with the next generation, she hopes to embed an appreciation for soil health and sustainable farming practices early in young agriculturalists' careers.

Since shifting into agroecology, Robin has worked with at least 100 farmers. She has witnessed firsthand how attitudes towards soil biology have changed in recent years.

“When I did my scholarship, no one was looking at the biological side of soil. Now it's everywhere – field days, training, farmers asking what else can be done with the rising cost of inputs,” she explains.

Although there is still a long way to go, she believes the industry is moving in the right direction. Farmers are increasingly recognising that “if you take care of your soil, it will take care of you”.

Robin credits her Nuffield Scholarship as a major turning point in her career. The experience gave her exposure to new ideas, expanded her knowledge base and was the impetus to rebuild her career in a way that aligned with her values.

Following her scholarship, Robin spent a year farming to gain a deeper practical understanding of the challenges producers face. This hands-on experience helped her refine her approach and reinforced the importance of having strong networks of support—something she now aims to provide for others.

Robin describes her career now as incredibly rewarding. Her work is not just about improving soil health but about empowering farmers to make decisions that will benefit their land, businesses, and communities for the long term.

Her message to future scholars?

“It's an incredible experience. It's hard – but the more you put in, the more you get out.”



Did you know? Nuffield scholars have been delving into soil health for many years. Their research has underscored the necessity of localised, evidence-based practices, the integration of biological and diverse inputs, the adoption of regenerative philosophies and the implementation of innovative techniques. Below is a sample of some of the scholars' research from the last 15 years.

- 2009**
 - **Evan Ryan** explored trace element nutrition, identifying opportunities for value-adding mineral nutrition in the grains sector.
 - **Ben Morris** investigated soil structure and its impact on cereal yield, concluding that soil fertility is a crucial factor in improving productivity.
- 2017**
 - **Alexander Nixon** studied multi-species cover cropping, finding that diverse plant species improved soil moisture retention, supported beneficial microorganisms, and increased resilience to extreme weather.
- 2018**
 - **James Hawkins** focused on sodic soils, recommending an integrated approach using chemical treatments, physical modifications, and strategic crop rotations to mitigate yield losses.
 - **Grant Pontifex** researched the role of organic matter in soil fertility, finding that locally sourced inputs like chicken manure and compost significantly improved microbial activity and soil structure.
- 2019**
 - **Johanna Tomlinson** researched soil acidification across multiple continents, confirming that lime application is a cost-effective solution but highlighting the need for local, long-term demonstration sites.
- 2020**
 - **James Alexander** examined the philosophies of regenerative agriculture, finding that a mindset of continuous learning and adaptation among farmers was key to successful soil restoration.
 - **Richard Quigley** investigated the "strip and disc" harvesting system, demonstrating how leaving plant material intact improved ground cover, reduced evaporation, and preserved soil structure.
- 2022**
 - **Jesse Moody** studied the relationship between soil health and livestock management in drought-prone areas, concluding that strategic grazing practices could rebuild soil organic matter and enhance water retention.

Impact area 2:

Raising the bar

Uplifting individuals uplifts our sector

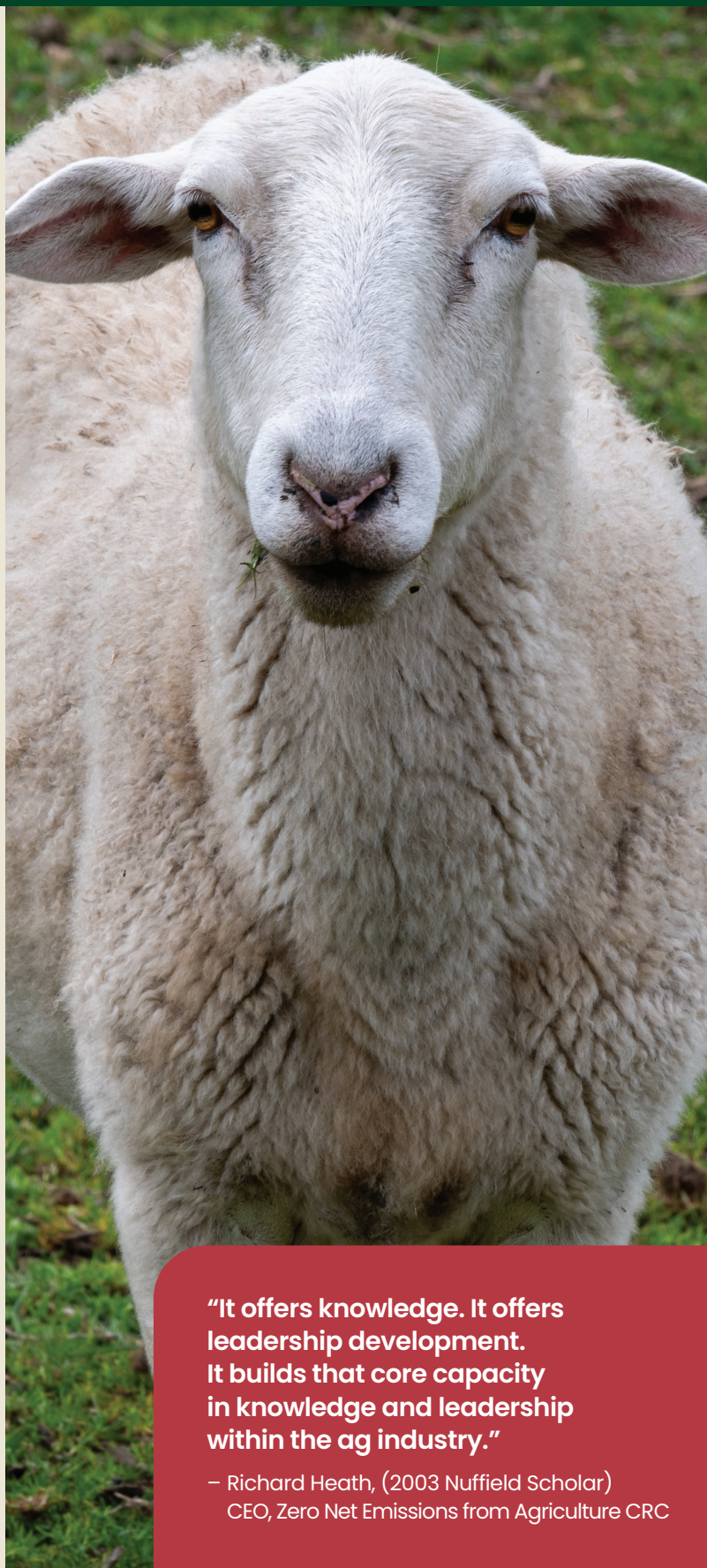
Nuffield has been a cornerstone of capacity building in Australian agriculture for 75 years. By equipping scholars with global insights, fostering personal development, and strengthening networks, the program plays a key role in raising the bar for the sector. While the flagship scholar program is focused on capacity building at the individual level, the ripple effects extend far beyond, shaping the future of Australian agriculture through informed leadership and innovation.

Nuffield provides a unique opportunity for scholars to step away from their daily operations and be immersed in global agricultural best practices. International travel exposes scholars to new technologies, business models, research, approaches to farming, cross-industry learning, and people – that they otherwise might never come across.

This global perspective enhances their ability to adapt and innovate, ensuring that they return with actionable insights that can improve productivity, sustainability, and resilience within their own enterprises and the broader industry.

Through structured learning experiences, such as the Contemporary Scholars Conference and Global Focus Program, scholars develop confidence, critical thinking, and the ability to communicate complex ideas effectively. These qualities enable them to take on leadership roles in their businesses, industry organisations and communities.

Nuffield invests in Australian agriculture by investing in its people.



"It offers knowledge. It offers leadership development. It builds that core capacity in knowledge and leadership within the ag industry."

– Richard Heath, (2003 Nuffield Scholar)
CEO, Zero Net Emissions from Agriculture CRC

Transformational change for scholars

We asked our alumni how the scholarship program impacted them. They overwhelmingly reported individual growth through personal development and professional shifts through networking and capacity building. We know our program sees an increase in confidence and opportunity that manifests in motivation to innovate and diversify – leading to tangible action.



2023 scholar Sarah Crosthwaite was supported by the Gardiner Foundation to study how agricultural sectors around the world support producer mental health. By helping to dismantle stigma around mental health, Sarah is demonstrating leadership in her local community and beyond.

► Heightened confidence

The scholarship program encourages our alumni to think outside the box – helping them embrace fresh ideas, take on new challenges (including risks) and share their experiences with confidence.

This shift at the personal level translates directly to a range of external changes: better decision-making, taking on leadership and public-facing roles and motivation for further study.

► Broader network and opportunities

Doors open for Nuffield alumni. Our community is an opportunity for collaborations, professional partnerships and knowledge-sharing.

The Nuffield network is a springboard for furthering alumni careers and diversifying their operations.

► Motivation to innovate or diversify

With more confidence in their abilities and the opportunity to meet other professionals from their own sectors and beyond – Nuffield alumni have the scaffolding to seek out and try novel production methods.

Our alumni take on new production practices, share what they learn, and even pivot to different sectors and businesses.

► Taking action

The experience of committing and persevering through the rigours of the scholarship program gives our alumni the confidence to put their best foot forward when connecting with others.

This confidence helps them face industry challenges head-on, to 'give it a go' even when it's challenging.

An exceptional cohort

For many, a Nuffield scholarship is just the beginning. We are proud that Nuffield alumni often seek further development through study and leadership roles. Just a few of our exceptional scholars, who have contributed to their fields and beyond, are profiled here.

► **Richard Heath** 2003 Scholar

Richard has been a prominent figure in Australian agriculture for over two decades. In 2024, he was appointed CEO of the newly established Zero Net Emissions from Agriculture Cooperative Research Centre, a \$300 million initiative focused on reducing emissions in Australian agriculture.

Richard studied nitrogen management and remote sensing in the grains industry, supported by the Grains Research and Development Corporation.



“The scholarship really opened up my appreciation of what I could achieve both within my family business, but also much more broadly in terms of working to promote and advance the industry.”

► **Roma Britnell** 2011 Scholar

Roma has served as Member for South-West Coast in the Victorian Parliament since October 2015. She currently holds the positions of Shadow Minister for Ports and Freight and Shadow Minister for Child Protection. Roma was a registered nurse for over 30 years, alongside co-managing a successful dairy farming enterprise and holding leadership roles in various agricultural organisations, such as the United Dairyfarmers of Victoria and WestVic Dairy. In 2009, she was honoured as both the Victorian and Australian Rural Woman of the Year.

Roma studied agricultural literacy on-farm, supported by Landmark Australia.



► **John Foss** 2001 Scholar

John Foss pioneered the commercial cultivation of chia in Australia, identifying its potential as a natural solution to modern dietary health issues. A fourth-generation wheat farmer, John studied the safe provision of food and fibre through quality assurance and environmentally sustainable methods.

His Nuffield research led to the establishment of The Chia Co, now a global leader in chia seed production. John was supported by Wesfarmers and Landmark Australia.



► **David Jochinke** 2007 Scholar

David has served as President of the National Farmers Federation since 2023, previously Vice President from 2017. David has long been an effective advocate for the agriculture sector, vocal about improving farm safety including mental health, as well as setting up Australian farms for sustainability and productivity.

David's research focused on how farmers influence industry and government, supported by the Grains Research and Development Corporation.



► **Bruce Scott** AM, 1983 Scholar

Bruce Scott served as a member of parliament for 26 years, representing Maranoa in the House of Representatives. A longtime advocate for agriculture, he also served as president of the Queensland Merino Stud Sheep Breeders Association, president of the Maranoa Graziers' Association and president of the Australian Association of Stud Merino Breeders.

Bruce's 1983 Nuffield scholarship saw him study agricultural policy in the United Kingdom and Europe.



Impact area 3:

An incubator for innovation

Driving agtech adoption and sparking deeper investigation

Nuffield Australia has long been a catalyst for innovation, providing scholars with the platform to explore, investigate, and adopt emerging ideas. Through its unique model of global research, industry engagement, and lifelong alumni connections, Nuffield fosters a culture of curiosity and problem-solving, ensuring that Australian farmers and agribusinesses remain at the forefront of technological advancements and industry best practices.

At its core, Nuffield gives scholars the opportunity to study the latest developments in their fields, firsthand, around the world. This global exposure allows them to witness breakthroughs in agtech, sustainability practices, and market-driven solutions relevant to their sector. From their interactions with international counterparts, scholars bring back insights that are adapted and applied within the Australian agricultural landscape, accelerating the adoption of new technologies and methods.

Beyond simply identifying emerging trends, Nuffield scholars actively contribute to driving agtech adoption across the sector. Scholars often focus their research on cutting-edge topics, such as precision agriculture, automation, data-driven decision-making, and supply chain efficiencies. Their findings not only benefit their own businesses but also serve as valuable resources for the broader industry.

By sharing their learnings through reports, presentations, and industry collaborations, they play a crucial role in helping Australian farmers navigate the rapidly evolving technological landscape.

The Nuffield experience also fosters a deeper investigative mindset, encouraging scholars to go beyond surface-level solutions and challenge conventional thinking. The program emphasises independent study, critical analysis, and real-world application, equipping scholars with the ability to assess the feasibility and impact of new innovations.

2021 scholar Lucy Collins investigated global dairy welfare practices and assurances, supported by the Gardiner Foundation. Through her research she identified recommendations for the dairy industry to capitalise on market access through the adoption of unified animal welfare assessment practices.



Case study B:

Collaborating to improve resilience and adaptation

Nuffield scholars have been invested in climate resilience and adaptation for decades. Working on the land, producers are often seeing the effects of changes in the climate first-hand. Through this focus, Nuffield has been instrumental in advancing sustainability, climate resilience, and adaptation within Australia's agricultural sector. Our scholarship program empowers producers and agribusiness professionals to explore innovative practices globally, bringing back valuable insights.



1997 scholar Liz Riley studied practices around the world for a more sustainable viticulture sector in Australia. Liz has since become a prominent leader and advocate in her industry, serving as a non-executive director for Wine Australia, the Solving Antimicrobial Resistance in Agriculture CRC, Landcare and more. Liz was supported by Lady Marigold Southey.

Nuffield and the Future Drought Fund partnership

The \$5 billion Future Drought Fund is an investment by the Australian Government to build drought resilience in Australia's agriculture sector, landscapes and communities. Each year, \$100 million is made available to help Australian farms and communities prepare for the impacts of drought. The fund is administered by the Department of Agriculture, Fisheries and Forestry.

Nuffield partners with the fund to award up to five scholarships each year to increase knowledge, tools and practices that can help Australian agriculture respond to a changing climate.

The partnership also supports all scholars, regardless of topic, to increase their knowledge of drought resilience, as preparation for rural communities facing drier conditions.

"The scholars see what international best practice looks like. They learn from agribusiness and farmers around the world, who learn from them too. The benefit isn't at the individual or even company level, it's broader – across agriculture as a whole"

Adam Fennessy PSM, Secretary for Department of Agriculture, Fisheries and Forestry

To date, focus areas for drought resilience scholars have included bolstering the beef supply chain against drought, increasing adoption of agroforestry, farm profitability, resilience mindsets, managing fodder with water limitations, diversifying enterprises, policy development, sustainability commitments and increasing efficiencies for improving affordability of wool.

Case study C:

Collaborating to align agriculture and science

Nuffield Australia CSIRO Fellowship Program

The Nuffield Australia CSIRO Fellowship Program is a collaborative initiative, aiming to bridge the gap between scientific research and practical agricultural applications. Established to enhance the exchange of knowledge between researchers and primary producers, this fellowship integrates CSIRO scientists into Nuffield's global agricultural network.

CSIRO scientists selected for the fellowship engage in several core Nuffield activities, including the National Conference, Contemporary Scholars Conference (CSC) and Global Focus Program (GFP).

Since 2017, the initiative has facilitated the transfer of cutting-edge scientific research to practical farming applications, provided scientists with exposure to global agricultural practices and equipped both researchers and primary producers with insights, tools and an active network for addressing emerging challenges in the sector.



Where to from here?

While we are focused on ensuring our areas of current impact persist, our research also outlined areas where we can do more.

► Enhancing diversity

We have made progress in broadening the representation of scholars – reaching gender parity in our scholar cohorts for a number of years. However, there is still room for improvement in ensuring our program reflects the full diversity of Australian agriculture. We are committed to attracting a wide range of applicants, from different backgrounds, sectors and locations. Expanding outreach efforts, revising selection processes, and fostering a more inclusive environment are just some of the ideas to become more representative of our sector.

► Keeping pace with the shifting needs of agriculture

Agriculture is evolving rapidly, with shifts in sustainability practices, digital transformation, climate resilience, and global trade dynamics. We are actively seeking scholars and investors that align with these emerging challenges. Where there is an opportunity for us to do more is in making the most of these valuable contributions through increased extensive activities, making insights accessible and actionable for the wider industry.

► Strengthening our communication activities

While the scholarship program has a strong reputation within agricultural circles, its broader influence is not always well understood. One opportunity to help improve post-scholarship engagement is using digital platforms to amplify scholar stories and create structured knowledge-sharing initiatives such as webinars, podcasts, and case studies. Alumni could also play a bigger role in mentoring new scholars and sharing their experiences with the wider agricultural community, ensuring that the research of our scholars is more widely distributed.

Leadership in agriculture takes many forms – whether within communities, industry, business, or across the sector as a whole. Nuffield Australia scholars embody this diversity, bringing fresh perspectives, practical insights, and global knowledge back to their businesses, industries, and regions. Their ability to drive change is not confined to a single pathway; rather, it is demonstrated through the way they challenge conventional thinking, adopt and promote new technologies, and build stronger connections across the global food and fibre chain.

The impact of the Nuffield program is evident in the leadership roles our alumni assume and the influence they wield in shaping a more resilient and innovative agricultural sector. Their research, networks, and commitment to lifelong learning continue to position Australian agriculture at the forefront of global best practice. The respect and recognition Nuffield enjoys across the industry, clear from our interviews, survey and research, is a testament to the strength of this program and the calibre of individuals it attracts. We will continue to select the very best of Australian agriculture for our scholarship program.

Looking ahead, we are excited to broaden our network of investors and partners to amplify our impact. By strengthening these connections, we can ensure that more individuals, businesses, and industries benefit from the transformative power of a Nuffield Scholarship.

We remain committed to advancing our vision: empowering Australian agriculture with world-class knowledge, leadership, and connectivity.



2025 scholars dining with the Patron of Nuffield Australia, Governor General Sam Mostyn AC

Appendix:

Our approach to measuring impact

We've taken a 360-degree approach to measuring impact. That means not only speaking to our alumni and investors. It also involved gathering perspectives from agricultural leaders outside of the Nuffield network – people who have varying levels of interaction with our organisation, scholars and alumni. We also spoke with representatives from outside of the agricultural sector, to understand best practice approaches in other sectors and learn how these lessons can deliver synergies for Nuffield Australia.



Our Process Included:

Qualitative interviews with investors, sector leaders and alumni

We aimed to conduct 15 interviews with a mix of individuals from both within and outside of the Nuffield network, ultimately interviewing 16 individuals:

- We reached out to **12 organisations** that were current or past investors, or that we could see potential for partnership with in the future, interviewing six.
- We reached out to **10 leaders** from across Australia's agriculture sector, and interviewed five.
- We reached out to **10 alumni**, and interviewed six.

The interviews, their frameworks and analysis was undertaken by Currie, an Australian communications, research and advocacy consultancy with a long history of working in agriculture.

A quantitative survey with our alumni

All Australian alumni that we were able to contact (504 from 563) were invited to take part in the survey. Of those, we received 203 responses.

The objectives of the survey were to understand alumni perceptions of our organisation and the scholarship program, gather insights on individual and sectoral impact and identify areas of focus for impact moving forward.

The survey had a mixture of open and close-ended questions, with an approximate 12-minute completion time.

The survey was developed and analysed by Instinct and Reason, an Australian market and social research consultancy with experience in the agriculture sector.

Thanks to our 2025 scholarship investors



And our strategic investor:



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