



# WHERE SCIENCE **LIVES**

**GLOBAL TALENT  
ATTRACTION PROGRAM**

**Information for prospective  
host organisations**



# Your invitation to partner

Australia has an urgent and unparalleled opportunity to attract the smartest minds leaving the United States and to bring their capability and talent here via a Global Talent Attraction Program.

We are in a global race for scientific and technological talent and we need to move fast.

The Australian Academy of Science is leading a bold, strategic and urgent national effort to rapidly recruit exceptional scientists and technologists from the US, whether they are returning Australians or leading international researchers.

We invite Australian organisations to partner with us in this nation building initiative.

We are also seeking government and philanthropic contributions as part of a three-way co-investment model between government(s), philanthropy and partnering organisations.

This collaborative, nationally coordinated effort will ensure that talent is strategically placed where it can have the greatest national benefit.

We have seen time and time again the multiplier effect of embedding smart minds in the Australian R&D system. They seed capability, create jobs, attract further investment, mentor young scientists, stimulate collaboration, contribute to the national economy, and shape our future.

The Academy is uniquely positioned to lead this national effort due to our global reach, reputation for excellence, and ability to be organisation, industry, and discipline agnostic. We maintain standards of excellence and via our global networks, we are well positioned to identify exceptional talent abroad.

The Academy routinely manage programs that are funded by donors, government, and philanthropic investors—each one tailored to deliver lasting value and meaningful impact, and evaluated to ensure strategic objectives are being met.

Through our partnership offering, the Academy can assist organisations in identifying individuals aligned with your strategic priorities and who would add significant value to your organisation.

There is no time to waste as many nations have already established similar programs and are actively recruiting talent. Australia cannot afford to be left behind.

We invite research organisations and businesses to join with us to seize this opportunity to strengthen our nation.

To learn more about the program and the benefits of hosting exceptional global talent looking to make Australia their home, we invite you to explore the full details in this document.

**Professor Chennupati Jagadish AC**  
**PresAA FRS FREng FTSE**

President

Australian Academy of Science

**Anna-Maria Arabia OAM**

Chief Executive

Australian Academy of Science

# The opportunity

## Building national science capability

We have an opportunity to strengthen and build our national science capability through the integration of exceptional individuals into our R&D system, to build teams that nurture emerging Australian talent, and position our nation for the future. This is a transformative moment, and Australian organisations are central to this nation-building vision.

## Australia: Where Science Lives

Science lives here in our country and in our culture. A place where knowledge is valued, nurtured, and shared.

Recent developments in the United States have prompted widespread uncertainty in the research and innovation landscape. While these disruptions present very real challenges, they also create significant opportunities.

In a competitive international landscape, Australia stands out as a destination for science: a multicultural society and stable environment where science is supported, standards of excellence are upheld, research infrastructure is of the highest quality, where collaborations are meaningful, and where research is connected to real-world problems.

A place where the natural environment, cultural richness, and democratic values create the foundations for enduring scientific excellence.

Australia is a place for researchers and their families to build their lives, not only through their professional contributions, but as part of the communities they join. Science belongs here and so do the people who drive it.

## The multiplier effect

The impact and multiplier effect of investment in the smartest of minds is well understood.

When **Professor Michelle Simmons AO FRS FAA FTSE** decided to call Australia home, she seeded a 30-year investment in quantum science that today sees Australia leading the race to develop the first quantum computer.

When **Professor Lidia Morawska FAA** joined QUT, she gifted Australia world leading expertise in airborne transmission of disease that shaped the global response to COVID-19.

Both employ Australian early-career researchers thereby training and mentoring future generations of scientists and technologists.

31% of Australia's population is born overseas. While the number of researchers born overseas is unknown, we know that since 2017, 47% of Fellows elected to the Academy were born abroad and today call Australia home.

They continue to shape our nation.

## Attracting talent

The Global Talent Attraction Program seeks to attract leading scientists and technologists of any nationality, including Australians living in the US. The program will support mid-career and senior scientists and innovators who can demonstrate:

- Excellence
- Leadership – committed to training and mentoring the next generation in their field of expertise
- Impact – on their field of study, or in the translation of discoveries into potential new products, services or therapies
- Vision.

Through its global outreach and networks, the Academy is able to identify individuals who would contribute significant value to areas of national priority.

If prospective host organisations have identified potential candidates, they are welcome to direct them to apply via the [Global Talent Attraction Program website](#).

### A comprehensive and competitive offer

Following extensive consultation and design, the Academy has determined that a competitive relocation package able to attract world leading scientists and technologists to Australia should comprise:

- An 8–10-year employment contract (5+5 or 4+4 or similar)
- A research budget including engagement of research staff and access to Australian research infrastructure (value differs across scientific disciplines)
- School/university placement assistance for family members
- Relocation allowance, including support for family members
- Facilitation of career pathways for spouses
- Access to rapid visa processing via the National Innovation Visa (for eligible candidates)

Employing organisations will need to pledge to support the placement for the second five-year period.

### Early insights about program demand

The Academy has undertaken a preliminary assessment of demand amongst scientists in the US wishing to relocate. The list continues to grow as budget cuts flow through the US research system. Data on the disciplines and career stages of candidates can be provided.

The program was publicly announced on 17 April and has attracted significant international and national media attention.

Prospective candidates hail from many globally recognised organisations, including:

**Universities:** Harvard University, Stanford University, Caltech, Princeton University, Yale University, Mount Sinai Medical School, Johns Hopkins University of Medicine, Cornell University, University of Washington.

**Institutes & Industry:** National Human Genome Research Institute, NASA, National Oceanic and Atmospheric Administration (NOAA), Google, Amazon, and Boston's Children Hospital.

# How the program works

We will implement the program with the following key steps:



## Rapid identification

Through its global outreach and networks, the Academy is able to identify eligible individuals.

The first call for [applications is now open](#) and closes on 29 August 2025.

We anticipate there will be further rounds in the future.

The first round is prioritising talent from the United States. Further rounds may be open to other nations.

## Candidate merit assessment

An expert committee assembled by the Academy will assess applications and the Academy will maintain a candidate merit pool.

Applicants are expected to be of high calibre and have global standing as a scientific or technological leader in their field.

They need to be able to present a record of breakthrough research, innovation or thought leadership with enduring impacts.

They should demonstrate capacity to contribute to and elevate Australia's global research reputation through their placement in a long-term, funded position.

Applicants with demonstrated expertise in research, innovation and technology commercialisation are encouraged to apply.

If prospective host organisations have identified potential candidates, they are welcome to direct them to apply via the Global Talent Attraction Program website so they can be assessed via the Academy's rigorous process, be considered for relocation funding and benefit from our program administration.

Detailed Program Guidelines are available on the Australian Academy of Science's website.

## Matching candidates with employing organisations

Organisations that register with the Academy by following the process outlined below will have an opportunity to be matched with eligible candidates in the merit pool.

Candidates may have existing collaborations across the Australian R&D environment that may inform placement. If not, placements will be brokered by the Academy. Placements will be aligned with organisational priorities.

Organisations may include universities, medical research institutes, research agencies, and businesses.

The Academy will work closely with host organisations to explore funding opportunities, understand your priorities, and assess organisational fit. Further detail is provided below in the **Partner with us** section below.

### Visa facilitation

In close collaboration with the Department of Home Affairs and State and Territory Governments the Academy can facilitate activation of the [National Innovation Visa](#) and ensure a smooth and efficient process.

We have aligned our program requirements with those of the National Innovation Visa.

The National Innovation Visa has been established for emerging leaders with high-calibre talent and skills who can make significant contributions that will benefit Australia's future prosperity.

### Ongoing support

The Academy will work with host organisations to ensure candidate, spouse and family relocation needs are met. We will ensure regular monitoring and reporting, candidate and organisation feedback, and impact assessment.

Where institutions are seeking to directly recruit talent from the United States, the Academy can offer case management support if required.

## Partner with us

Australian organisations are central to this nation-building vision. By partnering with the Academy, your organisation gains access to world-class talent while contributing to a national effort that strengthens Australia's R&D capability.

The Australian Academy of Science is uniquely positioned to lead this national effort through our unparalleled commitment to scientific excellence, national coordination capabilities, and organisational independence. Our global reach enables us to identify exceptional talent, while our extensive experience in program delivery ensures rigorous assessment, transparent processes, and measurable outcomes.

### Why partner with the Academy?

- National coordination from the Academy to identify talent and match with your needs
- Discipline-agnostic expertise: Independent selection and placement of leading scientists and technologists across all fields
- Global networks: Direct access to international talent through our Fellowship's collaborations and global reach and networks
- Proven track record: Extensive experience managing donor, government, and philanthropic programs

- Government collaborations: Established relationships to facilitate National Innovation Visa processing
- Rigorous processes: Technology-powered assessment and reporting with integrity and transparency

### Partnership benefits

- Access to global talent aligned with your strategic R&D priorities
- Enhanced reputation as a destination for world-leading science through association with this nationally endorsed program
- Expanded collaborations via the Academy's international networks
- Co-investment opportunities with government and philanthropic funders
- Co-branding and visibility through tailored communications, media engagement, and program recognition

### Partnership commitments

- Host recruited researchers and technologists with complete employment and research packages
- Provide active support for onboarding, access to research infrastructure, and family assistance
- Contribute to building Australia's long-term scientific research capability

## A tailored partnership process

The organisation engagement process is intentionally flexible, allowing the Academy to address individual enquiries and opportunities through case-by-case consideration when exploring and developing partnership arrangements.

Developing a GTAP partnership involves two stages for organisations.

### Stage 1: Register your interest

We encourage organisations to meet with us to explore potential options. These conversations can help clarify the program's details and the support available to prospective partners.

You're welcome to submit a formal **Expression of Interest (EOI)** at any time. The EOI process helps us understand your organisation's needs, strategic priorities and capacity, and helps us to identify options for partnership.

Following the EOI review, your organisation will be invited to **join the host organisation register**. An organisation does not need to have identified a specific candidate placement to join the register.

### Stage 2: Partner on a candidate placement

A 'candidate placement' is initiated where:

- **a highly qualified candidate is identified via the Candidate Merit Pool process** that requires matching them with a suitable host organisation, prompting the creation of a position that aligns with their skills and potential; or

- **a placement is initiated by a host organisation** seeking to engage exceptional talent, with the intent to match with high-potential candidates from the Candidate Merit Pool aligned the organisation's needs.

We anticipate a range of candidate placements will be supported by GTAP. Each opportunity for placement will be considered based on its potential to create a strong match that supports lasting research excellence and impact for both the candidate and the host organisation. The candidate identification and selection process will be conducted to meet the specific requirements of each placement.

If an organisation wishes to initiate a self-funded candidate placement as part of the program, the offer should be at a commensurate level to the core GTAP relocation package.

At the point where your organisation commits to proceed with a candidate placement, we will work with you to develop a partnership agreement. The agreement will include the details of the placement, investment, timelines, and service delivery components to ensure expectations from the placement are managed professionally for all parties.



## Let's talk

We know every organisation is different. We invite you to arrange an initial consultation with our Academy team so we can explore a potential partnership model to meet your organisation's needs.

Thank you for your consideration.

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**For more information please contact:**

Anna-Maria Arabia OAM

Chief Executive

+61 (0)412 940 921

[annamaria.arabia@science.org.au](mailto:annamaria.arabia@science.org.au)

Kate Groves

Head of Philanthropy

+61 (0)448 924 335

[kate.groves@science.org.au](mailto:kate.groves@science.org.au)

Chelsea Cheney

Manager Engagement and Partnerships

+61 (0)424 058 099

[chelsea.cheney@science.org.au](mailto:chelsea.cheney@science.org.au)