

2025 DIVERSITY IN AGRICULTURE LEADERSHIP PROGRAM

PROGRAM INFORMATION



National
Farmers
Federation

Diversity in
Agriculture
Leadership



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Overview

The Diversity in Agriculture Leadership Program (DiALP) is committed to doubling the number of women in agriculture's leadership ranks by 2030—and you could be part of this change.

Now in its eighth year, DiALP has a proven track record of empowering women in agriculture, fostering leadership, and driving meaningful progress across the industry. The program provides participants with the skills, networks, and confidence to step into leadership roles and make a lasting impact.

Since its inception, 77 inspiring graduates have gone on to become CEOs, entrepreneurs, board members, community advocates, and industry leaders. Their success highlights the power of this program in shaping the future of agriculture.

We invite you to take the next step in your leadership journey and be part of this growing network of change-makers.

Be a part of change. Apply now.

The Diversity in Agriculture Leadership Program is committed to building a future where leadership in agriculture reflects the diversity of those who contribute to it. This program offers unparalleled opportunities for women ready to take the next step in their leadership journey, gain new experiences, and connect with a powerful network of industry leaders.



Scan or click
for application website.

**Applications open
24 February 2025**

To apply you must:

- Be 25 years of age or over.
- Have a passion for agriculture and a vision for its future.
- A strong interest in developing leadership skills through mentoring.
- Have taken a demonstrated step towards industry leadership.
- A desire to expand your networks.



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2025 Diversity in Agriculture Leadership Program

In 2025, the NFF and its dedicated partners will once again welcome 12 emerging female leaders into the Diversity in Agriculture Leadership Program.

Graduates of the program have stepped into influential roles across the industry and their communities with many describing the program as ‘life-changing’ and that ‘doors have opened, opportunities arisen, and a collaborative partnership forged’ through their experiences on the program.

Program components

- Three-day leadership retreat in Canberra.
- Mentoring with an established industry leader.
- Regular virtual catch ups
- Connection to the alumni network of peers across the country.



Key themes

Communication. Wellbeing. Storytelling. Defining values. Goalsetting. Media training. Advocacy. Networking. Decision making. Conflict management. Governance. Self awareness. Influence.

Mentoring

In the vibrant landscape of agricultural leadership development, the Diversity in Agriculture Leadership Program distinguishes itself through its innovative and impactful mentoring component.

Benefits of mentoring

- The structured approach to planning and reflection for learning.
- Access to a 'sounding board' to try out new concepts and idea.
- A supportive environment where they are encouraged to take risks and learn constructively from failure.

How it will work

Successful applicants will be paired with an industry-leading mentor who will provide guidance and support throughout the program.

Participants will meet their mentor in person at the Canberra Leadership Retreat, where they will also have the opportunity to engage with parliamentarians.

From June to October 2025, mentees will work closely with their mentor to define their leadership goals and develop a clear plan to achieve them.

Mentor and mentee training will be provided at the retreat to ensure a meaningful and impactful mentoring experience.



Communicating

How each pair communicates with each other will be unique. Whatever the means chosen, mentees and mentors are expected to commit approximately 15 hours interacting.

Key dates

A timeline for the program and it's components are provided below. There are two in-person events that must be attended.

Application

24 FEB - 24 MARCH

Applications will launch on Monday 24 February through the NFF website. Applicants will need to provide a resume and one reference along with their application answers. Interviews will be from 28 April till 2 May.

Leadership retreat

24 - 26 JUNE, CANBERRA

The three-day leadership retreat is a required component. The retreat will be held in Canberra and participants will undertake personal and professional development, networking and meet their mentor. It is expected participants will travel to Canberra on the 23 June.

Online learning

JULY- OCTOBER

Participants will have access to industry influencers through as well as the opportunity to undertake peer-to-peer learning through monthly online Cohort Catch Ups.

Mentoring

JUNE - OCTOBER

Participants will catch up with their mentor online for mentoring sessions where they work towards their identified leadership goals. It is expected catch ups will range fortnightly to monthly, at a time that suits the pair.

Graduation

23 OCTOBER, CANBERRA

A graduation event will be held alongside the NFF Members Council in Canberra. Details of the event are to be confirmed but it is expected that participants will need to travel the day before.

Program FAQs

Who should apply?

Applicants must be female and over 25 years old. The DiALP program is designed for aspiring female leaders who have already made some progress on their leadership journey.

This might include, but is not limited to, the completion of another leadership program, tertiary or vocational study or community involvement. Applicants must be actively involved in agriculture to apply (whether that be on farm, in agribusiness, farm advocacy or another related field).

Applicants **MUST** demonstrate a desire to demonstrate leadership in the agriculture industry into the future.

The NFF recognises that diversity is more than gender. Diversity includes but is not limited to ethnicity, cultural identity, religion, disability, gender expression and identity, sexual orientation, education, socioeconomic background and more. We encourage women of all backgrounds to apply for the program.

What is the timeline?

- Applications must be submitted by 5pm eastern standard time (AEST) 24 March 2025.
- Applicants will be assessed at the absolute discretion of the National Farmers' Federation and the selection committee.
- Applicants will be advised of the outcome of their application by early May.
- 12 applicants, subject to credentials, will be chosen to take part in the Program.

What time commitment is required?

Applicants must be available to travel to Canberra for two events, the retreat 24 – 26 June 2025 and the graduation 23 October 2025 and commit to dedicating a cumulative 75 hours to the program.

Associated costs: The NFF will cover the approved costs of travel and associated expenses to both face to face events totally approximately \$5000.

Application Process: your path to DiALP

1. Submit Your Application

- Applying for the DiALP is the first step toward an incredible leadership journey.
- Applications open 24th February 2025 and close on 24th March 2025. Make sure to complete all required sections and highlight your leadership aspirations, experiences, and vision for the future of agriculture. We recommend writing your answers in a separate document and copy and pasting into the application form once finalised.

2. Application Questions

- As part of your application, you'll be asked to respond to a series of questions that help us understand your leadership journey, experiences, and goals.
 1. How would others describe your story and impact? Tell us about your journey in the agriculture sector touching on career and your involvement in other bodies.
 2. Highlight key milestones, challenges faced, and the lessons you've learned that have shaped your leadership journey.
 3. How does your personal background or diverse experiences influence your leadership style and approach within agriculture?
 4. How do you see yourself contributing to agriculture's future? Describe your role in shaping the industry's growth toward the \$100 billion goal by 2030.
 5. What are three key things you are looking to get from this program that will benefit your leadership journey?

3. Initial Review

- After applications close, a selection panel will carefully review submissions and shortlist the top 15 standout candidates who will be invited to the next exciting step—an interview!

5. Online Interview Stage

- This year, we're introducing an interview round to gain deeper insights. The shortlisted top 15 applicants will have the opportunity to share more about your story with panel members. The interviews will be conducted virtually from 28 April -2 May.

6. Final Selection

- After interviews, the panel will meet to finalise the 12 successful applicants who will be part of the 2025 DiALP cohort and notified shortly after.

We encourage all applicants to put their best foot forward and take this opportunity to showcase their leadership potential. We can't wait to hear how you're shaping the future of agriculture!

What our 2024 cohort says about DiALP?

“

Through the program my mentor has empowered me to set ambitious goals, helping me drive meaningful change in my career and contribute to the ongoing success of rural communities and the feedlot industry.

-Kelly Nankivell, Tintinara SA

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“

The program has given me the confidence to take on new challenges and reinforced my drive to facilitate genuine dialogue and collaboration for a sustainable future where agriculture thrives alongside our precious natural resources.

-Sarah Stevens, Mareeba QLD

”

“

Being part of DiALP has inspired me to lead with greater motivation and work collectively to support innovation and sustainable growth in the wine industry.

-Lauren Langfield, Aberfoyle Park SA

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Program impact

58 
mentors

77 
alumni

746 
applications

 **690**
mentoring
sessions at least!

112 
pledges and
progress reports

29 
committed
partners



Closing the gender gap

Partners who join the program make a public pledge to create meaningful change towards gender diversity. Each year, partners report on their progress towards their gender diversity goals.

Scan or click here for
current partner pledges.

Program Partners

A huge shout-out to our partners for their invaluable support for the Program. Their dedication to fostering meaningful change in Australian agriculture is helping pave the way for greater gender diversity in leadership. With their continued commitment, we're making strides toward doubling the number of women in senior leadership roles—and we're excited for the impact still to come!

