

# WATER LEADERSHIP PROGRAM

2020-2021 SCHOLARSHIP TERMS & CONDITIONS

# 1. Definitions

- 'IWC' refers to the International WaterCentre Pty Ltd
- 'Recipient/s' refers to the recipient/s of an IWC WLP Scholarship
- 'WLP program' refers to the IWC Water Leadership Program

# 2. Availability and value

IWC offers a range of scholarships which vary year to year depending on the interests of sponsoring organisations who wish to fund leadership development in the water sector.

For the 2020/21 round we are offering a total of 6 **scholarships**:

- Two (2) scholarships funded by IWC (1 x full scholarship\*, 1 x half scholarship\*)
- Two (2) scholarships funded by Clearwater (2 x full scholarships\*)
- One (1) scholarship funded by NSW Water Directorate (1 x full scholarship\*\*)
- One (1) scholarship funded by Stormwater NSW (1 x half scholarship\*)

**For full scholarships marked \* (valued at \$12,500)**, the scholarship will cover recipients course fees (\$10,500 not including GST). In addition, they will be provided with a \$2,000 allowance to cover expenses associated with participating in the program (i.e. travel and accommodation).

**For full scholarships marked \*\* (valued at \$10,500)**, the scholarship will cover recipients will course fees (\$10,500 not including GST) only.

**For half scholarships marked \* (valued at \$6250)**, the scholarship will cover half of the recipients course fees, with the recipients needing to pay half of the course fees (\$5250 not including GST). In addition, they will be provided with a \$1,000 allowance to cover expenses associated with participating in the program (i.e. travel and accommodation).

*Please note: the final number and value of scholarships awarded will remain at the discretion of IWC and will depend on the quality of applications received.*

# 3. General eligibility criteria and terms and conditions

All Scholarships for the 2020/21 IWC Water Leadership Program are subject to the following general eligibility criteria:

- Applicants must have at least 3 years of work experience in the water industry/sector
- Be able to communicate clearly in English
- Applicant's work supervisors must understand the nature of the program and support their application

All Scholarships for the 2020/21 IWC Water Leadership Program are subject to the following general terms and conditions:

- Full participation in all elements of the program is expected. This includes the ability to travel to Brisbane to physically attend the two face-to-face training sessions in February and July 2021.
- If an applicant is offered a scholarship but fails to formally accept the scholarship (i.e. in writing by email) within 3 days, the scholarship may be offered to another applicant.
- Scholarship recipients will be guaranteed a place in the program in 2020/21.
- Scholarships are not transferable to future years or to other people.
- If a scholarship recipient has to withdraw from the program, another person (e.g. from the same organisation) may take their place at any time for no extra cost.

- If a scholarship recipient fails to complete all elements of the program, the IWC may choose to require the recipient to refund any allowance for expenses included in the scholarship.
- Scholarship recipients may not hold another form of scholarship to allow them to participate in the IWC Water Leadership Program unless approved by the IWC.
- Each scholarship recipient will need to consult with the organisation funding their scholarship to seek to align their individual leadership development project (part of the program's activities) with activities that the funding organisation is seeking to support. For example, a funding organisation may offer a scholarship to a local government employee working in a particular city with the condition that their leadership project will focus on advancing stormwater management arrangements to protect waterway health. Such conditions will be communicated to applicants when a scholarship offer is made. The IWC will play a facilitation role, if necessary, to ensure that the needs of both the participant and the funding organisation are met.
- Scholarship recipients will be required to collaborate with the IWC's marketing function to provide photos, interviews and/or written testimonials for promotional purposes.
- At the completion of program activities, scholarship recipients will be required to write a short 'reflection report' for relevant managers in funding organisations and the IWC. This report will provide: 1) An overview of the program from the scholarship recipient's perspective. 2) A description of positive outcomes / benefits that resulted from the program from the scholarship recipient's perspective. 3) A summary of how the participant plans to use new knowledge, skills, ideas and relationships from the program to advance integrated forms of water management in the future.
- Scholarship recipients will also be required to provide a short presentation to the organisation funding their scholarship during or shortly after the end of the program. The presentation will cover the benefits the recipient has gained from the program and include a presentation of their individual leadership development project. Fuller details of who the presentation should be made to will be communicated to recipients by the organisation funding their scholarship during or shortly after completing the program.
- The IWC reserves the right to terminate any participant's involvement in the leadership program in the event of unprofessional behaviour.
- The decision of the scholarship assessment panel is final and not subject to negotiation.

Some of the scholarships available have additional eligibility criteria and terms and conditions. These are detailed in the sections below.

## 4. Clearwater Indigenous Water Leader Scholarship

All applicants for this full Scholarship must satisfy the following eligibility criteria:

1. Is of Aboriginal descent and Identifies as an Aboriginal person and be accepted by your community.
2. Currently working for a local government, water authority or catchment management authority, Aboriginal Land Council anywhere in Victoria working in water management.
3. Currently hold a position that allows the recipient to advance IWM approaches.
4. Currently occupy project, team or program management roles in which they have the potential to enable the development of others, especially Indigenous people
5. Possess a strong commitment to learning and personal development, including the ability to respond positively to feedback
6. Have a desire to complement their technical and management skills with advanced leadership capabilities
7. Be able to demonstrate aspirations to improve their ability to influence stakeholders and drive change in order to deliver more integrated forms of water management
8. An ability to travel to Brisbane and attend both face-to-face training sessions in February 2021 (5 days) and July 2021 (2 days)
9. Have organisational support from current employer to attend the program

If successful then the following terms and conditions will be applied to the Scholarship:

1. The scholarship recipient's employer (e.g. line manager) must be supportive of their participation in the program.

2. Scholarship recipients shall participate in and complete all elements of the program (e.g. 360-degree feedback, face-to-face training in both February and July 2021, coaching, a leadership project, etc.). For an overview of the elements of the program, please see our website at: [www.watercentre.org/leadership](http://www.watercentre.org/leadership). All scholarship holders are expected to physically attend the two training sessions in Brisbane.
3. If an applicant is offered a scholarship but fails to formally accept the scholarship (i.e. in writing) by the required due date, the scholarship may be offered to another applicant.
4. Scholarships are not transferable to future years or to other people.
5. If a scholarship recipient fails to complete all elements of the program due to circumstances within their control, the IWC may choose to require the recipient to refund the \$2,000 AUD (full scholarships) or \$1000 AUD (half scholarships) allowance for travel expenses.
6. Scholarship recipients may not hold another form of scholarship to allow them to participate in the IWC Water Leadership Program unless approved by the IWC.
7. Scholarship recipients shall make a reasonable effort to assist the IWC's marketing and communications staff when they prepare materials relating to the program. Assistance may involve supplying a photograph (of yourself) or some quotes that reflect your views on the program.
8. Recipients will discuss and align their 'leadership project' (part of the program's activities) with Clearwater to ensure sufficient alignment with their IWM capacity building aims. The relevant contact in Clearwater to engage with is Petra Catona (Program Lead – Metro Program Delivery), Email [petra.katona@clearwatervic.com.au](mailto:petra.katona@clearwatervic.com.au). All scholarship holders are required to consult with Petra when choosing and scoping their leadership project in late February - early March 2021.
9. All program participants will be required to prepare a 'Reflection Report' that reflects on the project aims, activities and outcomes from the perspective of the scholarship holder. It would also reflect on the scholarship holder's leadership project in terms of the project's aims, developmental objectives, leadership development activities, outcomes and lessons learned. Scholarship recipients of the Clearwater Water Leader Scholarships will also be required to present their executive team and report on experience to Clearwater.
10. Recipients will undertake to engage with the scholarship funder, Clearwater, to identify and implement reasonable opportunities for disseminating outputs and outcomes from their leadership development project before the end of the program in September 2021.
11. The IWC reserves the right to terminate any participant's involvement in the leadership program in the event of unprofessional behaviour.

## 5. Clearwater Metro Water Leader Scholarship

All applicants for this full Scholarship must satisfy the following eligibility criteria:

1. Currently working for a local government, water authority or catchment management authority anywhere in metro Victoria
2. Currently hold a position that allows the recipient to advance IWM approaches
3. Currently occupy project, team or program management roles in which they have the potential to enable the development of others especially Indigenous people
4. Possess a strong commitment to learning and personal development, including the ability to respond positively to feedback
5. Have a desire to complement their technical and management skills with advanced leadership capabilities
6. Be able to demonstrate aspirations to improve their ability to influence stakeholders and drive change in order to deliver more integrated forms of water management
7. An ability to travel to Brisbane and attend both face-to-face training sessions in February 2021 (5 days) and July 2021 (2 days)
8. Have organisational support from current employer to attend the program

If successful then the following terms and conditions will be applied to the Scholarship:

1. The scholarship recipient's employer (e.g. line manager) must be supportive of their participation in the program.

2. Scholarship recipients shall participate in and complete all elements of the program (e.g. 360-degree feedback, face-to-face training in both February and July 2021, coaching, a leadership project, etc.). For an overview of the elements of the program, please see our website at: [www.watercentre.org/leadership](http://www.watercentre.org/leadership). All scholarship holders are expected to physically attend the two training sessions in Brisbane.
3. If an applicant is offered a scholarship but fails to formally accept the scholarship (i.e. in writing) by the required due date, the scholarship may be offered to another applicant.
4. Scholarships are not transferable to future years or to other people.
5. If a scholarship recipient fails to complete all elements of the program due to circumstances within their control, the IWC may choose to require the recipient to refund the \$2,000 AUD (full scholarships) or \$1000 AUD (half scholarships) allowance for travel expenses.
6. Scholarship recipients may not hold another form of scholarship to allow them to participate in the IWC Water Leadership Program unless approved by the IWC.
7. Scholarship recipients shall make a reasonable effort to assist the IWC's marketing and communications staff when they prepare materials relating to the program. Assistance may involve supplying a photograph (of yourself) or some quotes that reflect your views on the program.
8. Recipients will discuss and align their 'leadership project' (part of the program's activities) with Clearwater to ensure sufficient alignment with their IWM capacity building aims. The relevant contact in Clearwater to engage with is Petra Catona (Program Lead – Metro Program Delivery), Email [petra.katona@clearwatervic.com.au](mailto:petra.katona@clearwatervic.com.au). All scholarship holders are required to consult with Petra when choosing and scoping their leadership project in late February - early March 2021.
9. All program participants will be required to prepare a 'Reflection Report' that reflects on the project aims, activities and outcomes from the perspective of the scholarship holder. It would also reflect on the scholarship holder's leadership project in terms of the project's aims, developmental objectives, leadership development activities, outcomes and lessons learned. Scholarship recipients of the Clearwater Water Leader Scholarships will also be required to present their executive team and report on experience to Clearwater.
10. Recipients will undertake to engage with the scholarship funder, Clearwater, to identify and implement reasonable opportunities for disseminating outputs and outcomes from their leadership development project before the end of the program in September 2021.
11. The IWC reserves the right to terminate any participant's involvement in the leadership program in the event of unprofessional behaviour.

## 6. NSW Water Leader Scholarship

All applicants for this full Scholarship must satisfy the following eligibility criteria:

1. Currently be working for a local government water utility in regional NSW that is a member of the NSW Water Directorate
2. Currently occupy an engineering team or program management role in which they have the potential to enable the development of others
3. Possess a strong commitment to learning and personal development, including the ability to respond positively to feedback
4. Have a desire to complement their technical and management skills with advanced leadership capabilities
5. Be able to demonstrate aspirations to improve their ability to influence stakeholders and drive change in order to deliver more integrated forms of water management
6. An ability to travel to Brisbane and attend both face-to-face training sessions in February 2021 (5 days) and July 2021 (2 days)
7. Organisational support from current employer to attend the program
8. English language proficiency

If successful then the following terms and conditions will be applied to the scholarship offer:

1. The scholarship recipient's employer (e.g. line manager) must be supportive of their participation in the program.
2. Scholarship recipients shall participate in and complete all elements of the program (e.g. 360-degree feedback, face-to-face training in both February and July 2021, coaching, a leadership project, etc.). For an overview of

the elements of the program, please see our website at: [www.watercentre.org/leadership](http://www.watercentre.org/leadership). All scholarship holders are expected to physically attend the two training sessions in Brisbane.

3. If an applicant is offered a scholarship but fails to formally accept the scholarship (i.e. in writing) by the required due date, the scholarship may be offered to another applicant.
4. Scholarships are not transferable to future years or to other people.
5. Scholarship recipients may not hold another form of scholarship to allow them to participate in the IWC Water Leadership Program unless approved by the IWC.
6. Scholarship recipients shall make a reasonable effort to assist the IWC's marketing and communications staff when they prepare materials relating to the program. Assistance may involve supplying a photograph (of yourself) or some quotes that reflect your views on the program.
7. Recipients will discuss and align their 'leadership project' (part of the program's activities) with NSW Water Directorate to ensure sufficient alignment with the aims of the Directorate. The relevant contact in the NSW Water Directorate to engage with is Brendan Guiney (CEO) – Email [brendan.guiney@waterdirectorate.asn.au](mailto:brendan.guiney@waterdirectorate.asn.au). The scholarship holder is required to consult with Gary when choosing and scoping their leadership project in late February - mid March 2021.
8. All program participants will be required to prepare a 'Reflection Report' that reflects on the project aims, activities and outcomes from the perspective of the scholarship holder. It would also reflect on the scholarship holder's leadership project in terms of the project's aims, developmental objectives, leadership development activities, outcomes and lessons learned. Scholarship recipients will also be required to present to their executive team and report on their experience to the NSW Water Directorate.
9. Recipients will undertake to engage with the scholarship funder, NSW Water Directorate, to identify and implement reasonable opportunities for disseminating outputs and outcomes from their leadership development project before the end of the program in September 2021.
10. The IWC reserves the right to terminate any participant's involvement in the leadership program in the event of unprofessional behaviour.

## 7. NSW Stormwater Leader Scholarship

All applicants for this half Scholarship must satisfy the following eligibility criteria:

1. Currently be a member of Stormwater NSW and living and working in NSW in a role that involves driving capacity and change towards the implementation of 'water sensitive city' or integrated water management approaches in NSW.
2. Possess a strong commitment to learning and personal development, including the ability to respond positively to feedback.
3. Have a desire to complement their technical and management skills with advanced leadership capabilities.
4. Be able to demonstrate aspirations to improve their ability to influence stakeholders and drive change in order to deliver more integrated forms of water management.
5. An ability to travel to Brisbane and attend both face-to-face training sessions in February 2021 (5 days) and July 2021 (2 days).
6. Organisational support from current employer to attend the program.
7. English language proficiency.

If successful then the following terms and conditions will be applied to the scholarship offer:

1. The scholarship recipient's employer (e.g. line manager) must be supportive of their participation in the program.
2. Scholarship recipients shall participate in and complete all elements of the program (e.g. 360-degree feedback, face-to-face training in both February and July 2021, coaching, a leadership project, etc.). For an overview of the elements of the program, please see our website at: [www.watercentre.org/leadership](http://www.watercentre.org/leadership). All scholarship holders are expected to physically attend the two training sessions in Brisbane.
3. If an applicant is offered a scholarship but fails to formally accept the scholarship (i.e. in writing) by the required due date, the scholarship may be offered to another applicant.
4. Scholarships are not transferable to future years or to other people.

5. Scholarship recipients may not hold another form of scholarship to allow them to participate in the IWC Water Leadership Program unless approved by the IWC.
6. Scholarship recipients shall make a reasonable effort to assist the IWC's marketing and communications staff when they prepare materials relating to the program. Assistance may involve supplying a photograph (of yourself) or some quotes that reflect your views on the program.
7. Recipients will discuss and align their 'leadership project' (part of the program's activities) with Stormwater NSW to ensure sufficient alignment with the aims of the Association. The relevant contact in Stormwater NSW to engage with is the President, Alan Benson ([Alan.Benson@waterNSW.com.au](mailto:Alan.Benson@waterNSW.com.au)). The scholarship holder is required to consult with Alan when choosing and scoping their leadership project in late February - mid March 2021.
8. All program participants will be required to prepare a 'Reflection Report' that reflects on the project aims, activities and outcomes from the perspective of the scholarship holder. It would also reflect on the scholarship holder's leadership project in terms of the project's aims, developmental objectives, leadership development activities, outcomes and lessons learned. Scholarship recipients will also be required to present to their executive team and report on their experience to Stormwater NSW.
9. Recipients will undertake to engage with the scholarship funder, Stormwater NSW, to identify and implement reasonable opportunities for disseminating outputs and outcomes from their leadership development project before the end of the program in September 2021.
10. The IWC reserves the right to terminate any participant's involvement in the leadership program in the event of unprofessional behaviour.