

Call for applications

The Women's Water Initiative (formerly called the Women's Water Fund) helps women from developing countries advance their career opportunities in the field of water resources development and management. The Women's Water Initiative was created at the initiative of **DHI**. It was originally funded by the "King Hassan II Great World Water Prize" presented to DHI's Professor Torkil Jønch Clausen at the Fourth World Water Forum in Mexico in 2006. This year, the Ministry of Foreign Affairs of Denmark (Danida) is co-sponsoring the Initiative.

Women in or on their way into middle management positions are encouraged to apply. The Initiative seeks to provide programme participants with insight and inspiration that can help them advance into more senior management roles. The Initiative's career programme builds upon Danish expertise in:

- water and environmental management as well as its international applications
- organisational management in the water sector

The Initiative supports a short capacity building programme in Denmark. The programme includes a combination of formal training and "hands-on" interaction with managers in public authorities and in the water industry. The Initiative will cover all travel, accommodation and living costs. It is the intention that the Initiative will maintain longer duration contact with the participants.

The capacity building programme includes:

- short courses in career development and management in the water sector as well as in water governance, water resources, and environmental technologies
- meetings with and visits to Danish organisations in the field of water
- a four-day internship with an organisation in one of the above fields
- a subsequent mentoring component

A senior Danish manager will serve as a mentor for each candidate. This mentoring will continue for at least one year after the visit to Denmark. Candidates must fully commit themselves to participating in this component of the programme.

A Diploma will be issued by the Governing Board of the Initiative at the end of the visit to Denmark.

This year's programme comprises:

A two-week Training and Management Internship Programme in Denmark, 6-21 September 2014

Outline of programme	
06-07 Sept.	Arrival and introduction to Denmark
08-12 Sept. (days 1-5) Phase 1: Framework and tools	Short courses at DHI mixed with organisational visits in the Greater Copenhagen area in the afternoons. <i>Tentative program:</i> <ul style="list-style-type: none"> • Organisational development and cross-sectorial approaches ("The Danish Inspiration"). Introduction to the mentoring and career planning components of the programme. • Holistic approaches to water governance such as Environmental Impact Assessments and Integrated Water Resources Management, Integrated Urban Water Management • Management issues and career development • Tools to improve management: Project management, communication, monitoring, modelling of water resources and Decision Support Systems <p>This first week will also include a session with DHI's CEO on the strategic, organisational and management issues of running a highly specialised and international water organisation.</p>
13-14 Sept.	Weekend excursions in Northern Zealand.
15-18 Sept. Phase 2: Personal development	Internship in a public or private organisation – the intern will work closely with a relevant middle manager and participate in the day-to-day management duties of this manager, supplemented with bilateral introductions to organisational, technical and management issues. Internship organisations may be located all over Denmark (up to 400 km away from Copenhagen).
19 Sept.	Individual career planning. Diplomas and debriefing with the Board of the Initiative.
20-21 Sept.	Return travel

Women's Water Initiative

- career advancement for women in the water sector



Over the course of the following one year Phase 3: Mentoring	The intern continues to interact with the assigned mentor through email, Skype and phone mentoring.
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The present programme/study visit in September 2014 is for women from developing countries in Africa and Asia where Danida is engaged in the water sector. See the list of eligible countries below.

Applicants must meet the following criteria:

- professional background in a water-related discipline
- at least a Master's degree in a water-related discipline
- minimum 5-7 years of work experience
- fluent in English
- currently employed in managerial or leadership positions in the government, a private company or an NGO (academic careers are **not** supported by the Initiative)

Applications must include:

- background of candidate, including full biographical data/curriculum vitae
- motivation for applying
- letter(s) of recommendation

Application / next step

Please submit your application under "[Jobs](#)" on [DHI's home page \(www.dhigroup.com\)](http://www.dhigroup.com) **no later than 23 June 2014**. For further information, please contact the Secretariat of the Initiative, Ms. Hanne Berthelsen at hab@dhigroup.com.

All applicants and successful candidates will be notified by 7 July, 2014.

List of eligible countries

Africa:

Angola
Botswana
Burkina Faso
Democratic Republic of the Congo
Ghana
Lesotho
Malawi
Mali
Mozambique
Namibia
Niger
South Africa
Swaziland
Tanzania
Uganda
Zambia
Zimbabwe

Asia:

Bangladesh
Cambodia
Indonesia
Laos
Myanmar
Thailand
Vietnam