



Empowering Young Water Professionals

European sector knowledge sharing and creation –
in a networking and professional development programme

A woman with blonde hair, wearing a white top and glasses around her neck, is smiling and clapping her hands. She is in a meeting room with large windows in the background. A man's arm is visible in the foreground on the left side of the frame. The entire image has a teal/green color overlay.

Surf the Waves of New Opportunities!

EJWP builds knowledge, skills, and networks to strengthen the careers and organizations of junior water professionals.

Join us to work together on a water-smart society in Europe!

Table of contents

Introduction	4
Programme	6
Course highlights chart	7
Knowledge transfer	8
Masterclasses	10
Personal development	13
People	15
Team members	15
Partners	16
Participate	17
Qualification requirements	17
Contact	18

Introduction

The European Junior Water Programme (EJWP) is empowering a community of talented young water professionals who share a deep commitment to a future of sustainable water resources in Europe. EJWP builds knowledge, skills, and networks to strengthen water careers and the impact of water sector organizations.

Together we are taking water management into a future of increased cooperation, because know that water and climate challenges do not recognize boundaries!

An integrated European approach is vital to adapting a safe water supply for resilient cities, industry and agriculture. We bridge gaps in geography and culture to help Europe's young talent create networks for innovative solutions in the growing areas of need. EJWP also helps organizations attract and retain the right talent to meet future challenges.

Our part-time, two-year programme leverages the power of junior water management professionals (2 – 8 years of experience, < 35 years old), while they simultaneously maintain their company duties. Training professionals and experts from around Europe guide our participants in collaborative projects for functional perspectives on water management, communication, and policy at a European level. EJWP is unmatched in Europe in the diversity of its participants and organizations.

Empower your organization and careers with our specialized:

- Personal & communication development
- Co-creation strategies and evaluation
- Project and self management
- Leadership and pro-active strategies
- Future century skills for sustainability

'In an increasingly multicultural and shifting world, EJWP creates an enabling environment for early career professionals to develop beyond the tasks of their daily jobs, to work on cross-sectoral issues from a diversity-is-strength approach.'

Ioana Dobrescu, EJWP participant from Romania with Water Footprint Implementation.

Read more about the benefits of our programme, and join us!



**(Social + Technical)
 Innovation**

**Leadership Development
 Activists in Value of Water
 Creating Community**

**Creating a Water
 Smart Society**

EJWP approach in support of the creation of a Water-Smart Society, 2020

Our Part-time, 2-year Programme

EJWP participants train in culturally-diverse teams to shape the European water sector.

The European Junior Water Programme helps junior water professionals advance their careers, and connects organizations in the European water sector.

Surf the Waves of New Opportunities in our Part-time, 2-year Programme!

Our programme is based on 3 pillars:

1. Knowledge creation and transfer: masterclasses on European policies, cooperation, and primary water challenges - including local water projects of participating organisations
2. European network opportunities through EJWP community building: integration in Water Europe, EJWP Ambassadors, and event participation
3. Personal and professional skills development in international teams: emphasis on cultural awareness and diversity cooperation in projects.

Each of our group sessions is designed for the participating organizations and their young professionals. Our tailored programme supports pairing essential 'human' skills with technical expertise for a more comprehensive working methodology.

Participants get to know each other during the programme, so they can better experience working within teams from around Europe. Every three months, all participants come together for a week facilitated by one of our participating organisations (*meeting conditions subject to the local Covid-19 safety guidelines*).

'Meeting the other participants in the programme is one of the most valuable things about EJWP. We're in touch a couple of days every week and meet every quarter, sharing perspectives on relevant work for water companies.'

Rhys Hellin, EJWP Participant from Dwr Cymru Welsh Water

Return on investment. This is our mission!

Equipping future water leaders with the right skills and networks for a future of sustainable water management:

- Boosting careers and personal development of young water professionals
- Creating a diverse community of future water leaders
- Tackling emerging water challenges through EJWP projects.

EJWP Course Highlights

Topic	Activity	Result
Networking	Participants are connected to young professional networks and leading voices of the water sector represented in our EJWP Ambassadors team.	Professional synergies benefit water-sector personnel and their organizations through new opportunities and information sharing.
Group projects	Culturally-diverse teams cooperate on current challenges with European water-organizations.	Participants learn about each other's organizations and gain real experience in intercultural teamwork.
Knowledge management	Participants engage in trend watching and business case development assignments, aimed at water cooperation opportunities.	Results are published, and EJWP reviews the outcomes to assess the impact of the projects: How can it be carried to the next step? How can it be improved?
Individual assignments	Research and observations carried out on water-smart society, and presented with brainstorming sessions on combining strengths to create bigger impacts.	Participants are better able to make tangible contributions to business growth in the European water sector.
Local water system and field visits	All participants visit water organizations in countries of their EJWP colleagues, for presentations and local learning.	Interaction creates better insights on local issues, and builds cooperation possibilities on European, transnational and multi-organizational levels.
Knowledge transfer	Masterclasses are held with experts on topics including: Hydrology, EU Policy, Financial Tools, Governance, Innovation, Water Footprint.	Participants become familiar with practical issues that yield functional perspectives on the good, the bad, and the highly-questionable systems within the water sector.
Personal development coaching led by EJWP certified trainer	Personal and communication development	A clear perspective on personal goals – and using networks for career paths and to benefit communities and organizations
	Co-creation strategies and evaluation	Better understanding of one's own methods of working and motivations, while bridging cultural differences. Ways to deal with uncertainties through effective communication
	Project and self management	Confidence in challenging situations, being flexible to respond within a range of productive options
	Leadership techniques and pro-active strategies	Interpreting complex situations and applying persuasive and effective approaches to accomplish objectives
	Future century skills for sustainability	Recognizing emerging trends and techniques – introducing innovative solutions that are adopted by communities of practice

Knowledge creation and transfer

Connecting local practice and knowledge within a diverse European framework

Goal

Co-creating solutions to pressing water issues through these practical assignments helps participants learn about each other's organizations and to gain real experience in intercultural teamwork.

Group Projects

Culturally-diverse teams cooperate on projects addressing current challenges with European water organizations. Our participating organizations are supported in setting up their group projects to create optimum learning opportunities, innovative content and applicable outcomes.

EJWP participants have eight days per quarter to co-create solutions to a challenge presented during a training week. Results are later shared and discussed during quarterly meetings and in (online) presentations. Each project is supported by process management and includes a team coaching session with the trainer.

'EJWP is the best platform I've seen on a European scale, because it motivates ambitious young water professionals to keep their expertise and energy in the sector. It smartly supports human capital for them to thrive, supported by a platform connecting knowledge and experience. If I were CEO of an upcoming company, I would use the EJWP to drive the right connections and feedback from the sector.'

Rhys Hellin, EJWP Participant from Wales with Dwr Cymru Welsh Water

Knowledge Management

Building a more proactive water community of young professionals and solutions

Results of our teams' projects are detailed in the publication of whitepapers through communication platforms of EJWP and its partners. EJWP reviews the outcomes to assess the impact of the projects: How can it be carried to the next step? How can it be improved? How can it engage more diverse stakeholders? At the end, projects are published together and presented to Water Europe and to the broader water sector community.

Individual Assignments

Participants can build upon opportunities to create a water smart society in Europe through formulating a business case or project plan. To get to this point, they engage in trend watching and business case development assignments, aimed at cooperation opportunities. They investigate results by focusing on the practical implications and posing key questions such as: What could be their role, and how would they maximize the opportunity? These individual assignments are presented at the end of the programme, with brainstorming sessions on combining strengths to create bigger impacts. With this experience, participants are better able to make tangible contributions to business growth in the European water sector.

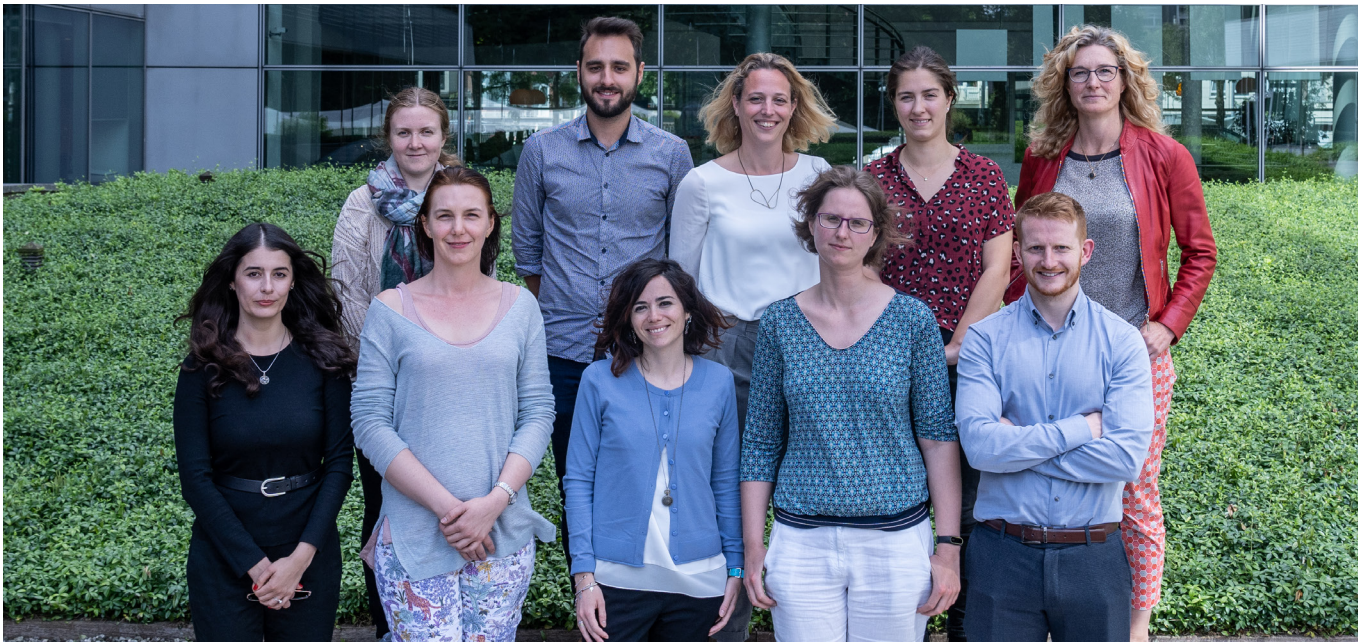
'Working in teams with people of different views is one of the high points of EJWP for me. We deal with our differences by practicing our interactions and being more aware of functional aspects of the differences, and their impact on the task at hand.'

Ingrid Keupers, EJWP Participant from Belgium with De Watergroep

Local Water System and Field Visits

Experiencing water governance and technical challenges outside of comfort zones – and home countries!

We look forward to our visits to the countries in which EJWP participant organizations are based! In this hands-on approach, all EJWP participants visit around 6 - 8 countries in Europe during the programme. Each host organization sets up presentations to share on their local water systems, local water issues, and projects in progress. This interaction creates a better insights on local issues, and builds cooperation on European, transnational and multi-organizational levels. During Covid-19 precautions, some live visits of host countries have been held through interactive online programmes that are also intended to produce information and cultural sharing.



EJWP1 2019-2021

Participating organizations in our first group include Aqua Alarm (Norway), Water Europe (Belgium), Waterboard Delfland (The Netherlands), Water Footprint Implementation (The Netherlands), Technical University of Kosice (Slovakia), Isle Utilities (Italy), De Watergroep (Belgium), Welsh Water (Wales).

Masterclasses

What are the critical issues? Where do we cooperate? What is at stake now, and in the future?

Goal

Dynamic knowledge of European policies, water governance, financial instruments, water footprint, and key water challenges is built throughout the programme via team projects, masterclasses, expert presentations, and sharing within the group. The first set of masterclasses have general themes for everyone in the programme, and participants can address their own themes in following masterclasses – based on interests of the group, local issues, and knowledge from their organizations.

'It's valuable that we meet with other young working professionals. It feels good to work where I am now, because I have experienced methods of working with another organization in another country. Looking at the regional perspective is interesting for me to know my own current position better – why I want to work here.'

Mathilde de Jongh, EJWP participant from the Netherlands with Delfland

Hydrology in Europe – an introduction

During the first week we examine the place of water within the European continent. Where are the resources? What are the critical issues? How is this water used? What are the emerging trends? This masterclass provides a tangible framework for water cooperation on a European level.

European Water Policy

We focus on existing water policy: Where do we cooperate? On which levels do we cooperate? What are the foundations and implications of existing policies? What is currently at stake? Water Vision Europe of Water Europe is a guideline towards the future in this masterclass which walks participants through European policy-making processes and information.

Financial Tools for Water in Europe

Money helps our water flow, and regional cooperation is frequently motivated by funding support programmes from the European Union. We answer practical questions such as: What kinds of EU financial support is available? How are applications prepared and submitted? What are strengths of a good consortium in project proposals?

Water Governance

Water in Europe is more than a hydrological or a technical issue; it is also about influence. In this masterclass, we identify players in the field, and try to understand the water-sector systems. We work on a practical issue of water governance to provide a very real perspective on the good, the bad, and the highly-questionable systems currently in practice.

'A masterclass on water complexity made me think about how we approach complex problems and how we can make changes in our ways of working. This was inspirational!'

Ingrid Keupers, EJWP Participant from De Watergroep

Water Innovation Europe

All participants plan to attend the Water Innovation Europe in Brussels to explore innovation within the European framework. This conference of Water Europe is accompanied by themed masterclasses and a conference networking dinner.

Big Data & Digital Applications

Adapting to rapid developments in big data and digital applications is a big challenge across the water sector. EJWP harvests the latest expertise which can be used and integrated to better streamline functions in the European water sector.

Stakeholder Management

Who are the key stakeholders in water management? This should be carefully considered in the design and implementation of water initiatives. Stakeholder involvement may be a difficult but necessary component of successful water action. We review multiple approaches and theories behind stakeholder management. How far do we need to go to be inclusive with organizations and their goals to reach a water smart society?

Technology & Innovation



Building a professional European network

In a complex and fast-changing world, we increasingly depend on contacts we make – for the present and the future.

Participants create bonds during the programme, and form strong networks to carry with them throughout their career. These networks generate contacts and new paths for projects. Such professional synergies benefit the larger community of young water professionals and their water-sector companies.

Along with the European framework, participants are connected to various young professional networks and leading voices of the water sector represented in our EJWP Ambassadors team.

Our EJWP Ambassadors



Veronica Manfredi
Director, Quality of Life, DG Environment
European Commission



Richard Elelman
Director Politics
Eurecat, Spain



Marielle van der Zouwen
Management Team, Sustainability
& Transitions group
KWR, The Netherlands



Chrysi Laspidou
Professor Civil Engineering
University of Thessaly, Greece

Close collaboration and participation in the European community of Water Europe: Our EJWP groups participate in the Water Innovation Europe conference, its working groups and the community opens the doors to all their activities for participants of the programme. Water Europe is the 'voice and promoter' of water-related innovation in Europe.

'Being in the EJWP is an opportunity in itself through the connections that we make, because we interact with other young experts in the water sector in different positions and with other perspectives... I feel that I've grown in my European professional capacities as a result of broader interaction in EJWP.'

Loïc Charpentier, EJWP participant from Belgium with Water Europe

Personal and professional skills development

What are your new insights? What are your next steps and actions?

Goal

Our professional skills and personal development pillar promotes working together in transnational teams and developing a truly functional cultural awareness. This component is scheduled for 16 full days online and live over the two years. The training sessions are developed and led by EJWP training specialist, Jennifer Cronick.

We empower through 5 core themes:

- Personal & communication development
- Co-creation strategies and evaluation
- Project and self management
- Leadership and pro-active strategies
- Future century skills for sustainability

Trainings begin with personal leadership for each group during the kick off week. Our trainer strives to stimulate a proactive attitude in life and work, with a balance of personal interests and perspectives of others. Personal leadership development is supported throughout the programme, with reflection on practical strategies and actions. A reflective report is compiled after each quarterly meeting.

Participants also work on a personal development plan with clear target outcomes. A bi-annual progress interview on personal impacts highlights the tangible results. Reflection reports and personal development plans are compiled in a portfolio.

Action highlights for life-long learning skills:

- Personal leadership
- Resilience
- InterVision method
- Making the most of giving and receiving feedback

‘The most challenging EJWP exercise so far for me was the solo project on personal development, and setting up a plan. This was confrontational, because we were made to think about things we don’t usually dwell upon – operating in a more planned project structure.’

Ingrid Keupers, EJWP Participant from De Watergroep

Communication Skills Development

Cooperation and communication are central skills within our European framework, and of course globally. EJWP features multiple trainings on target aspects of communication skills. This training carries participants into learning theories and practice situations – through working in teams

and receiving feedback from peers. Intercultural communication is essential within our training structure. Evaluations within the framework of the Project InterVision method supports this exercise that teaches our participants how to engage their audiences in water issues.

Results:

- Ability to communicate to increase cooperation in various situations, through using various communication tools and styles
- Approaches to bridging cultural differences and ways to deal with uncertainties
- Maximizing cooperation between countries, teams and disciplines
- Knowledge and practice on applying these themes in real situations

Management Skills Development

We increase performance with training in Project Management, Team Management and Conflict Management. To better understand the different functions, consulting and negotiating skills are studied and practiced as essential tools for our future leaders.

Results:

- Ability to apply best approaches of project management systems to fit different types of situations.
- Awareness in mechanics of consulting and skill building
- Tools to use in approaches to negotiations – and awareness of impacts
- Approaches to escalation and de-escalation of conflicts, and one’s own tendencies in dealing with tension
- Confidence in challenging situations, with flexibility to respond to a range of productive options

Leadership Skills Development

To become more effective future water leaders in Europe, skills can be learned and further mastered: 1) knowing networking potential, 2) creating a mindset of innovation and change, 3) maximizing natural talents, and 4) making personal visions happen. These are elements of our water leadership foundations.

Results:

- Interpreting complex situations and applying efficient approaches
- Influential business-wise presentations
- Knowing strengths and weaknesses to create a persuasive image
- Storytelling for impact!
- A clear perspective on personal goals – and using networks for career paths and to benefit communities/organizations

'Besides the network of participants that covers all corners of Europe, EJWP also creates an environment where interaction between early career and higher-level water sector professionals is easier. This is a big advantage!'

Ioana Dobrescu, EJWP participant from Romania with Water Footprint Implementation.

Future Century Skills Development

Professional training is no longer a concept for beginning of careers to last a lifetime, but rather a work-in-progress to adapt to future needs. As our world continues to become more volatile, uncertain, complex, and ambiguous – professional cooperation in the water sector is more important than ever. Young professionals must be increasingly flexible, creative and able to navigate complexities and uncertainties. Adaptive skills through EJWP help carry young professionals through new developments in the global landscape. Personal resilience and agility are key to leadership roles in a world that is constantly changing.

'To have a European view, we need to have a working understanding about these topics that are happening, especially at the junior level. That way we can apply this to our work and know how it fits in the larger picture of how water is being managed at different levels. This exposure includes being aware of emerging topics, especially in a technical position dealing with developments.'

Rosa Esposito, EJWP participant from Isle Utilities in Italy

Result:

- Awareness of triggers to stress and ability to deal with situations.
- Life is what happens to you while making other plans, but having a goal also gives purpose and meaning. This training is focused on consciousness about the ability and inability to plan for the future, and how to deal with it.
- My personal path: Covey said, 'Sharpen the saw'. Know when to step back and review where you are in respect to your personal goals and values. In this last training, we will help each other to sharpen the saw towards the next steps in life.

People

At our core, we are a European programme to improve synergies and competences in local and regional water management. EJWP supports international cooperation and for water-sector development in which everyone shares a proactive passion for a resilient and equitable future of water resources.

EJWP management is based in The Hague, the Netherlands, with ongoing input and support from our partner and participant organizations all across Europe.

EJWP Training Team Members



Naomi Timmer

Naomi Timmer is General Director of EJWP. She has been active for 10 years in the water management sector as a programme manager for the National Watertraineeship. Naomi has also served as a project and communication consultant for several government organizations and NGOs, and as a campaign manager during Netherlands provincial council elections.

With a master's in political science and a bachelor's in religious studies, Naomi's multidisciplinary background provides her with the vision, tools, and insights in cooperation to benefit various projects. Naomi's focus and determination, exceptional planning and organization skills, and proactive, outward-oriented approach ensure that new ideas are embraced and implemented in collaboration with various partners.



Jennifer Cronick

Jennifer Cronick is a coach, trainer and consultant for the EJWP, with a master's in Organizational Psychology. Many of her clients are in the technology research and industry sector.

Dealing with complex situations fascinates Jennifer. She addresses concepts including: How to frame the system one is dealing with? How best manage the interests of different stakeholders? How to remain on good working terms with all, while guarding one's own interests? How to come to results while the aim is not always clear at start? Subjects like Personal Leadership, Communication, Negotiation and Conflict management, Consultancy skills and Teamwork are all at hand in dealing with these questions, and are the main concepts she applies in working with groups and individuals.

Partners



Participation

Cost of Participation in EJWP

We design each course group to fit the aims and needs of participating young professionals and organizations. A portion of the total cost of the programme for a participant and their organization depends on the activities and related logistics which are agreed upon at enrollment. There is an amount of €7,500 per year for the tuition of each participant. To be added are costs of transportation for participants to meet in the different countries, and expenses related to an organization that hosts a training week once during the programme, including hotels for participants, meeting venue, meal catering etc. Please contact EJWP for a cost estimate.

Investing in young talent is an investment in a brighter future for your organization and for Europe as a whole!

Qualification requirements

The participating organization is:

- Based in Europe
- A water-related organization: types include a company, utility, government organization, a research/knowledge institute, or an NGO
- Ready to facilitate their junior employee to actively participate in all parts of the EJWP, with an overall requirement of one day per week over a two-year period.
- Able to host a training week by offering catering, hotel and classroom facilities for participants.
- In agreement to contribute a project for one of the teams, and to share relevant knowledge on the subject when hosting the training week.
- In agreement to offer travel expenses reimbursement for the junior professionals to attend EJWP events and trainings.
- Understanding that 2-3 participants per organization/ country can participate per group.

Profile junior professional

- 2 - 8 years of work experience
- Circa under age 35
- Proficient in English
- Working in a water-related organization
- Has at least a bachelor's degree
- Open-minded, flexible and passionate about water issues
- Culturally sensitive
- A team player
- Interested in the European water management sector and its challenges
- Eager to learn and develop in a professional atmosphere

Qualification process

- Review of CV and motivation letter of participant
- Interview for participation qualification
- Signing of participation agreement
- Disbursement of course payment
- Intake and orientation meeting

Contact

European Junior Water Programme

The Netherlands
Rozenstraat 101
2565 SK The Hague

Belgium (p/a Water Europe)
80 Boulevard A. Reyerslaan
1030 Brussels

Phone: +31 (0)6 83674808
www.juniorwaterprogramme.eu
info@juniorwaterprogramme.eu

KVK number: 62486543

EJWP is a programme of H2O People B.V.





Programme training

Day 1

- Getting acquainted
- Personal Leadership
- Life stories
- Life choices
- Focus and priorities
- Responsibility and co-dependency

Day 2

- Reciprocity in cooperation
- Setting and communicating objectives
- Plan and commitment
- Agreements





European Junior Water Programme

The Netherlands
Rozenstraat 101
2565 SK The Hague

Belgium (p/a Water Europe)
80 Boulevard A. Reyerslaan
1030 Brussels

Phone: +31 (0)6 83674808
www.juniorwaterprogramme.eu
info@juniorwaterprogramme.eu

KVK number: 62486543

EJWP is a programme of H2O People B.V.