

## Call for applications

The Women's Water Initiative helps women advance their career opportunities in the field of water resources development and management. Women's Water Initiative has been created at the initiative of DHI, a Danish research and consulting company in 2006 and is now managed by the Danish Water Forum. 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 and its international applications
- organisational management in the water sector

The OSCE supports a short capacity development programme in Denmark dedicated particularly to female water professionals from Central Asia and Afghanistan. The programme will include a combination of formal training and "hands-on" interaction with managers in public authorities and in the water industry. The OSCE will cover all travel, accommodation and living costs. It is the intention that the Women's Water Initiative will maintain contact with the participants over time through a mentoring component. Women from Central Asia in (or on their way into) middle management positions in the water sector – in government, private sector or NGOs - are encouraged to apply.

The capacity development programme includes:

- short courses in career development and management in the water sector, and in water governance, water resources, and environmental technologies
- meetings with and visits to Danish organisations in the field of water
- a one-day visit to a Danish utility or similar organisation to learn about water management and organisational development
- 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 programme in 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.

**The present Call comprises:**

### **A one week Training and Management Programme in Denmark, November 22 –27, 2015**

#### **Outline of the programme**

Date	Morning session	Afternoon session
Nov 21-22	Travel to Denmark and arrival	
Nov 22	Welcoming brunch with board and secretariat of initiative and OSCE	
Nov 23	Introduction into the programme by OSCE and DWF, individual career development and planning,	Management Training by head of HR at DHI

	mentoring component Inspirational session: International trends in water management – Impact of SDG's	
Nov 24	Project management tools including Logical Framework Approach	Management Training by head of HR at DHI
Nov 25	Inspirational visit: Ministry of Foreign Affairs (DANIDA) – gender in development Ministry of Food and Environment – water management in Denmark	Mentoring Workshop with mentors and mentees
Nov 26	Meet mentors – individual visits to Danish utilities, organisations or similar to learn from Danish experiences on water, management and conflict resolution	
Nov 27	Project management tools: EIA, Working with Stakeholders, Communication	Debriefing and evaluation Presentation and discussion of individual career development plans
Nov 27	Farewell dinner with Board and secretariat of Women's Water Initiative Handing over of Diplomas	
Nov 28-29	Departure from Denmark	
The following one year	Mentor and mentee continue to interact through email, Skype and phone mentoring	

Women from the following countries are invited to apply for the present programme in November 2015: Afghanistan, Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, and Uzbekistan.

Applicants must meet the following criteria:

- professional background in a water-related discipline, degree at least at Master's level
- minimum 5-7 years of work experience
- good communication skills in English (verbal and written)
- currently employed in middle managerial or leadership positions in government, utilities, water supply and sewage companies, private company or NGO (academic careers are not supported by the Initiative)

Applications (in English) should be limited to 5 pages and must include:

- professional background of candidate, including full biographical data/curriculum vitae
- letter of motivation for participating in the programme
- contact details of 2 references

### **Application / next steps**

Please submit your application to Ms. Hanne Berthelsen at [hab@dhigroup.com](mailto:hab@dhigroup.com) no later than 12 October 2015. For further information, please contact the Secretariat of the Initiative, Ms. Hanne Berthelsen at [hab@dhigroup.com](mailto:hab@dhigroup.com).

All applicants and successful candidates will be notified by 19 October 2015.