

# Melbourne Water Leader Scholarships: Eligibility criteria, terms and conditions

## Eligibility criteria

All applicants for these Scholarships must satisfy the following eligibility criteria:

1. Currently be employed by one of the following local governments located within the Melbourne Water supply area – Frankston, Yarra Ranges, Melton, Hume, Mitchell, Whittlesea, Cardinia, Wyndham, Moorabool, Casey, Mornington Peninsula, Nillumbik or Maroondah.
2. Currently be working in a local government role that involves driving capacity and change towards a 'water sensitive city' or the implementation of integrated water management approaches.
3. Have a minimum of three years industry experience in water management.
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 11<sup>th</sup>-15<sup>th</sup> February 2019 (5 days) and 25<sup>th</sup>-26<sup>th</sup> July 2019 (2 days)
8. Have organisational support from their employer to attend the program
9. 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 2019, 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 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 be required to discuss and align their 'challenging leadership project' (part of the program's activities) with their manager and with the Scholarship funder Melbourne Water through their contact, Bronwen Hutchinson ([Bronwen.Hutchinson@melbournewater.com.au](mailto:Bronwen.Hutchinson@melbournewater.com.au)), in late February - early March 2019.
9. At the completion of the program in September 2019, scholarship recipients will be required to write a brief 'Reflection Report' and share this with their manager, with selected Executives from their employer and with Melbourne Water (through Bronwen Hutchinson). This report will reflect on the program's 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. Note that all program participants are required to prepare a similar report as part of the program's assessment activities.



10. The IWC reserves the right to terminate any participant's involvement in the leadership program in the event of unprofessional behaviour.

