

Clearwater Water Leader Scholarships Eligibility Criteria

Eligibility Criteria

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

1. Currently be working for a local government, water authority or catchment management authority in regional Victoria (if applying for one of the three regional full scholarships), or in metro Melbourne (if applying for the single metro full scholarship) or anywhere in Victoria (if applying for one of the two half scholarships).
2. Have direct experience of working in IWM planning and/or delivery in Victoria and currently hold a position that allows the recipient to advance IWM.
3. Currently occupy project, team or program management roles in which they have the potential to enable the development of others
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 11th-15th February 2019 (5 days) and 25th-26th July 2019 (2 days)
8. Organisational support from current 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. 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 the aims of *Water for Victoria's* objectives in Resilient and Liveable Cities and Towns. The relevant contact in Clearwater to engage with is Rachelle Adamowicz (Program Coordinator - Regional), Ph. 0412 323 380, Email rachelle.adamowicz@clearwatervic.com.au. All scholarship holders are required to consult with Rachelle when choosing and scoping their leadership project in late February - early March 2019.
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 2019.
11. The IWC reserves the right to terminate any participant's involvement in the leadership program in the event of unprofessional behaviour.

