

# WATER LEADERSHIP PROGRAM

2025-2026 SCHOLARSHIP TERMS & CONDITIONS

## 1. Definitions

- 'IWC' refers to the International WaterCentre, an activity of Griffith University
- 'GU' or 'Griffith' refers to 'Griffith University'
- 'Recipient/s' refers to the recipient/s of a Scholarship to undertake the WLP
- 'WLP program' refers to the IWC Water Leadership Program and its associated Griffith University microcredentials and digital badges

## 2. Availability and value

IWC offers a range of scholarships which vary year to year depending on the interests of sponsoring organisations who wish to fund leadership development in the water sector.

The IWC has an aim of achieving 50:50 recruitment of female to male participants into the WLP every year as a way of contributing towards gender equality across the water sector. Historically we are around 40:60 on average and were 53:47 in the 2024/25 round.

To keep us on track with gender parity in recruitment we will be offering a mix of open and female only scholarships for the 2025/26 round:

- 1 x full Water Leader Scholarship for open application
- 2 x partial Water Leader Scholarships for female only application
- 2 x partial Water Leader Scholarships for open application

The IWC very much welcomes applications from aspiring female and male Indigenous water leaders, whether working in community or institutional contexts.

**For the full IWC Water Leader Scholarship (open application)**, the scholarship will cover \$8990 (excl GST) of the \$10,990 (excl GST) program fees. The recipient or their employer will be required to pay the remaining \$2000 (excl GST) fees and contribute towards the expenses associated with participating in the intensives which form part of the program (i.e. travel and accommodation).

**For the partial IWC Water Leader Scholarships (female only or open application)**, the scholarships will cover \$5495 of the \$10,990 (excl GST) program fees. The recipient or their employer will be required to pay the remaining \$5495 (excl GST) of fees and contribute towards the expenses associated with participating in the intensives which form part of the program (i.e. travel and accommodation).

*Please note:*

1. *The final number and value of scholarships awarded will remain at the discretion of IWC and will depend on the quality of applications received.*
2. *Self-educational expenses (e.g. course or program fees) can be claimed as an individual tax deduction – see the ATO for more information [here](#).*

## 1. General eligibility criteria and terms and conditions

All Scholarships for the 2025/26 IWC Water Leadership Program are subject to the following general eligibility criteria:

- Applicants must have at least 3 years of work experience in the water industry/sector
- Be able to communicate clearly in English
- Applicant's work supervisors must understand the nature of the program and support their application

All Scholarships for the 2025/26 IWC Water Leadership Program are subject to the following general terms and conditions:

- Full participation in all elements of the program is expected. This includes the ability to travel to Brisbane to physically attend the two face-to-face training sessions in February and August 2026.
- If an applicant is offered a scholarship but fails to formally accept the scholarship (i.e. in writing by email) within 5 calendar days, the scholarship will be offered to another applicant.
- Scholarship recipients will be guaranteed a place in the program in 2025/26.
- Scholarships are not transferable to future years or to other people.

Scholarship specific additional eligibility criteria and terms and conditions are detailed in the section below.

## 2. IWC Water Leader Scholarships (full or partial)

All applicants for these full and partial (see overall definition of the scholarship on page 2 of these T&Cs) Scholarships must satisfy the following eligibility criteria:

1. Currently be working for Federal, state or local government, a water authority, catchment management authority, NRM group, consulting firm or NGO/not-for-profit anywhere in Australia or New Zealand.
2. Currently hold a position that allows the recipient to advance IWM (integrated water management) approaches.
3. Currently occupy a project, team or program management role 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 February and August 2026.
8. Have organisational support from current employer to attend the program.

If successful, then the following terms and conditions will be applied to the Scholarship recipient:

1. At least \$500 of the program fees will be required to be paid before the program commences on 1<sup>st</sup> December 2025. Non-payment will result in the Scholarship being withdrawn from the recipient.
2. At least 50% of the remaining fees must be paid prior to the start of the first face to face intensive in Brisbane in late February 2026. Non-payment will mean that the Scholarship and enrolment in the Program is withdrawn.
3. The scholarship recipient's employer (e.g. line manager) must be supportive of their participation in the program and must provide a letter to confirm this support.
4. 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 August 2026, coaching, a leadership project, etc.). For an overview of the elements of the program, please see our website at: [Water Leadership Program](#). All scholarship holders are expected to physically attend the two training sessions in Brisbane. Repeated non-participation in elements or training sessions will result in termination of this Scholarship except in exceptional circumstances (e.g. medical issues bereavement, job loss).
5. 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 will be offered to another applicant.
6. Scholarships are not transferable to future years or to other people.
7. 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 Scholarship value.
8. 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.
9. Scholarship recipients shall make a reasonable effort to assist the IWC 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.

10. Recipients will discuss and align their 'leadership project' (part of the program's activities) with IWC to ensure sufficient alignment with their IWM capacity building aims. The relevant contact in IWC to engage with is Brian S. McIntosh (A/Prof in IWM), Email [b.mcintosh@griffith.edu.au](mailto:b.mcintosh@griffith.edu.au). All scholarship holders are required to consult with Brian when choosing and scoping their leadership project in March 2026.
11. 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 will also be required to present to their executive team and report on their experience to IWC.
12. Recipients will undertake to engage with the scholarship funder, IWC, to identify and implement reasonable opportunities for disseminating outputs and outcomes from their leadership development project before the end of the program in September 2026.
13. The IWC reserves the right to terminate any participant's involvement in the leadership program in the event of unprofessional behaviour.