

Call for applications

The objective of the Women's Water Fund is to support women from developing countries in advancing their career opportunities in the development and management of water resources. The Women's Water Fund has been created at the initiative of DHI and has initially been funded by the "King Hassan II Great World Water Prize" presented to Professor Torkil Jønych Clausen of DHI at the Fourth World Water Forum in Mexico in 2006.

Target groups are women in (or on their way into) middle management positions and the Fund seeks to provide programme participants with insight and inspiration that can help them advance into more senior management positions. The Fund's career programme builds upon Danish expertise in water and environmental management, its international applications, as well as in organizational management in the water sector.

The Fund supports short capacity building visits to Denmark. The visits will include a combination of formal training and inspirational "hands-on" interaction with managers in public authorities and in the water industry. All travel, accommodation and living costs are covered by the Fund. It is the intention that the Fund will contribute to a longer duration contact and support to the selected candidates.

The capacity building visits include: i) participation in short courses on water resources and environmental technologies and management; ii) inspirational visits to Danish organisations in the field of water and a one week internship in one of those organisations; and iii) a subsequent mentoring component that includes a senior Danish manager as mentor for each candidate. The mentoring function is intended to be continued for at least one year after the visit in Denmark in a long distance support relationship.

A Diploma will be issued by the Governing Board of the Fund at the end of the visit to Denmark.

The present Call comprises:

A two weeks Training and Management Internship Programme in Denmark, April 30 – May 15, 2011

Outline of programme	
April 30 - May 1	Arrival and introduction to Denmark
May 2-6 Phase 1: Framework and tools	Short courses at DHI first half of the day and related organisational visits in the Greater Copenhagen area in the afternoons. <i>Tentative program:</i> <ul style="list-style-type: none"> • Day 1 on Organizational Development and Cross-Sectoral Approaches ("the Danish inspiration") • Day 2 on Holistic Approaches to Environmental Impact Assessments and Integrated Water Resources Management • Day 3 on Waste and Hazardous Waste Management • Day 4 on Water Supply and Waste Water Management • Day 5 on Monitoring and Decision Support Systems. <p>This first week will also include a session with DHI's CEO on the strategic, organizational and management issues of running a highly specialized and international water organization.</p>
May 7-8	Weekend and excursions in Northern Sealand.
May 9-13 Phase 2: Personal development	Internship in one of four possible organisations – the intern will work closely with a relevant middle manager – and participate in the day-to-day management duties of this manager, supplemented with bilateral introductions to organizational, technical and management issues. The four internship host organizations in this programme are: <ol style="list-style-type: none"> 1. Grundfos (www.grundfos.com), an internationally leading pump manufacturer, presently engaging in broader environmental technologies 2. COWI (www.cowi.com), a large and broad international consulting company 3. Aarhus Water Ltd. (www.aarhusvand.dk), the urban water utility company of the second largest city in Denmark 4. DHI (www.dhigroup.com), a research based and internationally leading provider of knowledge and technology in the areas of water, environment and health.
April 14-15	Diplomas, debriefing with the Board of the Fund and return travel.
The following one year Phase 3: Mentoring	The assigned manager continues to interact with the Intern through email, Skype and phone mentoring.

Women's Water Fund

- career advancement for women in the water sector



The present Call/study visit for April/May 2011 is intended for women from developing countries in Africa, Asia Pacific or Latin America who meet the following criteria:

- Professional background in a water related discipline, at least at Master's level
- Minimum 5-7 years of working experience
- Fluency in English
- Present employment in managerial or leadership positions in government, private company or NGO (academic careers are **not** supported by the Fund)

Applications shall include:

- Background of candidate, including full bio-data/Curricula Vitae
- Motivation for application
- Possible letters of recommendation

Please submit your application under "Jobs" on DHI's home page (www.dhigroup.com) no later than January 21, 2011.

For further information, please contact the Secretariat of the Fund, Attention Ms. Hanne Berthelsen (hab@dhigroup.com).

The selection of successful candidates, and replies to all applicants, will be made by the end of February 2011.