



The European Junior Water Programme

The European Junior Water Programme aims to build a community of talented young water management professionals who share a deep commitment to addressing today's and future water and climate change issues in Europe. It is designed to provide participants with the knowledge, the skills, the tools and the appropriate co-creation and cooperation network to find new solutions and share knowledge for the purpose of creating and maintaining a sustainable and safe water management system in Europe.

The European Junior Water Programme offers young professionals a unique opportunity to learn essential teamwork and collaboration skills, build valuable networks, and share knowledge across boundaries within Europe at an early stage in their careers.

Water recognizes no boundaries, and neither does climate change. While knowledge about water management in Europe is fragmented and still separated by geography and culture, the ageing water sector workforce risks the loss of knowledge and skills. An integrated European approach is of vital importance to ensure a safe and clean water supply for all of Europe, with sufficient water for agriculture and cities that are resilient to climate change.

For this purpose, we want to leverage the commitment, talent and dedication of junior water management professionals, bringing them together in a programme that will boost their capacity and that of the organizations they work for to take water management in Europe to a whole new level.

Programme structure

This unique, specially developed water programme is based on three pillars:

1. Cooperation on local European water systems and challenging projects addressing pressing issues through practical assignments.
2. Masterclasses providing knowledge of European policies, water governance, financial instruments, Water Footprint, and the main water challenges.
3. Professional skills and personal development in an extensive training programme for the purpose of working together in transnational teams and developing cultural awareness.

Participants will have plenty of time to get to know each other during these weeks and to find out more about the various countries and cultures.

Every quarter, all participants will come together for a week facilitated by one of the participating organizations. So the group will visit many countries and experience the culture and water challenges across Europe. The European Junior Water Programme consists of a total of 8 weeks. During the time between training weeks, they will work on an individual or team project for 7 days. Overall, participants will spend one day a week on the programme.

Pilar 1: Local European water systems and challenging projects.

Group Projects

Participants of EJWP work during the programme four times together, in groups of ca. 4 junior employees, at real challenges of participating organizations. Within these projects they learn about the work of each other's' organizations but also about the practice of intercultural cooperation and co-creation. Within the period between training weeks the junior employee has 7 days within 3 months to work together on the challenge presented during a training week. Within the week there is time to create a work plan and consult with the organization about the result. Each project will be presented the next training week on a European stage and in an online presentation. Each group project is supported by process management from the programme office and includes a team coaching/ InterVision session with the trainer during training week. Also participating organizations are supported by setting up their group challenge to create best possible result in learning possibilities, content and outcome of the projects.



Trend Assignment

An important part of the EJWP programme is aimed at the role the participants can play in recognising potential opportunities within Europe for creating a water smart society. Therefore the participants partake in a trend watching and business case development assignment, aimed at recognising emerging trends and possible business- and cooperation opportunities. Afterwards they investigate one of these trends and focus on the practical implications. They develop a business case or project plan. These business cases/ project plans are regularly developed in such a way, that they can be directly implemented. By utilising their knowledge, the participants can prove to be a viable asset to the sector within a European context. Within the period between training weeks the junior employee has 7 days within 3 months to work in four blocks on their individual assignment. Updates and feedback will be presented during training week. The trend assignment will be presented at the end of the programme.

Local Water System and field visits

Experiencing the water governance and water challenges within Europe is key in the programme. During the programme the participants will visit all the countries from the organisations that are providing participants. So, during the programme the participants will visit 4-7 countries in Europe. Each host organization will set up a local programme for the participants to understand the local water system, local water issues and projects they are working on. This part of the programme is aimed to create a better understanding of local issues and organizational challenges of participants. To recognize issues to cooperate on European, transnational or multi organizational level.

Pilar 2: Masterclasses.

The programme also includes interesting MasterClasses on themes as European policy, Financing instruments, water governance, Water Footprint, Water Vision Europe etc by experts in the field. There are already set themes of masterclasses, which are important for everyone in the programme. But each group of participants can also address their own themes based on for example interests of the group or local issues. The first set Masterclasses are already present in the programme:

Hydrology in Europe - an introduction

During the first week we will look into the question of water within the European continent. Where can we find it? What are the pressing issues? How do we use it? What are the key trends? This Masterclass will provide a general framework for the cooperation on water on a European level.

European water policy

An introduction of existing policy on water in Europe. Where do we cooperate? On which level do we cooperate? What is the history of the existing policies? What is current at stake? We will focus on the future by taking Water Vision Europe of WssTP as guideline. The masterclass finds it aim in taking participants along policy-making processes and state of the art information on European water policies.

Financial Tools for water in Europe

Cooperation within the water sector in Europe also has a lot to do with the possible monetary options of support by the EU if you cooperate. So what kinds of tools for financial supports on water projects are there available? How do you apply? Meanwhile also BUSINESS CASE development

Water Governance

Water in Europe is not only a hydrological or a technical issue, it is also an issue of influence. This Masterclass we identify players in the field. We try to understand the system of the water sector in Europe. And work on a practical issue to understand the complexity of water governance.

Water Innovation Europe

All participants will also visit at least once during the programme the conference Water Innovation Europe of the WssTP. During the conference a central theme on innovation within the European context will be central. And will be accompanied by themed masterclasses and a conference dinner.

Water Footprint

Water footprint is a leading principle in our programme. The Masterclass will be focusing on the theory of the water footprint and its possible use in practical situations.

Big data & Digital applications

One of the major challenges within water management are the rapid developments in big data and digital applications. The next generation has different and complementary skills which should be used and integrated in the European water sector.

Pilar 3: Professional skills and personal development.

Training Personal Leadership

Objective: Stimulating a proactive attitude in life and work, balanced in care for one's own and others interests and perspectives.

Inspired by Covey's ideas on personal leadership.

Day 1:

- Insight in personal values: what is truly important?
- Life choices
- Focus and priorities
- Responsibility and (co-)dependency

Day 2:

- Reciprocity in cooperation
- Setting and communicating objectives
- Setting up a personal plan

Training Communication & cooperation

Objective: Ability to recognize different communication styles and agility in switching styles to increase effectiveness in cooperation.

- Communication styles model
- Discovering style differences
- Agility in communication
- Reaching effective cooperation

Training Communication & co-creation

Objective: Insight in the added value of multidisciplinary teams, diversity and multiple perspectives on a subject or context to come to new solutions and innovation.

- Using different perspectives towards cocreation
- Adding versus rejecting
- Self-managing in groups
- Distributed decision making in teams

Pitch Training

Objective: Practice of business wise presenting.

- General presentation skills
- Target group and content
- Tools for a catchy pitch
- Practicing

Training Intercultural Communication

Objective: Awareness of cultural differences and ways to deal with not knowing expectations.

- Intercultural differences
- Approaching different cultures
- Me and "the other"
- Do's and Don'ts

Training Cross Boundary Teamwork

Objective: Enhancing effectiveness in cooperation between countries, teams and disciplines.

- What if I don't like the others?
- What makes a team?
- Diverse versus homogeneous teams
- Frustrations of a team
- Team effectiveness
- Self-organising teams versus clear hierarchy

Training Choices within Project Management

Objective: Knowing the similarities and differences of the most common PM systems, knowing when to choose for which style.

- Overview PM systems
- Bottlenecks of PM systems
- Choosing a methodology
- Coming to agreements

Training Personal Branding

Objective: Knowing one's own strengths and weaknesses and being able to create a favourable and trustworthy image.

- What is my 'brand'?
- Story telling
- Creating personal charisma
- In the spotlight

Training Personal Resilience

Objective: Awareness of one's triggers to stress and ability to deal with what is at hand.

- Personal approach to stress
- Systems thinking
- Putting things in perspective
- Ownership versus disengagement
- Balance work – home

Training Agility

Objective: Life is what happens to you while making other plans, but having a goal also gives purpose and meaning. This training is focused on consciousness about the ability and disability to plan one's future and how to deal with that.

- Long term perspectives
- Strengths and weaknesses
- Bucket list
- What if's?
- Plan B
- Personal development plan

Training Consulting Skills

Objective: Awareness on the processes in consulting, skill building in consulting.

- Consultancy roles
- Consultation phases
- The true issue at hand
- Giving advice
- Working on a case

Training Negotiation Skills

Objective: Giving the participants a aware choice to their approach in negotiations and knowing the possible consequences of the chosen approach.

- Win – lose versus Win – win
- The well known compromise
- Interdependency
- Transparency, tricks and corruption

Training Conflict Management

Objective: Awareness of the process of escalation and de-escalation in conflicts and ones own tendency in dealing with tension. Ability to stand strong while being responsive to what is effective in the given situation.

- Different styles in dealing with conflict
- Conflict escalation and de-escalation
- Dealing with different points of view
- Coming to agreement or taking the heat.

Training Dealing with Complexity

Objective: Ability to interpret a situation at its level of complexity and knowing a few basic rules of thumb in how to deal with it.

- KISS principle
- Looking for patterns
- Predictability
- Risk analysis
- Dealing with uncertainty

Training Networking

Objective: Having a clear perspective on the strengths and weaknesses of ones own network in respect to a certain goal, and creating a plan to broaden and enforce that network.

- My goal
- My network
- Expanding my network
- Maintaining my network
- Using others networks

Training My Personal Path

Objective: Covey said: sharpen the saw. Know when to step back and review where you are in respect to your personal goals and values. In this last training we will help each other to keep the saw sharp towards the next steps in life.

- Private and professional development
- Looking back and forward
- Prepare personal story
- Living a life worth living