

WATER LEADERSHIP PROGRAM

2021-2022 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.

For the 2021/22 round we are offering a total of 7 **scholarships**:

- Four (4) scholarships funded by IWC (4 x half scholarships)
- Three (3) scholarships funded by Clearwater (2 x full scholarships, 1 x partial scholarship)

For IWC half scholarships (valued at \$5250 each), each scholarship will cover half (\$5250) of the recipient's course fees (totalling \$10,500 excl GST for the program). The recipient will be required to pay or arrange for payment of the remaining \$5250 (excl GST).

For Clearwater full scholarships (Indigenous Water Leader, and Metro Water Leader Scholarships valued at \$10,500 each), each scholarship will cover \$9500 of recipient's course fees (totalling \$10,500 excl GST for the program). The recipient will be required to pay or arrange for payment of the remaining \$1000 (excl GST). The scholarship will also provide a \$1000 allowance towards covering expenses associated with participating in the intensives which form part of the program (i.e. travel and accommodation). Any additional expenses are to be covered by the recipient or their employer.

For the Clearwater partial scholarship (Metro Water Leader Partial Scholarship valued at \$4000 each), each scholarship will cover \$4000 of the recipient's course fees (totalling \$10,500 excl GST for the program). The recipient will be required to pay or arrange for payment of the remaining \$6500 (excl GST). The recipient will be required to pay or arrange for payment of expenses associated with participating in the intensives which form part of the program (i.e. travel and accommodation).

Please note: the final number and value of scholarships awarded will remain at the discretion of IWC and will depend on the quality of applications received.

3. General eligibility criteria and terms and conditions

All Scholarships for the 2021/22 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
- Applicants must be an Australian or New Zealand citizen or Australian permanent resident currently working in Australia.
- 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 2021/22 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 July 2022 (COVID permitting).

- If an applicant is offered a scholarship but fails to formally accept the scholarship (i.e. in writing by email) within 3 days, the scholarship may be offered to another applicant.
- Scholarship recipients will be guaranteed a place in the program in 2021/22.
- Scholarships are not transferable to future years or to other people.

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

4. IWC Half Scholarships

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

1. Currently working for a state government, local government, water authority, catchment management authority or consulting firm 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 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 February 2022 (5 days) and July 2022 (2 days)
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 remaining \$5250 excl GST of program fees will be required to be paid before the program commences on 1st December 2021. Non-payment will result in the Scholarship being withdrawn from the recipient.
2. 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.
3. 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 2022, 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. 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).
4. 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.
5. Scholarships are not transferable to future years or to other people.
6. 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.
7. 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.
8. 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.
9. 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 (Education Director and A/Prof in IWM), Email b.mcintosh@griffith.edu.au. All scholarship holders are required to consult with Brian when choosing and scoping their leadership project in late February - early March 2022.

10. 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 their executive team and report on experience to IWC.
11. 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 2022.
12. The IWC reserves the right to terminate any participant's involvement in the leadership program in the event of unprofessional behaviour.

5. Clearwater Indigenous Water Leader Scholarship

All applicants for this full (see definition of Clearwater full scholarship on page 2 of these T&Cs) Scholarship must satisfy the following eligibility criteria:

1. Is of Aboriginal descent and Identifies as an Aboriginal person and be accepted by your community.
2. Currently working for a local government, water authority or catchment management authority, Aboriginal Land Council anywhere in Victoria working in water management.
3. Currently hold a position that allows the recipient to advance IWM approaches.
4. Currently occupy project, team or program management roles in which they have the potential to enable the development of others, especially Indigenous people
5. Possess a strong commitment to learning and personal development, including the ability to respond positively to feedback
6. Have a desire to complement their technical and management skills with advanced leadership capabilities
7. 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
8. An ability to travel to Brisbane and attend both face-to-face training sessions in February 2022 (5 days) and July 2022 (2 days)
9. 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. The remaining \$1000 excl GST of program fees will be required to be at least 50% paid before the program commences on 1st December 2021. Non-payment will result in the Scholarship being withdrawn from the recipient.
2. 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 including a commitment to fund program expenses beyond the \$1000 allowance included in this Scholarship.
3. 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 2022, 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. 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).
4. 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.
5. Scholarships are not transferable to future years or to other people.
6. 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.
7. 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.
8. 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.

9. Recipients will discuss and align their 'leadership project' (part of the program's activities) with Clearwater to ensure sufficient alignment with their IWM capacity building aims. The relevant contact in Clearwater to engage with is Petra Catona (Program Lead – Metro Program Delivery), Email petra.katona@clearwatervic.com.au. All scholarship holders are required to consult with Petra when choosing and scoping their leadership project in late February - early March 2022.
10. 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.
11. 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 2022.
12. The IWC reserves the right to terminate any participant's involvement in the leadership program in the event of unprofessional behaviour.

6. Clearwater Metro Water Leader Scholarship (full)

All applicants for this full (see definition of Clearwater full scholarship on page 2 of these T&Cs) Scholarship must satisfy the following eligibility criteria:

1. Currently working for a local government, water authority or catchment management authority anywhere in metro Victoria
2. Currently hold a position that allows the recipient to advance IWM approaches
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 February 2022 (5 days) and July 2022 (2 days)
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:

13. The remaining \$1000 excl GST of program fees will be required to be at least 50% paid before the program commences on 1st December 2021. Non-payment will result in the Scholarship being withdrawn from the recipient.
14. 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 including a commitment to fund program expenses beyond the \$1000 allowance included in this Scholarship.
15. 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 2022, 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. 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).
16. 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.
17. Scholarships are not transferable to future years or to other people.
18. 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.

19. 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.
20. 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.
21. Recipients will discuss and align their 'leadership project' (part of the program's activities) with Clearwater to ensure sufficient alignment with their IWM capacity building aims. The relevant contact in Clearwater to engage with is Petra Catona (Program Lead – Metro Program Delivery), Email petra.katona@clearwatervic.com.au. All scholarship holders are required to consult with Petra when choosing and scoping their leadership project in late February - early March 2022.
22. 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.
23. 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 2022.
24. The IWC reserves the right to terminate any participant's involvement in the leadership program in the event of unprofessional behaviour.

7. Clearwater Metro Water Leader Partial Scholarship

All applicants for this partial (see definition of Clearwater partial scholarship on page 2 of these T&Cs) Scholarship must satisfy the following eligibility criteria:

9. Currently working for a local government, water authority or catchment management authority anywhere in metro Victoria
10. Currently hold a position that allows the recipient to advance IWM approaches
11. Currently occupy project, team or program management roles in which they have the potential to enable the development of others especially Indigenous people
12. Possess a strong commitment to learning and personal development, including the ability to respond positively to feedback
13. Have a desire to complement their technical and management skills with advanced leadership capabilities
14. 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
15. An ability to travel to Brisbane and attend both face-to-face training sessions in February 2022 (5 days) and July 2022 (2 days)
16. 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:

25. At least \$500 of the remaining \$6500 excl GST of program fees will be required to be paid before the program commences on 1st December 2021. Non-payment will result in the Scholarship being withdrawn from the recipient.
26. 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.
27. 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 2022, 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. 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).
28. 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.

29. Scholarships are not transferable to future years or to other people.
30. 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.
31. 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.
32. 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.
33. Recipients will discuss and align their 'leadership project' (part of the program's activities) with Clearwater to ensure sufficient alignment with their IWM capacity building aims. The relevant contact in Clearwater to engage with is Petra Catona (Program Lead – Metro Program Delivery), Email petra.katona@clearwatervic.com.au. All scholarship holders are required to consult with Petra when choosing and scoping their leadership project in late February - early March 2022.
34. 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.
35. 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 2022.
36. The IWC reserves the right to terminate any participant's involvement in the leadership program in the event of unprofessional behaviour.