



Young Water Professionals

Professional Development Award

Criteria for Nominations

YWP Programme is Sponsored by:



YOUNG WATER PROFESSIONALS



19-24 September 2010
Montreal, Canada

www.ywp.iwahq.com



Deniz Yurtsever receiving the Professional Development Award 2008 for B&V (right) and Christine von Groote from Eurawasser, 1st runner up for the award

In order for the water sector to be sustainable, talented young water professionals must be encouraged to stay within the water sector.

It is their employers' responsibility to help them develop their careers and provide them with opportunities to become the future leaders of the sector.

Having identified the importance that Career Development Programmes play in the retention of young water professionals, the International Water Association wants to recognise those companies that are making a significant contribution to the professional development of employees under 35 years of age.

In 2010, during the World Water Congress, IWA will bestow the Professional Development Award to that company that has made a major commitment to the development of their young staff.

IWA Professional Development Award: Recognising Excellence in the Water Sector

This award is presented in association with my-water-career.com – the recruitment website of water21 – and recognises companies in the water sector that are making a significant contribution to the professional development of young employees under 35 years of age. The nominations for the award must come from young employees of an IWA corporate member clearly stating how their employer has supported them.

The award will be presented at the IWA World Water Congress in Montreal, 19-24 September 2010.

Criteria

Nominations addressing – but not restricted to – the following issues are encouraged:

- Demonstration of commitment to the learning and development of the workforce
- Involvement of young water professionals (YWP's) in developing the business or to bring out their full potential
- Comprehensive professional development programme

Specific examples of company programmes or initiatives may include, but not restricted to:

- An outstanding graduate recruitment programme
- An exemplary exchange programme
- Succession planning
- Employee development through job assignments and experiential learning for employee development and growth
- Individual career counselling
- Formal mentoring programs
- On-going internal training activities
- Any other initiatives or programmes that assist the professional development of a young professional

Judging Criteria

The judging panel will consider the following key criteria:

- **Accessibility:** Is the programme/activity relevant and open for all young employees within the company?
- **Innovation:** Is the programme/activity offering an innovative approach to developing the career of young employees?
- **Impact:** Is the programme/activity having a clear and tangible impact on the career of young employees?

Terms and Conditions

- The nominator must be 35 years of age or under at the time of nomination
- The company, institution or organisation which is nominated must be an IWA corporate member at the time of nomination

Prize

As well as gaining exposure as a leading provider of professional development support to young employees, the winner will receive the following:

- An engraved plaque
- Use of the IWA Professional Development Award logo on promotional material
- Article highlighting your professional development programme or initiative in an IWA publication



Photo courtesy of Brown and Caldwell. Winners of the Professional

Nominations

Along with your completed nomination form - which you can submit by email or by post - you may also submit supporting documents.

These may include any materials related to the initiative, programme or activity for which you are nominating your company. This may include promotional material, photographs, news articles, for example.

IWA Professional Development Award nominations are welcomed until the 2 April 2010.

Postal submissions should be sent to: Adrian Puigarnau at International Water Association, Koningin Julianplein 2, 2595 AA, The Hague, The Netherlands

Electronic submissions should be sent to: ywp@iwahq.org

For more information contact Adrian Puigarnau at ywp@iwahq.org or +31 703 150 792