

FAQs – IWA Leadership Programme for Young Water Professionals

This Frequently Asked Questions (FAQs) document provides answers to common questions related to the [IWA LeaP Leadership Programme for Young Water Professionals](#). In case you don't see your question answered here, please contact the IWA Secretariat at ywp@iwahq.org.

What is the age limit for the applications?

The Programme is open for young water professionals between 18 and 35 years of age. This means that to apply you must be older than 18 and younger than 35. In addition, applicants should not be older than 35 as of September 2025.

I am not a member of IWA. Do I need to be a member of IWA to participate in the Programme?

Yes, you do need to be an IWA member to participate in the Programme. Additionally, your membership needs to have been active for at least 1 year at the time of application (this also includes IWA Nominated Representatives of IWA Corporate Members).

I am an IWA Member, can I write my own reference letter?

Self-written reference letters will not be accepted in this Programme.

What should my motivation letter include?

In your motivation letter for the IWA LeaP, be sure to articulate both your eagerness to join the programme and your reasons for wanting to be part of it. Include anecdotes or examples illustrating your leadership journey so far, emphasising your commitment to making a difference in the water sector. Explain how your leadership journey will contribute to your personal growth and development; discuss how your leadership qualities can benefit IWA, enriching its mission, objectives, programmes and communities, and illustrate how your leadership initiatives can create tangible benefits for your stakeholder communities, whether through innovative projects, enhanced collaboration, or sustainable solutions. Please note the letter should be 1 page maximum.

Who can write the reference letter?

The reference letter for the IWA LeaP should ideally come from someone from your organisation who can provide insightful support for your application. They should be able to detail the leadership skills you have demonstrated in your current role, highlighting specific examples of your effectiveness and impact within the water sector. Additionally, the letter could touch upon how your participation in the IWA LeaP would benefit your organisation, underscoring the value of your enhanced leadership capabilities to the broader industry. Please note the letter should be 1 page maximum.

My CV is longer than 2 pages. Can I send it?

We will only accept CVs with a maximum of 2 pages. Applications with a CV longer than 2 pages will not be considered.

I am not fluent in English. Can I apply to the Programme?

Applicants are required to have a working knowledge of English. All discussions and actions will be in English. We will evaluate language fluency during the interviews.

How can I apply for this Programme?

Applicants must follow the eligibility criteria stated [here](#). They must prepare all the documents requested in the call and fill out the online form available [here](#).

Why do I have to complete the readiness questionnaire?

This step is crucial as it provides valuable insights to help you determine if the timing is ideal for your application. By carefully evaluating your readiness through the questionnaire, you can gain a clearer understanding of whether you have the necessary skills, experience, and commitment to fully engage with and benefit from the IWA LeaP at this point in your professional journey.

If I want to withdraw from the selection, what should I do?

If you wish to withdraw your application, you will need to contact the IWA Secretariat at ywp@iwahq.org.

How many hours am I expected to dedicate to the Programme?

Selected candidates are expected to commit an average of 10 hours per month to the Programme activities (including 5 hours a month of preparation and project time; 5 hours a month in virtual learning, coaching or project team meetings). In addition, the programme will include an immersive 4-day retreat in a removed setting (planned in November 2024) to allow individuals to reflect as leaders. Participants will attend an online meeting at the end of their programme and will be invited to attend the 2026 IWA World Water Congress and Exhibition (WWCE) in Glasgow, Scotland.

What will the Programme funding cover?

The Programme will cover travel expenses for the selected candidates to participate in the immersive retreat and to attend the 2026 IWA WWCE, in Glasgow, Scotland, including: economy class flights; single occupancy accommodation; daily subsistence; ground transportation to and from the airport and to and from the venue; travel insurance; and visa application fees.

The selected candidates will be responsible for applying for their visa(s) in their countries. IWA cannot guarantee any candidate that their visa application will be successful. More details will be provided to relevant applicants during the selection process.