NEWAVE

ESRs Recruitment

Guide for Applicants

This document provides practical information on the application process and assessment procedure. Please visit the website www.nextwatergovernance.net for more information on the project and the available positions.

Introduction

NEWAVE Next Water Governance is an Innovative Training Network (ITN) supported and co-funded by the European Commission through the Horizon 2020 Marie Skłodowska-Curie Action programme, providing 15 positions for Early Stage Researchers (ESRs).

The recruitment process is conducted in an open, efficient, transparent, impartial, equitable, merit-based and internationally comparable way, according to the *European Charter and Code of Conduct for the Recruitment of Researchers* (Annex, Section 2).

About NEWAVE

The NEWAVE project departs from the notion that the global debate about water governance needs a reset, and aims to point the way forward. It does so by developing research and training for a new generation of future water governance leaders, and by equipping them with the transdisciplinary skills to better tackle water challenges.

The central organizing framework in NEWAVE is organized around the "three Ps" – which reflects the insight that future water governance leaders should have a deep and transdisciplinary understanding of

1) Problématiques - the nature of nowadays water challenges;
2) Paradigms – the ideational underpinnings of current or proposed approaches to water governance; and
3) Patterns – the way in which newly proposed approaches interact with existing institutions.

NEWAVE proposes cutting edge research on all these aspects from a global perspective, a highly sophisticated training program to teach the required skills to analyze these issues in a reflexive way and to come up with recommendations about them, and a close collaboration with several of the most prominent players in the water governance debate. NEWAVE will not only be active in Europe, but will additionally target the water governance debate in a carefully selected number of emerging economies and developing countries, and has the right partners on board to do so (please visit the website for the list of partners).

Because of its design, NEWAVE will help to recognize and avoid the traps in the current debate on water governance, such as panacea thinking, the disregard of institutional contexts, and the neglect of politics or normative considerations such as justice and equity. NEWAVE thus presents an opportunity to make a step change in an salient societal debate in Europe, and far beyond, and is designed to leave a strong legacy in terms of networks, insights and skills acquired.

Participating Host Organisations

The selected candidates will enroll in 15 PhD positions offered by the 10 host organization part of the NEWAVE Network.

1. Vrije Universiteit Amsterdam (Netherlands)
2. University Of Oxford (United Kingdom)
3. Politecnico Di Milano (Italy)
4. University Of Nairobi (Kenya)
5. Universiteit Van Amsterdam (Netherlands)
6. School Of Oriental And African Studies, University Of London (United Kingdom)
7. Leuphana Universitat Luneburg (Germany)
8. Institut De Recherche Pour Le Developpement (France)
9. Fundacion Nueva Cultura Del Agua (Spain)
10. Arcadis Nederland BV (Netherlands)

CALL FOR APPLICANTS

Why would you want to apply for an ESR position at NEWAVE?

ITNs are financially supported by the European Commission because they provide excellent research, training and career aspects. The benefits of being a PhD student in an ITN network:

- You will work in a **stimulating and creative learning environment** and in an **interdisciplinary** research training programme.
- You can immediately move forward with your **individual career** via training towards goals set in a Personal Career Development Plan.
- You will acquire experience in **transdisciplinarity** through targeted secondments to practice communities, companies and NGOs.
- You will have the once in a lifetime opportunity to acquire **a unique skill set,** as well as build and extend your **international network** available to you throughout your professional career.
- You will have the opportunity to acquire outstanding **complementary training in transferable skills** (e.g. presentation techniques, networking, publishing, and outreach) as well as leadership, innovation and entrepreneurial skills.
- You will be advised by **excellent group leaders in the water governance field** – all outstanding in their research and trainings.

Available Positions

1. **Multi-level assessment of water stress and institutional dynamics in the water-climate-conflict nexus**
   (Host: Vrije Universiteit Amsterdam, Netherlands – Geographical focus: Myanmar)

2. **The politics of river basin closures**
   (Host: Institut de Recherche pour le Développement (IRD), France – Geographical focus: Spain)

3. **Water scarcity and migration in East Africa**
   (Host: Politecnico di Milano, Italy - Geographical focus: Ethiopia, Somalia, Kenya, Tanzania)

4. **Rainwater harvesting, storage and use in mitigating drought emergencies in semiarid environments**
   (Host: University of Nairobi, Kenya - Geographical focus: Kenya, Tanzania, Rwanda)

5. **Managing urban water demand across multiple spatio-temporal scales**
   (Host: Politecnico di Milano, Italy - Geographical focus: Europe)

6. **The European Union as an innovator in water governance paradigms. The case of sources, patterns and effects from the Water Framework Directive**
   (Host: Vrije Universiteit Amsterdam, Netherlands - Geographical focus: Europe and globally)

7. **From participation to co-production of socio-hydrological knowledge**
   (Host: Fundación Nueva Cultura Del Agua (FNCA), Spain - Geographical focus: Spain)

8. **Water/mining paradigms and the politics of naturalizing water overabundance: a comparative study of extractive industries' political-material construction of flooding and drainage problems**
   (Host: Universiteit van Amsterdam, Netherlands - Geographical focus: Guatemala, Peru)

9. **Consultancy firms and the circulation of policy paradigms: roles, responsibilities and impacts**
   (Host: ARCADIS, Netherlands - Geographical focus: Chile, Columbia)

10. **Neither privatizing nor-remunicipalizing: Austerity as a means of initiating re-commoning governance practices**
    (Host: Vrije Universiteit Amsterdam, Netherlands - Geographical focus: Greece)

11. **Assessing the sustainability of water governance systems in global comparison**
    (Host: Leuphana Universität Lüneburg, Germany - Geographical focus: Global)

12. **Understanding the evolution of informal water markets in Eastern Africa***
    (Host: University of Oxford, England - Geographical focus: Kenya)
    *THIS POSITION HAS BEEN FILLED

13. **Integrating patterns of urban water governance in Southeast Asia**
    (Host: Universiteit van Amsterdam, Netherlands - Geographical focus: Indonesia)

14. **Integrity, infrastructure and water sub-sector reform: comparing large scale irrigation and urban water supply in India and Indonesia**
    (Host: School of Oriental and African Studies of London, England - Geographical focus: India, Indonesia)

15. **Financing drinking water services in rural Eastern Africa***
    (Host: University of Oxford, England - Geographical focus: Kenya)
    *THIS POSITION HAS BEEN FILLED

Who can apply?

To apply for an ITN, candidates must fulfill all eligibility criteria and mobility rule set by the European Commission. If you do NOT meet all criteria, you cannot apply.

Eligibility Criteria and Mobility Rule for the recruited researchers in an MSCA ITN-ETN

1. **ITN supported researchers may be of any nationality**. Suitable candidates from all over the globe are invited to apply.
2. **ITN supported researchers must be early-stage researchers (ESR),** i.e. at the date of recruitment they must be in the first four years (full-time equivalent research experience) of their research careers and have not been awarded a doctoral degree. *'Full-time equivalent research experience' is measured from the date when the researcher obtained the degree entitling him/her to embark on a doctorate (either in the country in which the degree was obtained or in the country in which the researcher is recruited or seconded) – even if a doctorate was never started or envisaged.*
3. **ITN supported researchers must comply with the mobility** rules, which stipulates that "researchers must not have resided or carried out their main activity (work, studies, etc.) in the country of the recruiting beneficiary for more than 12 months in the 3 years immediately before the recruitment date". *'Date of recruitment' means the first day of employment of the researcher for the purposes of the action (i.e. the starting date indicated in the employment contract/equivalent direct contract).* Compulsory national service, short stays such as holidays and time spent as part of a procedure for obtaining refugee status under the Geneva Convention are not taken into account.

In addition to above mentioned requirements, candidates will be shortlisted according to the requirements stated in the vacancy posts. Please consult carefully the specific requirements for each ESR position in the website. Finally, only applications that are complete, in English and that have been submitted before the deadline will be considered eligible.

Salary conditions

Selected candidates will have a fulltime employment contract for the duration of 36 months. Selected candidates will receive a salary in accordance with the MSCA regulations for Early Stage Researchers. The basic gross salary (living allowance) is €3,270 per month (€39,240/year). A correction factor will be applied per country (please check the H2020 Work Programme, pg. 94, Table 2, to know the country correction coefficients); therefore, the exact gross salary will be confirmed upon appointment. Please consider that the net salary will be lower than the amount mentioned due to taxes, social benefit premiums etc. The salary (Living allowance, mobility allowance, family allowance) is defined by the EU. In addition to the living allowance, selected candidates will benefit from a mobility allowance of €600 per month, and a family allowance of €500[1]. All details of financial aspects can be found in the H2020 Programme – Guide for Applicants (pg. 27-29).

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[1] Family allowance will be paid should the researcher have family, regardless of whether the family will move with the researcher or not. In this context, family is defined as persons linked to the researcher by (i) marriage, or (ii) a relationship with equivalent status to a marriage recognised by the national or relevant regional legislation of the country where this relationship was formalised; or (iii)

Timeline

31 January 2020	Opening of the call
5 April 2020	Deadline for applications (extended)
Mid-April	Selected candidates are invited to interviews
27 April to 13 May	Skype/phone interviews
Mid-May	Candidate selected
End of May	Successful candidate informed and start of enrollment procedures

Content and submission of your application

Your application consists of two parts: (1) an online application form, and (2) one PDF file containing all your application files.

1. Online Application form

To submit your application, please fill in the requested data in the online application form, upload your application file and submit your application. The online application form is available on the website https://www.nextwatergovernance.net/esrs-recruitment/online-application-form.

In the online form, you are requested to fill in different types of information. This information is aimed to facilitate the eligibility check of your application. Please consider the following:

- You may apply for a maximum of 3 available positions in the NEWAVE network.
- To indicate your (expected) whereabouts, please list the start/end dates, country and description of your main activity in the required section.
- Please list your place of residence (whereabouts) in chronological order, starting from the oldest (starting from 15 March 2017) to the most recent.
- Should you have resided in more than one country within the requested period, please use the "Add another whereabout" to list multiple whereabouts. In case you have more whereabouts, please list them in your CV.
- If you have not graduated yet, please indicate the expected date of your degree being awarded. Please keep in mind that you need to have obtained your degree before the date of the start of the contract.
- Please list the names and contact details of two referees. Please inform your referees upfront on the possibility of them being contacted by a representative of the network regarding your application.

2. Your application file

Your one PDF file application should consist of the following documents, in the following order:

- A complete Curriculum Vitae
- A copy of your Master certificate. If you have not graduated yet, please provide a copy of your Bachelor certificate.

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dependent children who are actually being maintained by the researcher. The family status of a researcher will be determined at the date of their (first) recruitment in the action and will not evolve during the action lifetime.

- A copy of your grades list. If you have not graduated yet, please include Bachelor grades and available grades for your Master.
- A motivation letter (1 page). If you have indicated your preference for more than one position, please give a brief explanation of your interest for such positions in the motivation letter.
- A draft proposal related to the first preferred ESR position you apply for (max. 3 pages excluding references) – please check the box below for more information.
- Copy of TOEFL or IELTS scores, if available.

The copy of your TOEFL or IELTS scores is optional; all other documents are required. Failure to submit any of these documents will automatically result in a rejection of your application on formal grounds.

Research proposal recommendations (3 pages excluding references):

Your research proposal should comprise a detailed outline of your proposed research, written in English.

The coordination team and recruitment panel have decided to not include specific instructions on how to structure the proposal as this will be used to evaluate the candidate's skills and fit.

This will be assessed for evidence that you have a sound research approach with clear operational research questions, you have a good grasp of the relevant literature and the major issues, and that your methodology is solid.

The research proposal should address the questions of:

a. what you plan to accomplish in order to fulfill the ESR position objectives (see the research project description you are submitting the proposal for),
b. why you want to and,
c. how you are going to do it.

The proposal will also be assessed to determine that you have the capacity for sustained and intense work and the feasibility of successfully completing the project in the time available for the program (three years).

Please make sure you follow academic guidelines for drafting your proposal.

Selection Procedure

Candidates that comply with the eligibility criteria will be ranked by the principal supervisors of the ESR project according to a point system (1-10), where points will be assigned for:

1. Scientific background and merits to date
2. Motivation
3. Quality of the draft proposal

Second, reference letters for top five candidates per ESR position will be requested and skype/phone interviews will be conducted with these candidates by the supervisors. Please mark the dates **27 April to 13 May** in your calendar: in case you will be shortlisted, you will need to be available for the interviews in this period of time. All interviews will be conducted along a jointly established structure to ensure comparable

selection. Successful candidates will be contacted by mid/end of May and offered a fellowship. All candidates will be registered at their respective universities; for the non-academic partners, the ESRs shall be registered by partner universities.

Further information

For further information, please contact:

- ESRs supervisors: Please refer to each job description for the respective supervisors
- NEWAVE Network Coordinators: Prof Jampel Dell'Angelo (Jampel.DellAngelo@vu.nl); Prof. Dave Huitema (Dave.Huitema@vu.nl);
- NEWAVE Scientific Project Manager: Ms Caterina Marinetti (Caterina.Marinetti@vu.nl)