



**Are you a civil servant in the Middle East and Northern Africa (MENA) region, or do you work for a semi-public organisation in that region? If so, please register for a professional development training course on**

## **Water Management**

### **Who is the course for?**

We invite professionals<sup>1</sup> who are ambitious about professionalising their public services in water management to register for this training course. This is a unique opportunity to share your knowledge and skills with other participants and be inspired by colleagues abroad.

This training course is for civil servants and employees of semi-public organisations in the target countries of Algeria, Egypt, Iraq, Jordan, Lebanon, Libya, Mauritania, Morocco, Oman, Palestinian Territories and Tunisia.



To register, you must have between 5 to 10 years of relevant work experience in a field of water management and decision making. Since this is a once in a lifetime experience, you can only participate in a Shiraka training once, and only if you have not previously participated in another Shiraka training programme.

Since we value diversity among our participants, we encourage women to take part.

This training programme is part of the 'Shiraka' training programme, an initiative of the Ministry of Foreign Affairs. Shiraka aims to strengthen and improve bilateral relations between the

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<sup>1</sup> Civil servants are the main target group. However, a limited number of places are available for participants from semi-public organisations. We welcome participants from organisations that are closely linked with public actors in the relevant field, play a direct or active role in the value chain, or are directly affected by policy development and therefore have a good reason to be involved.

Netherlands and the MENA region in the public sector and offers an opportunity to improve public services through reciprocal inspiration. For more information on the Shiraka Training Programme please watch this [video](#).

## Training course goals

The Water Management training course will help you:

- reinforce and develop your understanding of water management theories and concepts;
- provide insight into Integrated Water Resources Management (IWRM) and development;
- enhance personal skills, such as change management, presenting, and working in teams;
- increase your knowledge of best practices in the Netherlands and across the MENA region in the field of water management;
- share your knowledge and skills in your home country;
- develop a valuable network of peers in your region, country and in The Netherlands;
- strengthen your connections with the Netherlands and stakeholders in the Dutch water management sector.

## Training course topics

The training course covers the following topics:

- principles of 'good water governance' and policies promoting IWRM in practice;
- organisation of the water management and governance system in the Netherlands, including financing mechanisms;
- water, agriculture, and the water-food-energy nexus;
- inclusive water management service delivery and cooperation;
- problem (de)construction, change management and stakeholder analysis;
- policy coherence between government, private sector, and knowledge institutions (the science-policy interface).

## Training course details

- Since all the sessions are in English, we recommend an intermediate level of English.
- Live interpretation during meetings and sessions into Arabic and/or French is available.
- We can offer the training course to 25 people. We will allocate these places to the participating countries based on the quality of the applications.
- The entire training course will last for 2 weeks (10 working days). We expect you to attend all sessions.
- Study visits and social activities are part of the training course.
- You will receive a certificate of participation upon completing the course.

### Training course itinerary

The training course will be in 2 parts, and held at 2 locations:

	Dates	City	Country
<b>Part 1</b>	1-5 September 2025	The Hague	The Netherlands
<b>Part 2</b>	30 November-4 December 2025	Muscat	Oman

Part of the course may take the form of blended learning (partly online, partly offline).

If international health and travel restrictions make it impossible to hold a training session in the Netherlands, an alternative will be offered. This may be an online training.

If the training is held online, we expect participants to have good computer skills, access to an adequate computer with a recent operating system and a good internet connection (participants must be able to use Zoom, Word, PowerPoint etc.).

### For all participants



- You must organise and pay for your journey to the airport in your home country.
- You are responsible for organising your visa in your home country.

### Costs for participants from countries on the [OECD-DAC list](#)



- The Dutch government will cover all relevant costs. This includes international travel, accommodation, meals during training days, visa and insurance and tuition fees.
- If you travel from an international airport outside your home country, you will need to cover local travel costs yourself. You will receive compensation for the international leg of your journey.

### Costs for participants from countries not on the [OECD-DAC list](#)



- You must organise and pay for your own international travel and visa.
- The Dutch government will cover the cost of accommodation, insurance and tuition fees.

### No-show or cancellation costs



- If you cannot attend or cancel your participation within 4 weeks prior to the training course, the organisation has the right to claim all the associated costs from your employer.

## How to apply

- Applications should be made online before 28 April 2025.
- Visit our [Shiraka training courses overview](#) and select the course of your choice by clicking on 'apply'.
- [Log in](#) or create an account using the '[register](#)' button.

### More information

[shiraka@nvo.nl](mailto:shiraka@nvo.nl) (for questions concerning your application and the database)

[shiraka.wm@thehagueacademy.com](mailto:shiraka.wm@thehagueacademy.com) (for questions concerning the course)

The Shiraka Training Programme is an initiative of the Ministry of Foreign Affairs of the Kingdom of the Netherlands. The Department for International Entrepreneurship of the Netherlands Enterprise Agency implements the Shiraka Training Programme. The Water Management professional development course will be organised by The Hague Academy for Local Governance.

Ministry of Foreign Affairs  
Rijnstraat 8  
P.O. Box 20061 | 2500 EB  
The Hague, the Netherlands

## Information on the training course

### Experts

Experts who are involved in this training course



**Wouter Wolters** is a senior water policy and senior management consultant, with more than 30 years of experience in the water sector. Wouter has a background in drainage and irrigation techniques and contributed to many water strategies and policies.



**Ghada Zeidan** is an all-round trainer with specialisations in local governance, citizen participation, inclusivity, and advocacy. She has broadened her intercultural sensitivity through her working and living experience in both the Palestinian Territories and the Netherlands.



**Robert van Cleef** is a business economist specialising in the water market. Robert works within all levels of government and, with 20 years of consultancy experience, has been leading many projects related to financing mechanisms in water management.

### Study visits

During the training course the following study visits may be organised

**Wageningen University & Research** is a university and research centre in the Netherlands that focuses on healthy food and living environment. On campus you'll find private businesses, researchers, faculty, students and government agencies working together to solve global and local challenges.

**Waternet** is the only water company in the Netherlands that covers the whole water cycle. Waternet provides a safe, clean and sufficient supply of water for the municipality of Amsterdam and the Regional Public Water Authority. This includes water for nature areas and human consumption.

**Muscat City Desalination Company** owns and operates the Al Ghubrah Sea Water Reverse Osmosis (RO) Plant. They process seawater by pushing it through RO membranes to produce clean drinking water. Oman's water demand has been growing by 2-3% annually, which led to the creation of this company.

### Back Home Action Plan

During your participation in the training course you will work on a Back Home Action Plan (BHAP). Hereunder you find a few examples of the BHAPs participants worked on in the past.

**Problem:** Limited data sharing and accessibility among governmental stakeholders in **Morocco**. As a part of BHAP work, steps towards developing and implementing a water information system are identified for next 6 months.

**Problem:** High operational costs and inefficiencies in desalination and water distribution systems in **Oman**. During coaching, participants outlined steps towards piloting new energy-saving desalination mechanisms and training local operators in the next 6 months.

**Problem:** Inadequate wastewater treatment infrastructure and resource depletion in **the Palestinian Territories**. Working on the BHAP has helped to identify the action points for upgrading the treatment plans relying on the help of Dutch water sector experts.

**“Really fantastic experience gave us the chance to share our water issues. Furthermore, to explore more about our Arabian, African origins, and other brilliant cultures collection with The Hague Academy’s supportive, loyal and beloved team.” - Omar Badr, Egypt**