



Young
Expert
Programmes



Professionals
Worldwide
United

Young Expert's job profile

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1 Gaining experience

1.1 International experience in Development Cooperation project (OS)

This includes the following tasks:

- Sparring with the international and local team members of the project with regard to realisation of the project targets and tasks
- Detection of developments with regard to defined water themes;
- Analysis of related information (for relevance and urgency)
- Writing reports
- Establishment of innovation case within the scope of the OS project
- All kinds of operational tasks in the project, based on the job description

1.2 New skills

- Gaining opportunity to learn new skills such as presentation, formulation of project reports, application of practical techniques, providing training, networking in keeping with the job description

1.3 Intercultural perspective

- Gaining insight into intercultural work, specific attention for execution of the work according to the Dutch approach and the specific national approach (Dutch and local cultures)

1.4 Network developed in water sector

- Providing insight into the local/regional networks which exist in the field of water
- Active participation in local/regional networks which exist in the field of water
- Participation in international water networks
- Organisation of water events (seminars, conferences) in consultation and cooperation with the embassy

1.5 Perspectives of innovation and technology

- Identification of innovation opportunities and technologies/methodology within the scope of the OS project and in keeping with the country and region
- Detailing of proposals in an innovation case (conducting research, executing pilots and presenting a final proposal to the hosting organisation and other Young Experts via the website community)

2 Achieving learning targets

Young Experts are expected to have achieved at least the following learning targets on the successful completion of the YEP:

- The ability to make use of their expertise, instruments and skills in a specific development cooperation working situation
- The recognition and appreciation of development cooperation themes as an important element of their work
- The Young Expert's fulfilment of an intermediary role in networking and in the utilisation of the social media, as well as the possession of networking skills within an international context (Water network).
- The conversion of theoretical knowledge into practical solutions and activities
- The ability to work in multidisciplinary projects and to devote due attention to institutional and capacity enhancement, a participatory approach and process management
- The ability to communicate and transfer knowledge and skills to local/international staff
- The exhibition of a professional attitude and social skills

3 Young Expert's competences

3.1 Empathy

Indicating that the Young Expert recognises feelings, attitude and motivation of others during contacts and is willing to take account of them. Understanding and taking account of the Young Expert's influence on others

Examples of behaviour:

- Takes account of the other's circumstances;
- Exhibits understanding of the other's feelings;
- Exhibits the ability to accept people as they are;
- Exhibits understanding of the consequences of the Young Expert's actions for his surroundings;
- Exhibits empathy for the standpoints and position of others.

3.2 Intercultural sensitivity

Is aware of the customs and cultural backgrounds of persons and/or organisations in environments other than the Ministry of Foreign Affairs/other countries. Can deal with these effectively.

Examples of behaviour:

- Takes account of the standards and values of discussion partners without losing own (cultural) identity
- Exhibits empathy with the standards and values of others
- Can understand other people's reactions from a cultural point of view
- Can adjust rapidly to the work climate in other cultures

- Knows how to behave in formal and informal situations

3.3 Learning orientation

Possesses the ambition to assimilate new insights and acquire new skills and make specific use of those insights and skills.

Examples of behaviour:

- Integrates new knowledge
- Is inquisitive/willing to learn in order to broaden or deepen current know-how
- Actively seeks opportunities for personal development
- Is open to and actively seeks feedback

3.4 Results orientation

Is actively focused on the achievement of results and targets.

Examples of behaviour:

- Talks and thinks in terms of input, output and outcome where possible and relevant, indicates: what, when, how good and how many.
- Works to realise set targets, or to find an effective solution for problems which occur
- Makes clear agreements (SMART) and can be relied on to keep his word
- Assigns priorities and post-priorities
- Assumes responsibility for personal actions
- Takes action when results are disappointing

3.5 Cooperation

Active contribution to cooperation in the achievement of communal targets even when there is no direct personal interest. Promotes mutual communications to achieve this objective.

Examples of behaviour:

- Reacts actively and constructively to other people's ideas
- Passes on information that can be of importance to others
- Refers, when justifiable, positively regarding the performance of colleagues
- Actively involves others in discussions
- Makes active use of the knowledge and skills of others

3.6 Verbal and written communication skills

The verbal and written transmission of ideas and information in clear and correct language in a manner that ensures that others hear and understand the essence.

Examples of behaviour:

- Employs a clear design and structure in arguments and documents
- Speaks and writes correctly and in a grammatically correct manner

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- Takes account of discussion partners and readers
- Speaks concisely and to the point, and formulates briefly and succinctly
- Is an interesting speaker, with an expressive use of language
- Uses models to present complex information clearly
- Can easily formulate a document and designs a document logically and comprehensively

3.7 Adaptive capacity/Flexibility

The ability to continue to act in an effective manner by adjusting to changed circumstances, duties, responsibilities and people.

Examples of behaviour:

- Able to adjust his/her personal behaviour to changes without great effort
- Is flexible, and capable of letting go of own standpoints when new facts result in a new conclusion
- Continues to react effectively in new circumstances and situations or with new people
- Recognises when the situation truly requires a change of direction (ad hoc questions, problems, etc.)

3.8 Stress resilience/coping

The ability to continue to act in an effective manner when under pressure of time and in the event of setbacks, disappointments or resistance. 7

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Examples of behaviour:

- Responds to tension and emotions in a controlled manner
- Adopts an appropriate approach to differences in interests and disappointments
- Seeks a solution in order to jointly tackle difficult situations, based on win-win
- Adopts a professional approach to resistance.

3.9 Networking

The creation and maintenance of contacts within the Ministry of Foreign Affairs and elsewhere with the objective of developing a network that can serve as a catalyst in the achievement of the organisational division's objectives.

Examples of behaviour:

- Makes use of contacts at the right time
- Builds and maintains strong contacts (internal & external).
- Makes use of opportunities to meet others
- Exhibits immediate and active interest in others
- Takes initiatives for exchange of information with others
- Uses the personal network to obtain and/or review information
- Brings people into contact and shares the network with others

3.10 Creativity and innovative capacity

The design and detailing of innovative cases which, where relevant, make use of new technologies or methods and which can be implemented in your work environment

- Exhibits inquisitiveness and interest
- Offers creative solutions
- Can think out of the box