



IWA Fellows and Distinguished Fellows Operational Procedures

**Version 7
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IWA Community of Fellows and Distinguished Fellows

Rationale

The IWA Fellows and Distinguished Fellows recognition was established to respond to IWA's need to develop a distinctive, transdisciplinary community of globally recognised water and allied professionals who embody professional excellence and leadership and can be presented as among the most respected water professionals worldwide, and to recognise individual members for their sustained and outstanding contributions to the water profession and to advancing IWA's mission of achieving a water-wise, sustainable, and equitable world.

Who are the IWA Fellows and Distinguished Fellows?

The IWA Fellows and Distinguished Fellows recognition represents a high honour that is bestowed upon an individual by the Association. IWA Fellows and Distinguished Fellows are members of a unique community comprising global water professionals with international recognition; known for their guidance and leadership in the world of water science, technology and management in the water sector as it continues to evolve.

As this recognition is a high honour, the number of Fellows and Distinguished Fellows that can be accepted per cycle is limited. As such, a rigorous review, together with a predefined maximum number of new Fellows and Distinguished Fellows, shall be submitted to the IWA Fellows and Distinguished Fellows Steering Committee (hereafter referred to as the Steering Committee) by the Secretariat, based on an analysis of the current number and composition of IWA Fellows.

In total, a maximum of 5% of the current number of IWA members shall be recognised as IWA Fellows. Every nomination, up to 10% of the Fellows can be recognised as Distinguished Fellows. Efforts should be made to diversify the membership of the IWA Fellows and Distinguished Fellows to better reflect the Association's membership composition.

The aim of IWA Fellows and Distinguished Fellows recognition and developing the IWA Fellows and Distinguished Fellows community

Being part of the IWA Fellows and Distinguished Fellows Community not only recognises the impact of particular individuals on the water profession and sector but also provides leadership and mentorship to a transdisciplinary community empowered to combine various leading-edge scientific breakthroughs, technological developments and creative mindsets from the various IWA groups.

Where to find details on the IWA Fellows and Distinguished Fellows community

Explanation of the [IWA Fellows and Distinguished Fellows community](#) and a list of IWA Fellows and Distinguished Fellows is provided on IWA's website, which is accessible to all interested water professionals. This list is updated biennially following the inauguration ceremony of each new cohort of Fellows and Distinguished Fellows.

Additionally, the IWA Secretariat supplies an exclusive communication platform for the Fellows and Distinguished Fellows community to enable profile updates, knowledge and news sharing, as well as discussions on certain topics.

Standards of Conduct and Governance Oversight

Fellows and Distinguished Fellows are expected to uphold the highest standards of professional conduct, integrity and ethical behaviour, consistent with the IWA Members' Code of Conduct.

Any Fellow or Distinguished Fellow who is subject to a final adverse finding, sanction or disciplinary action by a relevant professional, regulatory or judicial authority must notify IWA in writing without delay.

Where a Fellow or Distinguished Fellow is formally under investigation by a competent authority the Association may, as a precautionary measure and without presumption of wrongdoing, temporarily remove their profile from the IWA website pending the outcome of the investigation.

Any such matter will be reviewed by the Steering Committee and reported to the Governance, Diversity and Nominations Committee (GDNC). The individual concerned will be informed of the review and given a reasonable opportunity to provide representations before a recommendation is made. The GDNC will make a recommendation to the IWA Board of Directors.

The Board may determine that no further action is required, or may impose appropriate measures, including temporary suspension or withdrawal of Fellow or Distinguished Fellow recognition. In cases constituting a serious breach of the IWA Members' Code of Conduct, the Board may additionally suspend or cancel membership in accordance with the Code.

PART ONE: IWA Fellows

1. Definition of an IWA Fellow

The Fellow designation recognises sustained outstanding contributions to the national and regional water sector, as well as to IWA. IWA Fellows are nominated by IWA members for their achievements as water professionals, in roles such as engineer, educator, utility manager, regulator, research engineer, scientist, communicator/advocate, or technical or management leader.

This designation is based on peer recognition through rigorous review of the past impact to the sector and IWA, and for the nominee's commitment to continued significant professional contributions in the future, by actively participating in IWA activities at international, regional and national levels that can easily be identified in a Fellows Activity Plan as being beyond the regular level of activity for members.

2. Role and expectations of an IWA Fellow

The initial appointment of an IWA Fellow is for five years. During this time, a Fellow will support IWA's mission and leadership in the implementation of the organisation's Strategic Plan by:

- Representing IWA expertise at relevant opportunities and presenting themselves as an IWA Fellow;
- Promoting IWA, supporting the network's growth, increasing the engagement of its members, supporting the delivery of quality events, and disseminating its thought leadership;
- Fulfilling the expectations outlined in their Fellows Activity Plan and report to IWA the progress of its implementation;
- Participating (remotely or in person) in scheduled IWA Fellows meetings;
- Adhering to the highest ethical standards of professional work;
- Adhering to the [IWA Members' Code of Conduct](#).

The Fellow Activity Plan describes how the IWA Fellow plans to continue to differentiate themselves from a regular IWA member as they contribute to the IWA Vision and Mission (see Annex 1.3).

IWA Fellowship is not a lifetime appointment (whereas Distinguished Fellowship is). Accordingly, all IWA Fellows are required to undergo a renewal process at the end of their initial five-year term and every ten years thereafter, as described in Section 5. The IWA Secretariat will provide an online renewal form for Fellows to submit the required documentation.

Renewal applications must be submitted within six months of the end of the Fellow's term. Failure to submit a renewal application within this period will result in the cessation of IWA Fellow status, and the individual will need to be re-nominated for consideration in any future cycle.

3. Nomination and selection

3.1. Eligibility criteria

- a) Proof of active contribution (and future commitment) to IWA beyond the regular level of activity for members, such as:
- A minimum of five consecutive years of IWA membership, including the year of evaluation;
 - Outstanding contributions to IWA through leadership roles within the Association;
 - Organisation of IWA professional meetings (conferences, workshops, seminars, etc);
 - Organisation of national professional meetings (conferences, workshops, seminars, etc);
 - Demonstration of their continued plans to contribute to the water sector through IWA membership (through IWA Fellow Activity Plan);
 - Willingness to serve as an IWA Fellow and take on the associated roles and responsibilities.
- b) Proof of outstanding contribution to the national, regional, or global water sector, such as:
- Seniority (e.g., years of employment in public service or private business);
 - Duties, roles and activities in public service, education, research, or private business;
 - National leadership positions (these would include boards, governing assemblies, strategic councils, technical committees, etc);
 - Organisation of national professional meetings (conferences, seminars, workshops, etc);
 - National/regional scientific publications or national/regional awards, etc.

3.2. Who can nominate?

- An IWA Member without any affiliation with the individual or their organisation/company;
- In exceptional cases, there should be a provision for the Secretariat (through the IWA Executive Director or assigned representative) to nominate individuals in recognition of their contribution to IWA. These cases will go through the regular review process as described in Section 4;
- Self-nominations are not allowed;
- To avoid repetitive endorsements, each nominator may nominate a maximum of three candidates per nomination cycle;
- To prevent reciprocal nominations, individuals who are nominated may not act as nominators for other candidates during the same nomination cycle;
- Those who serve on the Steering Committee may not act as nominators or supporters.

To support IWA's aspirations to have a more diverse membership at all levels, a process will be initiated by the Secretariat (in partnership with the Steering Committee) to proactively search for potential Fellow candidates from underrepresented groups.

3.3. Submission documents/forms

The Nominator will need to prepare:

- The IWA Fellows Nomination Form (Annex 1.1);
- A Nomination Letter, highlighting the motivation to bestow the nominee with an IWA Fellows and Distinguished Fellows. This Nomination Letter should contain arguments for each of the eligibility criteria;
- Three Supporting Letters from IWA Members – supporters shall not be affiliated with the Nominee's institution, and each should address a minimum of three of the eligibility criteria.

The Nominee will need to prepare and send the Nominator the following information and documents:

- Self-statement (up to two pages, template provided on Annex 1.2): stating that, as a Nominee, they agree to be nominated for this recognition; they have read and agreed with the roles and expectations of IWA Fellows; listing their past participation in specific IWA-related activities (one of the most important criteria under consideration); and stating their intention to continue contributing to the Association through your work as an IWA Fellow;
- IWA Fellow Proposed Activity Plan (up to two pages, template provided on Annex 1.3): this required document allows the Nominee to summarise the specific activities they intend to carry out as an IWA Fellow;
- CV/Resume: up to two pages, summarising educational and professional qualifications and experience, and highlighting their involvement in IWA-related activities.

3.4. Process for selection

- a) IWA Secretariat reviews basic eligibility requirements:
 - IWA membership of the Nominator and of all signatories to the supporting letters.
 - IWA membership and membership duration of Nominee;
 - Completeness of the submission documentation.
- b) IWA Secretariat supplies details in terms of the number and composition of current Fellows & Distinguished Fellows to the Steering Committee in the year of selection. This will include data on current diversity levels/metrics, to encourage the Steering Committee to consider these issues when selecting new Fellows.
- c) The Steering Committee, supported by the IWA Secretariat, reviews and scores nominations based on the complete candidate package, including the Nomination Form and Letter, the three Supporting Letters, and the candidate's Self-Statement, proposed Activity Plan, and CV/Resume. Each nomination shall be assessed by the same number of reviewers and shall receive a minimum of five independent reviews.

d) A two-stage scoring process shall be applied to all Fellow nominations, combining objective indicators with a structured contextual assessment. This combined two-stage process is intended to recognise sustained excellence and leadership while ensuring that the Fellows community reflects the current diversity, breadth, and global character of the IWA membership.

e) Stage 1 – Quantitative Assessment

The first stage of assessment shall be based on clearly defined, verifiable indicators reflecting the candidate’s documented engagement with IWA and contribution to IWA objectives. Only activities formally recorded and supported by evidence shall be considered.

Raw scores under each quantitative criterion shall be normalised to their respective weighted maximums, ensuring proportionality across criteria while preserving the primacy of sustained leadership and contribution within IWA.

i. Sustained contribution and leadership within IWA (60% of quantitative score)

Demonstrated long-term commitment to IWA through active and identifiable engagement beyond standard membership, with clear evidence of influence and added value to the Association. Quantifiable indicators and scoring are as follows:

- Duration of IWA membership – cumulative years:
 - 5 to 9 years: 1 point
 - 10 to 15 years: 2 points
 - 16 to 20 years: 3 points
 - More than 20 years: 4 points
- Personal contribution to IWA Specialist Groups and/or Clusters – cumulative across different Specialist Groups/Clusters, maximum 6 points; non-cumulative for multiple roles within the same SG/Cluster:
 - Chair, Vice-chair, or Secretary: 3 points
 - Management Committee member: 1 point
- Current or past participation in IWA governance bodies and other committees – maximum 8 points; non-cumulative per role:
 - Board member: 4 points
 - Strategic Council member: 4 points
 - Governing Member representative: 3 points
 - YWA Young Water Professionals (YWPs) Steering Committee: 3 points
 - Programme Committee member of the IWA World Water Congress and Exhibition (WWCE) and the IWA Water and Development Congress and Exhibition (WDCE): 2 points per congress

- Programme Committee member of an IWA-led Forum at the WWCE or WDCE (e.g., International Water Regulators Forum, Utility Leaders Forum, Emerging Water Leaders Forum): 1 point per forum
- Leadership in IWA strategic programmes and initiatives (e.g., Digital Water Programme Steering Committee member, Inclusive Urban Sanitation Task Force member): 1 point per initiative
- Participation in IWA SG conferences – cumulative across multiple conferences, maximum 8 points:
 - Chair or Co-Chair of an IWA Conference: 4 points per conference
 - Chair or Co-Chair of an IWA Conference Organising or Programme Committee: 3 points per conference
 - Member of an IWA Conference Organising or Programme Committee: 2 points per conference
- Recipient of IWA awards: 3 points per award, cumulative up to a maximum of 6 points

The total raw score obtained under this criterion (maximum 32 points) shall be converted to a weighted score out of 60 using the following formula:

$$\text{Weighted IWA score} = (\text{Raw IWA score} \div 32) \times 60$$

- ii. Recognised impact in the water sector at national, regional, and/or global levels (20% of quantitative score)

Recognised contributions to the water sector through professional practice, leadership, innovation, education, regulation, advocacy, or service delivery, with demonstrable relevance and impact at national, regional, and/or global levels.

This criterion shall be assessed using a five-point anchored scale, based on the overall evidence provided. Reviewers shall assign the score that best reflects the candidate's level of leadership and impact, rather than accumulating points across sub-criteria. Scoring is as follow (cumulative points):

- The nominee has a senior technical or managerial role within an organisation, with organisational leadership responsibilities: 1 point
- The nominee has national-level influence, such as contributing to national policy discussions, strategies, or platforms, and convening or engaging stakeholders at national level: 1 point
- The nominee has clear national-level influence and documented engagement at regional level, such as participation in regional initiatives, networks, task forces, or cross-country activities: 1 point
- The nominee has a leading role at national or regional level, with demonstrated impact on agenda-setting and active efforts to link science, policy, and practice through programmes, reforms, or regional initiatives: 1 point

- The nominee has a leading and sustained role across national and regional levels, with demonstrated ability to bridge science, policy, and practice at regional and/or global scale, and recognised sector-wide impact: 1 point

The raw score obtained under this criterion (0 to 5) shall be converted to a weighted score out of 20 using the following formula:

$$\text{Weighted sector impact score} = (\text{Raw IWA score} \div 5) \times 20$$

- iii. Contribution to knowledge generation and dissemination (20% of quantitative score):

Demonstrated contribution to advancing the water sector's knowledge base through recognised water-sector publications and editorial roles in IWA publications. Quantifiable indicators and scoring are as follows:

- Authorship of publications (IWA and non-IWA) – maximum 6 points
Publications may include journal articles, books, book chapters, technical papers, white papers, or policy reports relevant to the water sector:
 - 2 points per peer-reviewed publication
 - 1 point per non-peer-reviewed publication
- Editorial roles in IWA Publications – maximum 6 points
Points are awarded based on the level of editorial responsibility within IWA journals or books:
 - Editor-in-Chief: 3 points per role
 - Associate Editor-in-Chief / Member of Core Editor Team: 2 points per role
 - Editor / Member of Editorial Board: 1 point per role

The total raw score under this criterion (maximum 12 points) shall be converted to a weighted score out of 20 using the following formula:

$$\text{Weighted knowledge generation and dissemination score} = (\text{Raw knowledge generation and dissemination score} \div 12) \times 20$$

- f) To ensure consistency and fairness across reviewers, scores assigned during Stage 1 shall be normalised by the IWA Secretariat, including:
- Calibration of scoring scales across reviewers;
 - Identification of anomalous scores;
 - Adjustment to mitigate systematic reviewer bias;
 - Alignment to a common comparative scale:

$$\text{Final quantitative score} = \text{IWA score} + \text{Sector impact score} + \text{Knowledge score}$$

The normalisation methodology shall be applied uniformly and documented.

- g) At the conclusion of the normalisation process, candidates shall be grouped into three tiers:

- Tier 1: Candidates whose scores meet or exceed the threshold for direct qualification as Fellows without proceeding to Stage 2 assessment. The threshold shall be defined by the Steering Committee for each nomination cycle, taking into account the number of nominees and their average scores, and shall not be set below 70 out of 100.
- Tier 2: Candidates whose scores indicate strong alignment with IWA objectives and who may qualify following contextual assessment in Stage 2. The threshold shall be defined by the Steering Committee for each nomination cycle, taking into account the number of nominees and their average scores, and shall not be set below 50 out of 100.
- Tier 3: Candidates whose scores fall below the minimum threshold established for Tier 2 and who are therefore not eligible for further consideration.

h) Stage 2 – Contextual Assessment

The second stage complements the quantitative assessment by enabling the Steering Committee to validate Stage 1 results, assess future-oriented contribution, and ensure that the final cohort of new Fellows reflects the diversity and global character of the IWA membership, in line with IWA’s vision and mission.

Only Tier 2 candidates shall be considered at this stage.

The SC shall review a consolidated scoring table prepared by the IWA Secretariat and focus on:

- Validation of Stage 1 outcomes, including confirmation that scoring and normalisation were applied correctly;
- Assessment of the proposed Fellows Activity Plan, considering relevance, feasibility, and anticipated contribution to IWA priorities;
- Contextual balancing, where clear underrepresentation is identified, including with respect to professional background (e.g., academia versus practice), gender balance, and representation from low- and middle-income countries (LMIC).
- Documented leadership and impact outside IWA, which demonstrably support IWA objectives.

The IWA Fellows & Distinguished Fellows Steering Committee shall apply contextual and qualitative adjustment points in a transparent and proportionate manner, which may result in Tier 2 candidates being accepted as IWA Fellows.

All adjustments and decisions shall be justified, documented, and taken collectively, with outcomes recorded by the Secretariat.

- i) Based on this review, the IWA Fellows & Distinguished Fellows Steering Committee makes recommendations to the (GDNC) of the IWA Board on new IWA Fellows. This will include lists of “Should become IWA Fellows” and “Not yet ready to become IWA Fellows”.
- j) The GDNC reviews the document and provides approval, and then submits its recommendations to the IWA Board for consideration.

- k) IWA Board approves the list of new IWA Fellows, reserving the right to withdraw or not approve specific nominations, and provides feedback to the IWA Fellows & Distinguished Fellows Steering Committee.

3.5. Process to inform the Nominees and Nominators

The IWA Secretariat will, upon the Board's endorsement, inform nominees and nominators about the outcome of the selection.

In case of rejection, the rejection will be justified with a basis for encouraging an application for becoming an IWA Fellow in the future.

3.6. Timeline

- **Beginning February, even years:** Call for Nominations for new IWA Fellows
- **Mid-March, even years:** submission deadline
- **End-March, even years:** IWA Secretariat checks basic eligibility and completeness of nominations
- **End-April, even years:** Steering Committee reviews nominations; Steering Committee reviews scores and writes a recommendation paper for the GDNC
- **Quarter 2 Board meetings, even years:** recommendation analysed by the GDNC and the Board
- **July, even years:** nominees and nominators are informed of the selection

3.7. Recognition of an IWA Fellow

IWA Fellows will be recognised at a special ceremony at the WWCE. The IWA Fellows will receive:

- A congratulatory letter from the IWA President;
- The IWA Fellows Certificate;
- The IWA Fellows pin.

In addition, IWA Fellows will be added:

- To the IWA Fellows and Distinguished Fellows group on IWA Connect Plus;
- To the IWA Fellows list on the website with start and end dates, if applicable.

Upon IWA's formal announcement (news release), IWA Fellows are encouraged to use this designation and to include it in their CV under honours and awards and to recognise this in their email signatures and in promotional materials.

4. Ongoing participation as an IWA Fellow

The Steering Committee will create a yearly work plan in which they will propose engagement opportunities for all IWA Fellows to participate in, beyond their engagement in Specialist Groups/Clusters, YWPs, and other communities.

As such, the Steering Committee will:

- Create a working group to support IWA Fellow renewal processes;
- Create a working group for frequent travellers to lead IWA information meetings at IWA events (and support IWA Fellows having an outreach role at events);
- Create a group of advisors/supporters/mentors for IWA YWP, which will support young members in their activities/achievements and professional development;
- Call for ideas on what the IWA Fellows as a group can do together, and support IWA Fellows in achieving that;
- Stage a yearly meeting/reception at the Congresses of IWA.

The Fellows will:

- Fulfil their role as an IWA Fellow through participating in several activities;
- Maintain a record of activities that can be provided if required by the Steering Committee for review.

5. Renewal of IWA Fellows

Renewal of the IWA Fellowship serves several key purposes. It enables Fellows to continue to hold the designation “IWA Fellow”, to remain actively engaged as leaders within the IWA community, and to participate in exclusive IWA Fellows meetings and networking events held in connection with IWA Congresses.

All IWA Fellows are required to undergo a renewal process at the end of their initial five-year term (for example, for a Fellow appointed in October 2026, the review process would begin in January 2031 and be completed by September 2031), and every ten years thereafter.

5.1. Criteria for renewal

- a) IWA Membership has been active for the past five years;
- b) Activities the IWA Fellow has conducted over the past five years:
 - Contribution to IWA strategic goals;
 - Outreach role as IWA Fellow;
 - Giving back to the IWA community.
- c) Activities the IWA Fellow is planning for the next five years:
 - Contribution to IWA strategic goals;
 - Outreach role as IWA Fellow;
 - Giving back to the IWA community.

5.2. How to renew

IWA Secretariat will provide an online renewal form for Fellows to submit their renewal documentation and will ensure that all Fellows due for renewal are notified on time and are able to access the submission form.

Renewal applications must be submitted within six months of the end of the Fellow's term. Failure to submit a renewal application within this period will result in the cessation of IWA Fellow status, and the individual will need to be re-nominated for consideration in any future cycle.

5.3. Approval of renewal

IWA Secretariat will check eligibility requirements:

- a) IWA membership;
- b) Completeness of submission;
- c) Compliance with eligibility criteria.

The Steering Committee will review submissions through a streamlined assessment process, which does not involve scoring.

Based on this review, the Steering Committee will determine one of the following outcomes: (i) renewal recommended; or (ii) renewal recommendation subject to additional information.

Where additional information is required, the IWA Secretariat will contact the Fellow, specify the information needed, and provide a defined timeframe for submission. The Steering Committee will then review the revised submissions and make recommendations to the GDNC, which in turn will submit the recommendations on IWA Fellow renewals to the Board.

The final decision on whether the Fellow status has been renewed will then be communicated to the interested parties by the IWA Secretariat.

PART TWO: IWA Distinguished Fellows

6. Definition of an IWA Distinguished Fellow

The Distinguished Fellow designation is an honorific recognition limited in number and is for IWA Fellows who have been recognised for their long-term (at least 10 years) extraordinary contributions to the global water sector and leadership role performed in supporting IWA's mission and objectives.

IWA Distinguished Fellows can only be nominated by current IWA Fellows, Distinguished Fellows and IWA Secretariat (through the Executive Director or assigned representative), based on their significant sustained contributions as water professionals, in roles such as an engineer, educator, utility manager, regulator, research engineer, scientist, or as a technical, management or administrative leader, that have advanced the water sector and IWA at the global level. The Distinguished Fellows are recognised primarily for their long-term past achievements, based on peer recognition of past achievements in the water sector.

7. Role and expectations of an IWA Distinguished Fellow

The appointment of a Distinguished Fellow is for life. During this time, a Distinguished Fellow will support IWA's mission and leadership in the implementation of the organisation's strategic plan.

A Distinguished Fellow would be expected to participate in the following activities as appropriate:

- a) Acknowledgement and recognition of IWA at the international level to advance the aims and reputation of IWA and the professional standing of its members and corporate partners;
- b) Represent IWA at relevant opportunities and present themselves as an IWA Distinguished Fellow;
- c) Promotion of IWA, supporting the network's growth, increasing the engagement of its members (through leading its communities), supporting the delivery of quality events, and leading content development and disseminating its thought leadership;
- d) Providing leadership in enhancing the linkage between IWA and local professional water science and management activities, and introducing more local experiences to the international communities;
- e) Make key contributions, such as taking on a mentor role or offering expertise/knowledge at IWA YWP events, editorials in IWA media, development of opinion or position papers, and chair sessions at conferences.

8. Nomination and selection process

8.1. Eligibility Criteria

- a) The Nominee is an IWA Fellow.
- b) Nominees who are recognised for their long-term outstanding contributions to the IWA will have:

- A minimum of 10 consecutive years of IWA membership;
 - Assumed senior leadership roles within IWA (e.g., Board, Strategic Council, SG Management Committee, YWP Steering Committee, etc);
 - Organised IWA professional meetings (conferences, seminars, workshops, etc).
- c) The Nominee must have made outstanding contributions to the global water sector through:
- Seniority (e.g., years of employment in public service or private business) and international recognitions;
 - Duties, roles and activities in public service, education, research, or private business;
 - Global leadership positions (these would include boards, governing assemblies, strategic councils, technical committees, etc);
 - Organisation of global professional meetings (conferences, seminars, workshops, etc);
 - For researchers: a significant scientific publication record (in particular in IWA Publishing publications);
 - For practitioners: a record of achievements (i.e., successful projects and impact);
 - Received global awards, including those from IWA.
- d) Fellows serving as members of the Steering Committee are not eligible for nomination as Distinguished Fellows during their term of service; however, they become eligible for nomination immediately upon the conclusion of their term on the Committee.
- e) To support IWA's aspirations to have a more diverse membership at all levels, a process will be initiated by the IWA Secretariat (in partnership with the Steering Committee) to proactively search for potential Distinguished Fellows candidates from underrepresented groups.

8.2. Who can nominate?

- IWA Fellows, Distinguished Fellows and IWA Secretariat (through the Executive Director or assigned representative), in a confidential process (the Nominee should not be made aware of their nomination);
- Those who serve on the Steering Committee cannot act as nominators or supporters.

8.3. Submission documents/forms

The Nominator will need to prepare:

- The IWA Distinguished Fellows Nomination Form (Annex 2.1);
- A Nomination Letter, highlighting the motivation behind nominating the Nominee for IWA Fellows and Distinguished Fellows. This Nomination Letter should build arguments for each of the eligibility criteria;
- Three Supporting Letters from IWA Members (supporters shall not be affiliated with the Nominee's institution, and each should address a minimum of three of the eligibility criteria).

8.4. Process for selection

- a) IWA Secretariat reviews basic eligibility requirements:
- IWA membership and Fellow or Distinguished Fellow status of Nominator and of all signatories to the supporting letters;
 - IWA membership, membership duration, and Fellow status of Nominee;
 - Completeness of the submission documentation.
- b) IWA Secretariat supplies details in terms of the number and composition of current Fellows & Distinguished Fellows to the Steering Committee in the year of selection. This will include data on current diversity levels/metrics, to encourage the Steering Committee to consider these issues when selecting new Distinguished Fellows.
- c) The IWA Fellows and Distinguished Fellows Steering Committee, supported by the IWA Secretariat, reviews and scores nominations based on the complete candidate package, including the Nomination Form and Letter and the three Supporting Letters. Each nomination shall be assessed by the same number of reviewers and shall receive a minimum of five independent reviews.
- d) A two-stage scoring process shall be applied to all Fellow nominations, combining objective indicators with a structured contextual assessment. This combined two-stage process is intended to recognise sustained excellence and leadership while ensuring that the Fellows community reflects the current diversity, breadth, and global character of the IWA membership.
- e) Stage 1 – Quantitative Assessment:

The first stage of assessment shall be based on clearly defined, verifiable indicators reflecting the candidate’s documented sustained and senior-level engagement with IWA and contribution to IWA objectives. Only activities formally recorded and supported by evidence shall be considered. Quantifiable indicators and scoring are as follows:

i. Contribution and Involvement in IWA (40% of final score)

Demonstrated, long-term and senior-level commitment to IWA through active and identifiable engagement beyond standard membership, with clear evidence of influence and added value to the Association. Quantifiable indicators and scoring are as follows:

- Duration of IWA membership – cumulative years:
 - 10 to 15 years: 1 point
 - 16 to 20 years: 2 points
 - 21 to 25 years: 3 points
 - More than 25 years: 4 points
- Personal contribution to IWA Specialist Groups and/or Clusters – cumulative across different Specialist Groups/Clusters, up to a maximum of 10 points; non-cumulative for multiple roles within the same SG:

- Chair, Vice-Chair, or Secretary: 3 points
- Management Committee member: 1 point
- Current or past participation in IWA governance bodies and committees – maximum of 12 points; non-cumulative per role:
 - Board member: 4 points
 - Strategic Council member: 4 points
 - Governing Member representative: 3 points
 - YWP Steering Committee member: 3 points
 - Programme Committee member of the IWA WWCE or IWA WDCE: 2 points per congress
 - Programme Committee member of an IWA-led Forum at the WWCE or WDCE (e.g. International Water Regulators Forum, Utility Leaders Forum, Emerging Water Leaders Forum): 1 point per forum
 - Leadership roles in IWA strategic programmes or initiatives (e.g., Digital Water Programme Steering Committee, Inclusive Urban Sanitation Task Force): 1 point per initiative
- Participation in IWA SG conferences – cumulative across multiple conferences, up to a maximum of 12 points:
 - Chair or Co-Chair of an IWA Conference: 4 points per conference
 - Chair or Co-Chair of an IWA Conference Organising or Programme Committee: 3 points per conference
 - Member of an IWA Conference Organising or Programme Committee: 2 points per conference
- Recipient of IWA awards: points per award, cumulative up to a maximum of 6 points

The total raw score obtained under this criterion (maximum 44 points) shall be converted to a weighted score out of 40 using the following formula:

$$\text{Weighted IWA score} = (\text{Raw IWA score} \div 44) \times 40$$

ii. Contribution to the global water sector (60% of final score)

Distinguished Fellows must be recognised for their long-term, extraordinary impact on the global water sector and shall therefore be assessed against the criteria outlined below, based on the narrative evidence provided by the Nominator and supporters in their respective letters (non-cumulative scores):

- Strong national or regional role, limited global influence: 1 point
Nominee holds a strong leadership role at national or regional level, but does not yet demonstrate clear influence on the global water agenda.
- Regional leadership with initial global engagement: 2 points

Nominee plays a leading role in shaping the regional (multi-country) water agenda and demonstrates initial efforts to bridge science, policy, and practice at global level.

- Regional leadership with demonstrated global influence: 3 points

Nominee plays a leading role at regional level and shows clear and growing influence on the global water agenda, demonstrated by at least one of the following:

- Leadership of global meetings or initiatives;
- International recognition;
- A formal global leadership position;
- Global awards;
- A significant record of globally relevant publications;
- Leadership of global projects with measurable impact.
- Sustained regional and global leadership: 4 points

Nominee plays a leading role in both regional and global water agendas, bridging science, policy, and practice globally, demonstrated by at least two of the criteria listed above.

- Outstanding and sustained global leadership: 5 points

Nominee plays a leading role in shaping the global water agenda, with exceptional and sustained impact, demonstrated by multiple elements such as global leadership roles, repeated international recognition or awards, leadership of major global initiatives, a strong record of global publications, and globally impactful projects.

The raw score obtained under this criterion (0 to 5) shall be converted to a weighted score out of 60 using the following formula:

$$\text{Weighted water sector leadership score} = (\text{Raw score} \div 5) \times 60$$

- f) To ensure consistency and fairness across reviewers, scores assigned during Stage 1 shall be normalised by the IWA Secretariat, including:
- Calibration of scoring scales across reviewers;
 - Identification of anomalous scores;
 - Adjustment to mitigate systematic reviewer bias;
 - Alignment to a common comparative scale:

$$\text{Final quantitative score} = \text{IWA score} + \text{Global water sector score}$$

The normalisation methodology shall be applied uniformly and documented.

- g) At the conclusion of the normalisation process, candidates shall be grouped into three tiers:

- Tier 1: Candidates whose scores meet or exceed the threshold for direct qualification as Distinguished Fellows without proceeding to Stage 2 assessment. The threshold shall be defined by the Steering Committee for each nomination cycle, taking into account the number of nominees and their average scores, and shall not be set below 80 out of 100.
- Tier 2: Candidates whose scores indicate strong alignment with IWA objectives and who may qualify following contextual assessment in Stage 2. The threshold shall be defined by the Steering Committee for each nomination cycle, taking into account the number of nominees and their average scores, and shall not be set below 60 out of 100.
- Tier 3: Candidates whose scores fall below the minimum threshold established for Tier 2 and who are therefore not eligible for further consideration.

h) Stage 2 – Contextual Assessment

The second stage complements the quantitative assessment by enabling the Steering Committee to validate Stage 1 results, assess future-oriented contribution, and ensure that the final cohort of new Distinguished Fellows reflects the diversity and global character of the IWA membership, in line with IWA’s vision and mission.

Only Tier 2 candidates shall be considered at this stage.

The SC shall review a consolidated scoring table prepared by the IWA Secretariat and focus on:

- Validation of Stage 1 outcomes, including confirmation that scoring and normalisation were applied correctly;
- Assessment of the Nomination and Supporting Letters, considering relevance of the arguments presented;
- Contextual balancing, where clear underrepresentation is identified, including with respect to professional background (e.g., academia versus practice), gender balance, and representation from low- and middle-income countries (LMIC).
- Documented leadership and impact outside IWA, which demonstrably support IWA objectives.

The IWA Fellows & Distinguished Fellows Steering Committee shall apply contextual and qualitative adjustment points in a transparent and proportionate manner, which may result in Tier 2 candidates being accepted as IWA Fellows.

All adjustments and decisions shall be justified, documented, and taken collectively, with outcomes recorded by the Secretariat.

- i) Based on this review, the IWA Fellows & Distinguished Fellows Steering Committee makes recommendations to the GDNC of the IWA Board on new IWA Distinguished Fellows. This will include lists of “Should become Distinguished Fellows” and “Not yet ready to become IWA Distinguished Fellows”.
- j) The GDNC reviews the document and provides approval, and then submits its recommendations to the IWA Board for consideration.

- k) IWA Board approves the list of new IWA Distinguished Fellows, reserving the right to withdraw or not approve specific nominations, and provides feedback to the IWA Fellows & Distinguished Fellows Steering Committee.

8.5. Process to inform the Nominees and Nominators

The IWA Secretariat staff will, upon the Board's endorsement, inform nominees and nominators about the outcome of the selection.

In case of rejection, the rejection will be justified with a basis for encouraging an application for becoming an IWA Distinguished Fellow in the future.

8.6. Timeline

- **Beginning in February, even years:** Call for Nominations for new IWA Distinguished Fellows
- **Mid-March, even years:** submission deadline
- **End-March, even years:** IWA Secretariat checks basic eligibility and completeness of nominations
- **End-April, even years:** Steering Committee reviews nominations; Steering Committee reviews scores and writes a recommendation paper for the GDNC
- **Quarter 2 Board meetings, even years:** recommendation analysed by the GDNC and the Board
- **July, even years:** nominees and nominators are informed of the selection

8.7. Recognition of an IWA Distinguished Fellow

IWA Distinguished Fellows will be recognised at a special ceremony at the WWCE. The IWA Distinguished Fellows will receive:

- A congratulatory letter from the IWA President;
- The IWA Distinguished Fellows Certificate;
- The IWA Distinguished Fellows pin.

In addition, IWA Distinguished Fellows will be added:

- To the IWA Fellows and Distinguished Fellows group on IWA Connect Plus;
- To the IWA Distinguished Fellows list on the website, with picture and profile.

Upon IWA's formal announcement (news release), IWA Distinguished Fellows can use this designation and are encouraged to share this designation in their CV, in their email signatures and in promotional materials.

PART THREE: Governance of Fellows and Distinguished Fellows

9. IWA Fellows governance structure

The IWA Fellows and Distinguished Fellows Steering Committee (referred to as the Steering Committee) represents the IWA Fellows and Distinguished Fellows community. It reports to the appropriate Board standing committee (Governance, Diversity and Nominations Committee – GDNC), which submits its considerations to the Board for decision and is supported by the IWA Secretariat. The activities of the Fellows and Distinguished Fellows Steering Committee shall be coordinated by two Co-Chairs together with the IWA Secretariat liaison staff.

10. Purpose and scope

The purpose of the Committee is to manage the IWA Fellows and Distinguished Fellows community in achieving its intended objectives and full potential.

11. Duties and responsibilities of the Committee

The Committee's role is to provide guidance and coordinate the IWA Fellows and Distinguished Fellows community. Its duties include, but are not limited to:

- **Support the election of IWA Fellows and Distinguished Fellows:** the Committee is responsible for the nomination process of IWA Fellows and Distinguished Fellows members and overseeing the voting for the IWA Fellows and Distinguished Fellows Committee by the IWA Fellows and Distinguished Fellows Community.
- **Update the nomination and election processes of new IWA Fellows and Distinguished Fellows:** the Committee shall advise staff concerning the solicitation for nomination for new Fellows and Distinguished Fellows, establish and periodically update, as necessary, the procedures to be followed for nomination and election. The Committee shall also collaborate with the GDNC on the composition of the Fellows and Distinguished Fellows cohort.
- **Review and selection of IWA Fellows:** based on the nominations and selection process set out in the *IWA Fellows and Distinguished Fellows Operational Procedures 2026 (version 7)*, the Committee will assess the nominations. The Committee shall make recommendations to the Board concerning the appointment of new Fellows.
- **Review and selection of IWA Distinguished Fellows:** based on the nominations and selection process, described in the *IWA Fellows and Distinguished Fellows Operational Procedures 2026 (Version 7)*, the Committee will assess the nominations of new IWA Distinguished Fellows. The Committee shall make recommendations to the Board concerning the appointment of new Distinguished Fellows.
- **Lead the IWA Fellows and Distinguished Fellows community:** the committee should provide leadership and mentorship to a trans-disciplinary community empowered to combine leading-edge scientific breakthroughs, technological developments and creative

mindsets from the laboratory with the best water management practices in the field and aimed at creating activities that will contribute to the individuals, IWA and water profession.

- **Fellow performance evaluations:** working with staff, the Committee shall establish and periodically update the procedures for establishing random performance evaluations for individual IWA Fellows during their five-year term and upon their renewal of Fellow status.
- **Report of IWA Fellows and Distinguished Fellows activities:** working with the Secretariat, the Committee shall establish and periodically update, as necessary, the procedures to be used to annually report on their activities. The Committee shall also review compliance with reporting requirements and identify individuals who are not complying with their commitments to the Association, in particular concerning the ethics of the Association.
- **Renewal of IWA Fellows status:** working with the Secretariat, the Committee shall establish and periodically update, as necessary, the procedures for evaluating IWA Fellows for renewal of their status as they approach completion of their current five-year term. Based on compliance with the established procedures and their oversight of the review process, the Committee shall make recommendations to the Board concerning the reappointment of IWA Fellows.
- **Overview and recommendations:** based on their experience with the Fellows and Distinguished Fellows community, the Committee shall make recommendations to the Board as it deems appropriate to ensure compliance with the community's objectives and to further enhance the value of the community to the Association and its members.

12. Reporting relationships and duties

The Committee shall report annually (in alternating biennial cycles) to the Board through the GDNC on the recommended appointment of new (even years) and renewed (uneven years) Fellows and Distinguished Fellows and on the status of the IWA Fellows community, and at any other times and on other topics it judges necessary or beneficial to the Association.

13. Composition of the Steering Committee and its terms

The Steering Committee consists of a minimum of seven members¹. All representatives must be IWA members and Fellows or Distinguished Fellows. The ratio of Fellows and Distinguished Fellows in the Committee should respect the rate between the total number of Fellows and the total number of Distinguished Fellows in the year of appointment.

A term shall be for four years, on a calendar basis, and cannot be renewed. Fellows may serve further terms on the Committee following a period of absence from the Committee equal to their most recent previous service.

The Committee should represent the diversity in experience, gender, type of affiliated organisation, and geography of IWA's membership. The Committee is led by two Co-Chairs representing Fellows and Distinguished Fellows, respectively. The Co-Chairs shall serve for a term of four years on a calendar basis. The Co-Chairs shall be nominated by the Committee and appointed by the Board. Should

¹ Plus the Chair of the GDNC of the IWA Board (or their nominee) and the Executive Director of IWA, both of whom shall serve as ex officio members of the Committee.

vacancies appear out of the normal nomination and appointment cycle, the Committee shall nominate candidates to fill vacated terms according to their established duration, for review and approval by the Board.

Committee members shall serve staggered terms, with 50% of them renewed every two years, so half of existing Committee members are maintained, ensuring continuity and training of new Committee members.

The Chair of the GDNC of the IWA Board or their nominee, and the Executive Director of IWA, shall serve as ex-officio members of the Committee.

14. The Nomination and election process

14.1. Criteria of eligibility

- IWA Fellow or Distinguished Fellow;
- Demonstrated leadership in one of IWA's communities in the past 5 years;
- Motivation;
- Time commitment (a willingness and ability to commit time to the role).

14.2. Who can nominate?

IWA Fellows and Distinguished Fellows can self-nominate themselves under open positions as determined by the Steering Committee (this will ensure certain constituencies and regional balance, etc).

14.3. Submission documents/forms

- Fill in the Steering Committee Nomination Form (Annex 3);
- Support letter by IWA Fellow or Distinguished Fellow.

14.4. Process for election

- a) The Steering Committee shall create a Nominations Committee, which shall ensure geographical diversity of the Committee by opening the right positions for nomination.
- b) IWA Secretariat will review basic requirements:
 - IWA membership and Fellow/Distinguished Fellow status of Nominee;
 - Completeness of the submission (form and support letter);
 - Fit with the requested constituency/geography/background/age/gender;
 - Supplement and expand the representation of the current Committee members.
- c) IWA Secretariat will issue voting to the IWA Fellows and Distinguished Fellows community.
- d) The Nominations Committee will validate the voting result with the following voting rules:

- Definitions
 - i. The proposed candidate refers to a valid proposal from an existing IWA Fellow, Distinguished Fellow or the Secretariat, for the selection of the Steering Committee;
 - ii. Eligible voters are IWA Fellows and Distinguished Fellows.
 - Voting Rules
 - i. Eligible voters will be presented with the list of proposed candidates who want to be considered for election;
 - ii. Eligible voters will decide for each open position the best candidate on their own merits;
 - iii. Abstentions are permitted during the voting process. Abstentions do not count in tallying the vote negatively or positively and are not counted towards the total number of votes cast;
 - iv. For a voting round to be considered 'valid' for a particular position, the total number of votes cast in respect of that candidate must equate to at least 20% of eligible voters. If fewer than 20% of eligible voters participate, a second voting round shall be held, without a minimum participation threshold;
 - v. The candidates who get the majority of votes will be proposed for the position on the Steering Committee.
- e) The Steering Committee will submit the list of elected candidates to the GDNC for recommendation to the Board.

Should vacancies appear out of the normal nomination and appointment cycle, the Committee shall nominate candidates to fill vacated terms according to their established duration, for review and approval by the Board.

14.5. Timeline

- **Beginning February, odd years:** Call for Nominations for Steering Committee members
- **End-March, odd years:** submission deadline
- **Mid-April, odd years:** IWA Secretariat checks basic requirements (membership and complete nominations)
- **End-April, odd years:** IWA Secretariat puts voting forward (ensure the gender/geographical/age and background diversity is created)
- **15 May, odd years:** voting by IWA Fellows and Distinguished Fellows
- **End-May, odd years:** Steering Committee writes paper with outcomes to present to the GDNC
- **Quarter 2 Board meetings, odd years:** recommendation goes to the IWA Board

15. Operating guidelines for the Committee

15.1. Subcommittees

The Steering Committee may establish subcommittees with members consisting of current IWA Fellows and Distinguished Fellows as it deems necessary/desirable to accomplish the duties listed above. The Committee has the sole authority and responsibility to establish the membership and Terms of Reference for any subcommittees it establishes.

15.2. Meetings

The Steering Committee shall intend to meet every quarter virtually and, if feasible, once per year face-to-face at IWA Congresses.

15.3. Decision making

The Steering Committee operates under the mandate of the Board. This means that formal changes to Terms of Reference, nomination and selection processes and Fellow and Distinguished Fellows designations will always need endorsement by the IWA Board.

Regarding IWA Fellow activities and plans of work that the Steering Committee wants to pursue to activate the community, a majority of votes from the Committee's members is required to progress activities.

15.4. Fellows activity planning

Each Fellow is expected to develop an IWA Fellow Activity Plan. The Plan should be in support of IWA's Vision and Mission and align with the current Strategic Plan.

The Fellows and Distinguished Fellows Steering Committee may use the Fellows Activity Plans to inspire activities for the IWA Fellows and Distinguished Fellows community to undertake.

15.5. IWA Fellows on IWA website and IWA communication platform

A general introduction to the IWA Fellows and Distinguished Fellows community is shown on the IWA's website, which is accessible to all interested water professionals. The IWA Secretariat supplies a communication platform to enable profile updates, knowledge and news sharing, as well as discussions on certain topics among Fellows and Distinguished Fellows, which can be viewed within the IWA membership.

ANNEX 1.1: Nomination Form for IWA Fellows

1. Basic information of the Nominee:

IWA Membership Number:

Total number of years of IWA membership:

Title (e.g., Dr. Prof. Ir. Mr. Ms.):

First Name:

Family Name:

Gender:

Year of Birth:

Country of Residence:

Email:

2. Employment of the Nominee

Organisation:

Position:

Address:

Country:

3. The organisation's affiliation for Nominee (choose as many answers as apply):

- a. Consultancy
- b. Government Organisation
- c. Industry
- d. NGO
- e. Regulator
- f. Research Institute
- g. Technology Suppliers
- h. University
- i. Utility
- j. Other (please specify)

4. The role of the Nominee in the organisation (choose as many answers as apply):

- a. Professor

- b. Researcher and Scientist
- c. Engineer/Technical Role
- d. Management Role
- e. Human Resources
- f. Sales and Marketing
- g. Product Development
- h. Administrative Role
- i. Policy Advisor
- j. Other (please specify)

5. Information concerning the Nominee's active participation in IWA positions, events and activities (please specify for each answer the event/activity and the date)

- Duration of IWA membership (number of years)
- Personal investment in Specialist Groups/Clusters
 - i. As Chair or Secretary
 - ii. As a Management Committee member
- Actual or past participation in IWA governance and Committees
 - i. As a member of the IWA Board of Directors
 - ii. As a member of the Strategic Council
 - iii. As Governing Member representative
 - iv. As a member of the YWP Steering Committee
 - v. As a Programme Committee member of the IWA World Water Congress and Exhibition (WWCE) and/or the IWA Water and Development Congress and Exhibition (WDCE)
 - vi. As a Programme Committee member of an IWA-led Forum at the WWCE or WDCE (e.g., International Water Regulators Forum, Utility Leaders Forum, Emerging Water Leaders Forum)
 - vii. In a leadership role in IWA strategic programmes and initiatives (e.g., Digital Water Programme Steering Committee member, Inclusive Urban Sanitation Task Force member)
- Participation in IWA Conferences
 - i. As Chair or Co-Chair of an IWA Conference
 - ii. As Chair or Co-Chair of an IWA Conference Organising or Programme Committee
 - iii. As a member of an IWA Conference Organising or Programme Committee
- Winner of IWA awards

6. Upload Self-Statement (see Annex 1.2)

7. Upload CV

8. Upload Fellows Activity Plan (see Annex 1.3)

9. Basic information of the Nominator:

IWA Membership Number:

Title (e.g., Dr. Prof. Ir. Mr. Ms.):

First Name:

Family Name:

Gender:

Year of Birth:

Country of Residence:

Email:

10. Upload Nomination Letter

11. Upload three Supporting Letters by IWA members that each address at least three eligibility criteria

ANNEX 1.2: Self-Statement

In the Self-Statement, you should indicate how you have engaged and contributed to the IWA over the past years. The information provided here should be aligned with and expand the information concerning the Nominee's active participation in IWA positions, events and activities provided in the Nomination Form (Annex 1.1).

This document should include the following statement:

I hereby confirm that I agree with being nominated as an IWA Fellow in [insert year]. I have read and agree with the roles and expectations for the IWA Fellows as per the IWA webpage, defined by the *Fellows and Distinguished Fellows Operational Procedures 2026 (version 7)*.

Your Self-Statement should not be more than two pages long: any page starting from page 3 will not be used in the selection process.

ANNEX 1.3: IWA Fellow Activity Plan (potential activities and template)

The following are intended to serve as examples of activities that an IWA Fellow would be expected to engage in during their tenure. They are grouped around the IWA Strategic Plan objectives. This list is not intended to be exhaustive, but rather serves as a starting point and reference for IWA Fellows to help articulate specific ways they intend to contribute to IWA's mission. Included at the end of this document is the template to be used (including some activity examples) in the development of the required individual IWA Fellow Activity Plans.

1. To drive an engaged and balanced membership

- Serve to achieve outreach and improve interaction between IWA and regional/country water sector organisations
- Play a bridging role between the water professionals in specific regions/countries with the rest of the IWA community, utilising cultural and language background.
- Create awareness for IWA among different types of organisations (regulators, water utilities, industry, consultancy, city, basins, etc.)
- Organise workshops or training sessions
- Support regional/country YWP chapter initiatives

2. To showcase IWA as a source for leading-edge water knowledge

- Produce top-quality publications for both scientists and policy managers. This contribution includes authoring and/or reviewing publications
- Participate in the identification of global challenges and solutions, and develop and promote innovative technologies for sustainable water management underpinned by fundamental science
- Produce and disseminate key knowledge products and opinion pieces through relevant and appropriate media and other platforms, such as writing blogs on the IWA website on topics of interests promoting leading-edge technologies and innovations
- Actively participate in the IWA Congresses and relevant IWA conferences to exchange knowledge and expertise through activities such as organising workshops, presenting leading-edge innovations or being involved in the programme or scientific committee of the conference, etc.

3. To support the creation of spaces for professionals to exchange water knowledge

- Get involved in the activities of IWA's Specialist Groups and Clusters
- Get involved in the programme/organising committees of IWA events
- Get involved in hosting IWA webinars

- Get involved as an Advisory or Steering Committee member of IWA's programmes and initiatives

4. To support IWA in bridging the gap between research and practice

- Develop feature articles to be published in IWA's flagship magazine, The Source
- Contribute to IWA's Communities of Practice

5. To support IWA's commitment to contribute to the implementation of the SDGs

- Within your Specialist Group, lead on taking the initiative on how your group is contributing to the SDGs
- Offer to write white papers about the implementation of SDGs.

6. To give back to the community (e.g., mentor, support, or provide learning sessions to younger members)

- To step up and offer services as an IWA mentor
- To provide an online learning session/sharing of your water career to inspire and teach younger members
- To provide input to the Young Water Professionals Programme

7. To fulfil your outreach role as an IWA Fellow at (IWA) events, meetings, and gatherings

- Act to provide outreach for IWA as a member of national or international groups or associations with official functions
- Participate in international forums as a keynote speaker, invited panellist, or presenter, with acknowledgement of his/her role as an IWA Fellow
- Promote IWA to water professionals and partners beyond IWA membership during events or within digital platforms
- Organise IWA information sessions or IWA member gatherings at IWA events

IWA Fellow Proposed Activity Plan

Name (Last, First): *Doe, Jane*

Email: jane.doe@gmail.com

Nominated Fellow Period: 2026 - 2031

Activity	Linkages to IWA's Strategic Objectives
<i>(e.g., Become a mentor for the IWA YWP programme)</i>	<i>(e.g., 1, 6)</i>
<i>(e.g., Publish one article in Water Research)</i>	<i>(e.g., 2, 4)</i>
<i>(e.g., Serve as the IWA member coordinator within the water utility I work for)</i>	<i>(e.g., 1,7)</i>
<i>(e.g., Organise IWA member information sessions, member meetings at IWA events)</i>	<i>(e.g., 7)</i>
<i>Add more rows to include other activities if needed</i>	

The proposed activities should be linked to IWA's Strategic Objectives of the Strategic Plan 2025-2030 AND/OR contribute to IWA's mission, raising awareness, and giving back to the water community.

Your Activity Plan should not be more than two pages long: any page starting from page 3 will not be used in the selection process.

ANNEX 2.1: Nomination Form for IWA Distinguished Fellows

1. Basic information of the Nominee:

IWA Membership Number:

Year of nomination as IWA Fellow:

Title (e.g., Dr. Prof. Ir. Mr. Ms.):

First Name:

Family Name:

Gender:

Year of Birth:

Country of Residence:

Email:

2. Employment of the Nominee

Organisation:

Position:

Address:

Country:

3. The organisation's affiliation for Nominee (choose as many answers as apply):

- Consultancy
- Government Organisation
- Industry
- NGO
- Regulator
- Research Institute
- Technology Suppliers
- University
- Utility
- Other (please specify)

4. The role of the Nominee in the organisation (choose as many answers as apply):

- Professor
- Researcher and Scientist
- Engineer/Technical Role
- Management Role
- Human Resources
- Sales and Marketing
- Product Development
- Administrative Role
- Policy Advisor
- Other (please specify)

12. Information concerning the Nominee's active participation in IWA positions, events and activities (please specify for each answer the event/activity and the date)

- Duration of IWA membership (number of years)
- Personal investment in Specialist Groups/Clusters
 - iii. As Chair or Secretary
 - iv. As a Management Committee member
- Actual or past participation in IWA governance and Committees
 - viii. As a member of the IWA Board of Directors
 - ix. As a member of the Strategic Council
 - x. As Governing Member representative
 - xi. As a member of the YWP Steering Committee
 - xii. As a Programme Committee member of the IWA World Water Congress and Exhibition (WWCE) and/or the IWA Water and Development Congress and Exhibition (WDCE)
 - xiii. As a Programme Committee member of an IWA-led Forum at the WWCE or WDCE (e.g., International Water Regulators Forum, Utility Leaders Forum, Emerging Water Leaders Forum)
 - xiv. In a leadership role in IWA strategic programmes and initiatives (e.g., Digital Water Programme Steering Committee member, Inclusive Urban Sanitation Task Force member)
- Participation in IWA Conferences
 - iv. As Chair or Co-Chair of an IWA Conference
 - v. As Chair or Co-Chair of an IWA Conference Organising or Programme Committee
 - vi. As a member of an IWA Conference Organising or Programme Committee
- Winner of IWA awards

5. Basic information of the Nominator:

IWA Membership Number:

Year of nomination as IWA Fellow or Distinguished Fellow:

Title (e.g., Dr. Prof. Ir. Mr. Ms.):

First Name:

Family Name:

Gender:

Year of Birth:

Country of Residence:

Email:

6. Upload Nomination Letter

7. Upload three Supporting Letters by IWA members that each address a minimum of three eligibility criteria

ANNEX 3.1: Nomination Form for IWA Fellows and Distinguished Fellows Steering Committee

1. Basic information of the Nominee:

IWA Membership Number:

Year of nomination as IWA Fellow or Distinguished Fellow:

Title (e.g., Dr. Prof. Ir. Mr. Ms.):

First Name:

Family Name:

Gender:

Year of Birth:

Country of Residence:

Email:

2. Employment of the Nominee

Organisation:

Position:

Address:

Country:

3. The organisation's affiliation for Nominee (choose as many answers as apply):

- Consultancy
- Government Organisation
- Industry
- NGO
- Regulator
- Research Institute
- Technology Suppliers
- University
- Utility
- Other (please specify)

4. The role of the Nominee in the organisation (choose as many answers as apply):

- Professor
- Researcher and Scientist
- Engineer/Technical Role
- Management Role
- Human Resources
- Sales and Marketing
- Product Development
- Administrative Role
- Policy Advisor
- Other (please specify)

5. Why would you be the best person for this role (maximum 300 words describing why you would be the best and how you would fulfil the role as per defined in the Terms of Reference)?

6. What motivates you to be in this role?

7. What IWA leadership communities have you been part of?

- IWA Board of Director – indicate years
- IWA Strategic Council – indicate years
- IWA Governing Member committee – indicate years and country
- Specialist Group Management Committee – indicate years
- Young Water Professionals Steering Committee – indicate years
- WWCE/WDCE programme committee – year and event's name

8. How have you otherwise engaged as an IWA member?

9. Upload one Support Letter from an IWA Member (addressing three of the eligibility criteria)