

ADVANCED  
INTERNATIONAL  
TRAINING  
PROGRAMME



ITP: 286 A

# Integrated Sustainable Coastal Development

May 4–22, 2015 in Sweden

October 5–16, 2015 in Tanzania

Closing date  
for applications:

› **Oct 1 Swe**  
**2014**

## Dear reader

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This International Training Programme is specially designed for persons qualified to participate in reform processes on different levels and who hold a position in their home organisation with a mandate to run processes of change. It offers support to strengthen, adapt and maintain capacity over time in order for your organisation to define and achieve both short and long term goals. A participant will take part of the latest development in your area of work supported by Swedish colleagues and experts; develop a network of colleagues from other countries; and get enhanced knowledge about new working methods. The training programme methodology is based on the assumption that your organisation wishes to carry out changes and is willing to invest own resources to achieve these changes.

More than half of the Earth's population is living in coastal areas and the population density here is the double compared to the global average. Coastal zones all over the world are exposed to serious challenges related to over population and to competitive use of resources and ecosystem services from activities such as agriculture, fishery, tourism, urbanisation and industry. Sensitive ecosystems and negative effects from climate change increase the importance of a sustainable development and the need for an integrated planning and management, where the needs and rights of poor people are taken into account.

Through this international training programme we aim at a long term contribution to sustainable development of these coastal areas. The programme focuses on nature conservation, integration and stakeholder participation, spatial planning as a tool for development with inclusion of women, youth and other vulnerable groups in the planning process.

Sida and NIRAS hereby invite you to nominate candidates.



Lena Ingelstam  
DIRECTOR  
SIDA

Stina Mossberg  
MANAGING DIRECTOR  
NIRAS NATURA AB

## Programme objectives

The programme is designed to fulfil two purposes – to suit the needs of the participants and their organisations; and to contribute to poverty reduction.

The long term objective of the programme is to contribute to an integrated sustainable development of coastal zones in which the needs and rights of poor people are taken into account. This shall be achieved through supporting change processes in key organisations working with planning and management of coastal zones.

At the end of the programme participating organisations shall have obtained:

- Increased understanding of the importance and benefits of an integrated sustainable coastal planning and management for socioeconomic development, with respect to environmental impact, poverty alleviation and equality, in a livelihood; security and rights perspective.
- Increased knowledge about the planning process for an integrated sustainable coastal development.

### BENEFITS

- › **Understanding of sustainable development and integrated coastal planning and management**
- › **Ability to drive organisational change processes**
- › **Shared experiences in an international network**

- Increased knowledge about experiences, methods and tools for organisational change in general and within coastal zone management in particular.
- Extended international and national networks for working with coastal development.

## Contents

The training programme has a strong focus on integration, participation, governance and planning. The following topics will be addressed:

1. The ecological, economic and social challenges of sustainable coastal development, including environmental protection, effects of climate change, poverty alleviation, human rights and urbanisation.
2. The planning process, including methods for spatial planning and international experiences from integrated coastal management.
3. Legal and administrative mechanisms and good governance for integrated coastal development.
4. Methods and tools for integration and inclusion such as stakeholder analysis, participatory approaches and strategic communication.
5. Methods and tools for analysis of the environmental and social situation on coastal areas.
6. Change process theory and tools, including organisational analysis and the role of the change agent.

### CHANGE PROCESS

To ensure an actual impact from the programme, each participant will work with a specific Change Process (CP) to strengthen their organisation's work for sustainable coastal development. The participants will analyse their situation and define a relevant change idea based on needs and opportunities in the home organisation. The change idea must be accepted,

supported and internalised in the home organisation. In a dialogue with superiors and colleagues, participants will develop a change plan where they adapt new knowledge to the specific conditions in the home organisation. Support from the immediate supervisor and cooperation with colleagues are prerequisites for a successful CP. During the self-study phases 1, 3 and 5 at least 10% of the working time should be allocated for the CP. The participant will get individual mentor support for the CP throughout the five phases of the programme. Please note that neither Sida nor NIRAS will have the means to provide any financial support to help realise the change idea.

# Programme structure

The training programme objectives and structure require a strong involvement and commitment by the participating organisations. The training programme is 14 months long divided into five compulsory phases. Most of the work is carried out from home with distance mentor support, but phase 2 and 4 are full time scheduled courses where all participants meet together with mentors and other resource persons. The Change Process (CP) will take place throughout all phases.

## *Phase 1 – Inception (3 months)*

Each participant is assigned a mentor and prepares for the CP by establishing a support group within the home organisation. A thorough mapping of the home organisation, and its role in relation to coastal development, shall be carried out and a poster prepared for Phase 2. A national start up workshop will be held in each country in March 2015.

## *Phase 2 – Course in Sweden (3 weeks)*

Participants engage in an intensive programme of lectures, study visits, exercises, and skills development, covering various topics of the training programme. All participants are expected to share their own expertise and experiences with their peers. The CPs will evolve with the support of mentors' coaching, peer reviews, and individual work.

## *Phase 3 – Planning for Change (3 months)*

The participant arranges a workshop for the support group, immediate supervisor, colleagues and other stakeholders to share the obtained knowledge and insights and to present and gain support for their change idea. The participant develops a plan for the realisation of the change idea. Mentors provide on-line coaching.

## *Phase 4 – Course in Tanzania (2 weeks)*

Participants will exchange experiences of their CP this far and further elaborate on plans for realisation, with continued support by their mentors. Additional theory and exercises will be provided, as well as case studies from the local context and developing countries.

## *Phase 5 – Realisation (7 months)*

The participant works independently to realise the change idea according to the defined plan. Further mentor support is provided through internet. By the end of this phase the participants will arrange national seminars to present the change processes and their results. When the mentor has approved the final report the participant will receive a Training Certificate.

## **TEACHING**

The training includes a diversity of tools and methods adapted for adult learning of complex subject matters. Throughout the programme the participants are expected to be active, to contribute with their specific expertise and experience, and to take responsibility for their own as well as for their organisation's learning. The scheduled courses include discussions, group work, role play as well as traditional lectures, seminars and study visits. The participants' work with the Change Process will be continuously supported by individual mentors through physical meetings and Internet based communication. The number of participants is limited to 25-30 in order to ensure a close working relationship between participants, lecturers and mentors.

## **MANAGEMENT AND STAFF**

The programme is organised jointly by NIRAS and the School of Global Studies at the University of Gothenburg, and in close collaboration with the Western Indian Ocean Marine Science Association, WIOMSA. The team of lecturers and mentors include Swedish and international experts with extensive experience in their respective fields.

## **TIMETABLE**

### **WHERE:**

The course in Sweden will be held in Gothenburg and Stockholm. The regional course will be held in Zanzibar, Tanzania.

### **WHEN:**

In Sweden: May 4–22, 2015  
In Tanzania: October 5–16, 2015

### **DURATION:**

The total duration of the programme is approximately 14 months, March 2015–April 2016

## Admission requirements

### INVITED COUNTRIES

The following countries are invited to nominate candidates: Tanzania, Bangladesh, Cambodia, Kenya, Liberia, Mozambique, Myanmar and Vietnam.

However, the programme is also open for applicants from other countries with potential and commitment for an integrated sustainable coastal development.

### TARGET GROUP

Only candidates nominated by the appropriate organisation and in accordance with national rules will be considered. The programme targets organisations with a clear role in coastal planning and management. These can be central institutions, local authorities, private companies or NGOs and relevant sectors include, but are not limited to, spatial planning, natural resources management, tourism, fishing, and infrastructure. The organisation should be aware of the need for integration and sustainable development in coastal areas and be committed to change and to invest own resources to achieve this.

Applicants to the programme should:

- have capacity and interest for driving coastal development;
- be key persons with ability and power to initiate and drive change processes;
- have high proficiency in English; and
- hold a relevant academic degree.

Selection is made by the organisers based partly on the organisation's commitment and potential impact, partly on the candidate's potential and capacity to drive a successful change process. Since we strive to obtain a gender balance we especially encourage women to apply.

### LANGUAGE REQUIREMENTS

The training programme will be conducted in English. Candidates from countries where English is not an official language should do a language test with an official body in the home country, unless other documentation to support the candidate's ability in English can be provided. Proficiency in English shall be certified on the application form.

### HEALTH REQUIREMENTS

Since the training programme consists of international travels and work away from home in a new environment, good health and full working capacity is conditioned. It is therefore recommended that candidates undergo a medical examination before filling in the Medical Statement in the application form.

### OTHER REQUIREMENTS

Participants accepted to the programme will be obliged to participate in all phases of the programme. Substitutes will not be accepted for any phase.

As computers and e-mail will be used continuously in the programme, good computer skills, an individual e-mail address and regular reliable access to Internet is a requirement.

Due to the character of the programme, family members are not allowed to accompany participants to the scheduled courses.

### COSTS

Participants are required to find funding for personal expenses and their own travel arrangements to the programme venue in Sweden as well as for visa fees and any local airport taxes, departure fees and domestic travels in their own country.

All other costs such as programme fee, board & lodging and air fare to the scheduled course in phase 4 will be covered by Sida.

For participants from the invited African countries, see above, Sida will also cover the international air ticket to Sweden (excluding personal expenses, visa fees or any local airport taxes and departure fees).

## APPLICATION PROCESS

Application should be written on the special form attached and include a recent photograph. When necessary, the application should be approved by the official nominating authority in your country. The original should be submitted to the nearest Swedish Embassy/ Consulate. If there is no Swedish Embassy/Consulate in your country, the application should be submitted directly to the Program Secretariat. Please also send a soft copy by e-mail to [itp@niras.se](mailto:itp@niras.se). Applications submitted after closing date will not be considered.

### SELECTION PROCESS

All qualified applicants will be evaluated and a shortlist of candidates will be notified by e-mail no later than December

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2014. To optimize the potential impact of the programme a critical mass of participants from the same country is desirable. A limited number of countries may therefore be selected based on the applications. Once notified, the candidate must promptly confirm interest and thereafter the programme organisers will interview the candidates by phone/Skype. A final selection of 25-30 participants will be made based on the requirements stated above.

The Swedish International Development Cooperation Agency (Sida) offers, as part of its bilateral development assistance, capacity development activities in areas of strategic importance to the social, environmental and economic development in the participating countries. The purpose of the Advanced International Training Programmes is to provide resources and develop knowledge, skills and expertise to organisations with strong legitimacy in relation to target groups, democracy practices etc. in areas given priority in Swedish development cooperation, are based on identified priorities and needs and in which Swedish expertise is in demand.

### ORGANIZER



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NIRAS Natura AB is an international consulting firm in the field of sustainable development, with focus on environment and natural resources management, including agriculture, forestry, land administration and water. NIRAS is one of the largest Nordic providers of technical assistance and project management services for development programmes all over the world. NIRAS offers many different and customized training programmes – at present also on Education for Sustainable Development and Strategic Environmental Assessment.

### PARTNERS



UNIVERSITY OF GOTHENBURG  
SCHOOL OF GLOBAL STUDIES

The School of Global Studies at the University of Gothenburg provides a multidisciplinary environment for research and education in the field of globalisation and global issues within and across the fields of Human Ecology, Human Rights, Regional Studies (African Studies, Asian Studies, Latin American Studies, Middle East Studies), Peace and Development Research, Social Anthropology and Global Gender Studies. The University of Gothenburg is one of the biggest and most popular universities in northern Europe with a strong research profile in areas such as marine ecology, sustainable urban development, globalization and democracy.



The Western Indian Ocean Marine Science Association (WIOMSA), based in Zanzibar, Tanzania, was established as a regional professional, non-profit, membership organisation, in 1993. It is dedicated to promoting the educational, scientific and technological development of all aspects of marine sciences throughout the Western Indian Ocean region, with a view toward sustaining the use and conservation of its marine resources. Over the years, WIOMSA has been in the forefront in building technical and managerial capacity and professionalism of experts and practitioners to enable them to develop, disseminate and implement effective coastal governance practice.

### SWEDISH INTERNATIONAL DEVELOPMENT COOPERATION AGENCY

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