

Call for Young Professionals

Join the ICOLD Dams & Sustainability Working Group

The **ICOLD Young Professionals Forum (YPF)** and **Dams & Sustainability (D&S) Group** are inviting motivated Young Professionals (YPs) to contribute to the **Dams & Sustainability (D&S) Group** through participation in three strategic initiatives described below.

This is a unique opportunity to collaborate internationally and contribute to cutting-edge workstreams shaping the future of sustainable dam development.

Up to two YP will be selected for each position.

Available Roles

We are currently inviting applications for the following roles:

1. Candidates to Join Working Group A – Sustainability Standards and Gap Analysis

- a. Identifying methodological gaps
- b. Exploring cooperation between Hydropower Sustainability Alliance (HSA) and ICOLD
- c. Coordinating with ICOLD Technical Committees (TCs)
- d. Proposing future joint workstreams

Candidate profile: Experience in sustainability and familiarity with the Hydropower Sustainability Standard (HSS).

2. Candidates to Join Working Group B – GHG Emissions and Webinar #3

- a. Support and follow-up of the outcomes of ICOLD Webinar #3 on GHG (November 2025)
- b. Develop emission factor databases
- c. Propose LCA-based comparison methodologies
- d. Include emissions from materials, construction, maintenance, and reservoirs

Candidate profile: Expertise in life cycle assessment (LCA) and GHG accounting.

3. Candidates to Assist in ICOLD D&S Documentation Centre

- a. Track and curate relevant publications, reports, and tools
- b. Collaborate with TCs to maintain updated content on the ICOLD website
- c. Organize and manage the documentation structure

Candidate profile: Broad understanding of sustainability topics; skills in information sourcing and documentation management.

How to Apply

This is a valuable opportunity to gain international exposure, be mentored by the experts in the field of dams and sustainability, collaborate with experts, and contribute meaningfully to the future of sustainable dam engineering. If you are an ICOLD YP interested in any of these roles, please submit:

- A short **statement of interest** (max 250 words) to join Working groups A, B, or C
- Your **CV (1–2 pages)** highlighting relevant experience
- Support/ endorsement from your national committee
- Contact information
- **Deadline:** 30 October, 2025
- **Send your application to:** dams.sustainability@icold-cigb.org

Selection Process

- A selection committee comprising representatives of the D&S Working Group and the YPF Board will review applications.
- The best candidates will be invited to brief online interview to assess motivation, relevant experience, and fit for the working group.
- Only up to two Young Professionals per position will be selected.

Review Board for the applications:

From ICOLD YPF: Lara Gehrmann, Mateja Klun, and Yang Guang

From the ICOLD D&S Coordination Group: Kimberly Lyon, Marco Conrad, Francisco Ortega, and Steven Usher

Long Description of open positions

1. Candidates to Join Working Group A – Sustainability Standards and Gap Analysis

YPs are needed to join this WG which will build on the experience gained in the implementation of the Hydropower Sustainability Standard (HSS) of the Hydropower Sustainability Alliance (HSA). A key task will be to investigate areas of cooperation between the HSA and ICOLD, where ICOLD could fill existing gaps in the current methodology. ICOLD could provide knowledge and techniques for the assessment of specific issues. This involves first identifying issues, coordinating with specific TCs and proposing future working pathways.

WG-A is coordinated by Kimberly LYON, who is a member of the ICOLD TC-T and serves at the World Bank and HSA.

Candidate profile: The profile of YP candidates for this position should include members who are actively involved in topics related to sustainability issues and who are familiar with the HSS.

2. Candidates to Join Working Group B – GHG Emissions and follow-up of the outcomes of ICOLD Webinar #3 on GHG

YPs are needed to join this WG that will address the assessment of GHG emissions during the lifetime of dams and reservoirs. Building on the work currently being developed by TC-D (concrete dams), this WG should extend to all relevant ICOLD TCs the exercise of accounting for life cycle GHG emissions and provide a database of Emission Factors (EF) of typical resources used in the construction, maintenance and upgrading of dams and appurtenant structures. The aim is to propose methodologies that can be used to compare different types of dams in the early stages of planning new projects covering the main sources of GHG emissions that will be identified for each type of dam throughout its lifetime. Greenhouse gas emissions from reservoirs will be addressed in this working group as well, taking into account proposals from other external organisations. In this regard, the forthcoming webinar #3 on greenhouse gas emissions, scheduled for the end of November this year, will facilitate coordination between ICOLD and others.

WG-B is coordinated by Marco Conrad, who is Chair of the ICOLD TC-D and works for AFRY (Switzerland) in the design, supervision and maintenance of Hydropower Projects.

Candidate profile:

Candidates interested in joining this working group should have experience in LCA and in particular, in GHG emissions accounting methodologies.

3. Candidates to Assist in ICOLD D&S Documentation Centre

Tracking the latest developments reported online and in other potential sources of relevant documents and publications linking dams and sustainability issues is key to keeping the WGs up to date with the state of the art of useful information that is continuously being generated. YPs are encouraged to collaborate in searching, filtering and structuring this documentation

and in maintaining and updating a shared space that has been created on the ICOLD website with access to group members. In this respect, close liaison is required between those responsible for the documentation centre and the TCs.

WG-C is coordinated by Steven Usher, a member of ICOLD TC-D. He works for Aqua-Media International (UK) as Deputy Editor and ESG Manager of The International Journal on Hydropower and Dams.

Candidate profile: Candidates wishing to join this group should have a general knowledge of the different areas of sustainability and LCA. They should have proven skills in documentation management and information sourcing.



**ICOLD
Dams & Sustainability**

Short description of the D&S initiative

ICOLD launched the Dams and Sustainability (D&S) initiative in 2023, bringing together the efforts of several technical committees (TCs) under the leadership of the TC-T, which addresses the challenges for the 21st century. The D&S initiative aims, first and foremost, to raise awareness among dam professionals of the need to improve the sustainability and life cycle thinking of existing and new dams, so that our sector can align with international best practice in sustainability. The initial objectives of the D&S initiative are to:

- Coordinate ICOLD TCs on Sustainability issues associated with dams and reservoirs,
- Develop accounting methodologies to compare different options (Environmental, Social and Economic aspects),
- Obtain inputs from other agencies developing sustainability approaches, and then discuss with them our findings and results, and
- Provide ICOLD with outcomes that will help ICOLD to demonstrate its commitment to Sustainability.

The D&S group is structured in a coordination group (CG) composed of more than 30 chairs and members of various ICOLD TCs. At the last D&S CG meeting in Chengdu (May 2025) it was agreed to set up working groups (WGs) to develop certain tasks that were identified during that meeting. Prior to that, a series of webinars was initiated with a first one in May 2024 introducing the initiative and the basic principles of sustainability. A second webinar on life cycle sustainability assessment (LCSA) of dams and reservoirs took place in May 2025. In November 2025, the next one is scheduled to address GHG emissions. There are currently plans for future webinars in 2026 where other environmental and social aspects of dams and reservoirs will be presented and discussed.

Francisco Ortega leads the ICOLD D&S. He is a member of the TC-P and co-opted member of the TC-D and TC-T. You may contact us at dams.sustainability@icold-cigb.com.