

Qualifications of a Successful Candidate

The attributes that determine success of a Professional Fellow in the program are linked with a candidate's soft skills (approach) rather than their hard skills (technical expertise). To help identify the qualities of a successful candidate it useful to revisit the goal of the Professional Fellowship program:

The goals of the program are threefold;

1. To create change in Canada when the PF returns,
2. To create change overseas with our partners through having direct impact
3. To build great knowledgeable leaders for human development

Based on these objectives we are looking for candidates that will be able to return to their chapter to act as leaders, who will be champions for EWB's mission, and also have skills such as humility, adaptability, and cultural tolerance that will make them valuable assets to EWB's partners. We are looking for candidates who have such assets as being independently motivated, socially and emotionally mature, flexible and able to persevere through all challenges. They also need to be devoted to creating positive change both overseas and back at the chapter.

Candidates who believe they will be able to apply their specific hard skills (IT, structures, programming, water treatment, etc) that they have learned in school or on a previous work placement in four months will be disappointed unless their expectations are managed. Those specific skills are just one tool within the very large tool box required by a development worker; this Fellowship is meant to introduce members to that skill set.

Mandatory Requirements

While volunteers should be selected primarily on their ability to achieve these goals there are also a number of minimum requirements that must also be met to be eligible to participate in the Professional Fellowship program.

To be considered for a placement the candidate must meet the following requirements:

- **The candidate must be a Canadian citizen or permanent resident.**

The irony of the requirement for Canadian citizenship or permanent residency status does not elude us here at the National Office of Engineers "Without" Borders! However there are a few reasons for this requirement the most significant of which is that the cost of international travel insurance for someone who does not have provincial health coverage can more than double the cost of the Fellowship. Furthermore EWB does not have the capacity to establish relationships with other consulates and governments to ensure the proper support of our Professional Fellows should they require diplomatic assistance while abroad.

- **The candidate must be a member of the chapter who will be returning to the city and is willing to assume a formal or informal leadership role in the chapter in the following year.**

As one of the goals of the Professional Fellowship program is to build champions within the organization and build institutional knowledge in our chapters on development it is critical that Fellows not only return to their chapters the following year but are prepared to play a leadership role either on the chapter executive or by being an active general member who leads by example.

- **The candidate must be available to volunteer for the entire period of the placement (Approximately Aug 1 to Dec 20).**

Pre-departure learning takes place in the first week of May and participation is mandatory for all Professional Fellows. To be eligible the Fellow must be available for the entire duration of the overseas assignment as four months is the minimum time required to be effective.

Recommended Qualities

Unfortunately technical skills learned in Canadian engineering schools are very rarely transferable to a project in a developing community overseas.

Though consultations with recruitment experts in the field of development and through EWB's own experience it has been shown that a development worker's soft skills are more important than their technical skills.

EWB's pre-departure training and chapter education modules are meant to enable Professional Fellow's to develop the approach they require to be successful. Ideally candidates should start by having attended all education modules offered by their chapter.

The candidate should also demonstrate an understanding of Engineers Without Borders' mission and charter.

Qualities of a Professional Fellow

- Great interpersonal skills
 - Self aware
 - Able to influence and empower others
- Problem solving/analytical skills
- Great attitude
 - Committed to excellence
 - Entrepreneurial
 - Adaptable
 - Humble
 - Resilient
 - Committed to development