



# OFFICER DEVELOPMENT PROGRAM 2023

JUNE 12<sup>th</sup> – JUNE 16<sup>th</sup>

Facilitated by The Netherlands Institute for Public Safety (NIPV)







FEU aims to promote and facilitate sharing of knowledge, exchange of best practices and collaboration between fire services within Europe.

We are offering an exciting and innovative development program called the Officer Development Program (ODP). The program has been designed to help connect and support European fire services with their strategic focus, leadership, and organizational development. Now and in the future.

### SECOND EDITION

The second edition of ODP is being organized, facilitated, and hosted by the Netherlands Institute for Public Safety (NIPV). The participants will have the opportunity to gain insight into strategic topics that are relevant to the fire services.

Using a variety of learning methods, a group of 18 to 24 participants will further develop their leadership skills whilst working on strategic assignments with their European colleagues. They will acquire knowledge and ideas they can use in their place of work.

As a group they are going to work together on results which will benefit each individual member country and the European fire services collectively. Participants will get to know each other at a personal and professional level and create a firm foundation for future collaboration.



### WHO CAN PARTICIPATE?

The program is aimed at European employees within the European Fire and Rescue Services who:

- Have a minimum of 5 years' strategic work experience, which means they are responsible for decision-making at that level within their organizations;
- Have attained a bachelor's or master's degree from an accredited institution for higher education;
- Can demonstrate proficiency in English (minimum B2 level ) during the selection interviews;
- Are motivated to learn and work with their European colleagues, focussing on strategic topics.

### PLEASE NOTE

We encourage everyone, regardless of age, gender, religion, sexual orientation, ethnic background, etc. to participate. Entry is also possible for participants without a formal degree, if they have the required work experience at the strategic level. Additional work or project experience at a regional, national, or international level is a plus.



There is great potential in the joint focus on developing leadership among the European Fire and Rescue Services. One of the main goals of the FEU is to contribute to developing the leadership capability of the principal officers in Europe with focus on strategic issues. Join the pan-European community and by sharing, inspiring and improving we will all face the future challenges even better – and together.

**Stephan Wevers, President FEU**



## WHAT IS ON THE ODP AGENDA?

The programme content takes shape following two main themes that have been inspired by FEU meeting outcomes and international developments. These themes are:

### I. Future-proofing the fire services

Sustainability is an important global theme which affects every organization, every industry, every individual, and all of humanity. It is a broad theme, which becomes apparent looking at the sustainability goals the United Nations have set.

After learning about these goals, and which ones are most relevant to the fire services at this moment, participants will challenge themselves and each other and develop strategic objectives and ideas aimed at future-proofing the fire services.

### II. Fire services working together within the European (legislative) context

Using the participants' combined experiences the European legislative context will be explored. Participants will learn how the European legislative process works, share experiences and practical solutions. They will gain insight into differences between how fire services operate in each country and each other's cultural background and strengths.

Everyone's eyes will be on the future as well. Topics of conversation and learning will be how the fire services within Europe can become more involved with the European agenda in general, and what can be done to make the voice of the fire services heard when that is needed or beneficial.



Please look at the website  
**[sdgs.un.org/goals](https://sdgs.un.org/goals)**  
 to learn about the UN sustainability goals

## PROGRAM SCHEDULE AND APPROACH

The program consists of an interview, two online meetings and an extensive program on location. During the interview the motivation and background are discussed and participants can share expectations and ask questions about the ODP Program.

An introductory half day online meeting will be the kick-off for the program. A few weeks later the program on location takes place. This will last 5 full days including some evenings. ODP ends with a final half day online meeting a while after the participants have returned to work. Participants can expect interactive and inspirational masterclasses and tuition by international experts from within and outside the fire services, group assignments and presentations, creative thinking meetings, peercoaching, and much more. In addition to working hard and achieving results together, there will be time to reflect and relax.





## PLANNING AND COSTS

Intake interviews with the training organization are scheduled to happen in March and April 2023. The program on location will take place in Arnhem The Netherlands from Monday 12th of June through to Friday 16th June 2023. You travel to The Netherlands on Sunday 11th June 2023. The half day online meetings (introductory and concluding) will be scheduled later.

The program costs are €3.500,- per participant. This includes all program activities, online and on location, in The Netherlands. Travel expenses to and back from the venue in Arnhem, The Netherlands, hotel accommodation and personal expenses are not included. Payment details will be supplied in due course.

## APPLICATION AND REGISTRATION PROCESS

Selection interviews in English will be held before March 2023. Based on the number of applicants and the outcome of the selection interviews it will be decided which European employees will attend this edition of the ODP Program. They will be formally registered and receive an invoice from NIPV. If there are more suitable applicants than there are spaces, a waiting list will be created.

## FURTHER INFORMATION

Are you a potential participant and do you require further information at this stage? We would like to ask you to contact your FEU country representative. If they can't answer your query, they will contact the ODP organization on your behalf. If you are interested to participate, your application will go via your FEU country representative as well.

***Sign up at [www.f-e-u.org](http://www.f-e-u.org)***

## TESTIMONIALS FROM CLASS OF 2022



“

The most important thing for me is being able to create new relationships with colleagues. Where discussions help with the learning and what you learn in those lessons. I have really learned and enjoyed time spent with colleagues from across Europe.”

**Simon Hardiman, Great Britain**



“

I joined the ODP program because i would really love to learn more about sustainability. It is an unique experience to meet different people from different countries. To learn about differences but also the same challenges we deal with”.

**Lissy Ouwehand, The Netherlands**







## PLEASE CONTACT



**Jakob Vedsted Andersen**

Board member FEU

Program leader Leadership /  
Officer Development Program  
*Delegate Denmark*

**E-mail:**

[jakob.vedsted@f-e-u.org](mailto:jakob.vedsted@f-e-u.org)

### FEU DELEGATES

