Hydraulic Engineering - Staff Meeting

16-04-2025

TUDelft

1. 11:00 | Walk-in

2. 11:05 | Faculty and department developments

3. 11:30 | Work session: Strengthening our entrepreneurial mindset and project delivery capabilities

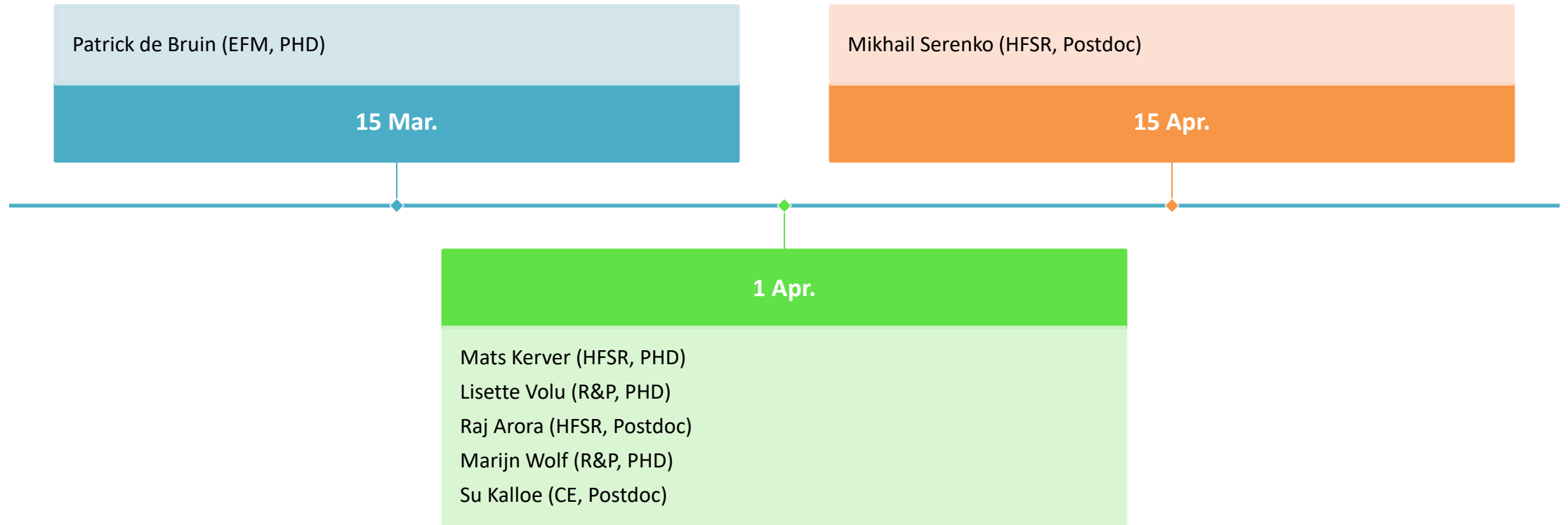4. 12: 30 | End of meeting

Agenda

HE highlights

- *Strategic flood and water management in Thessaly (Greece)*
- *Ports of Brasil*
- *An academic witness to a Royal State visit: a scientist at the King's speech*

General updates

- Strategy sessions faculty
- Travel declarations
- Strategic collaboration Haskoning
- Preparation restoration first floor
- You are most welcome to come to the faculty!!!

fd.   Mijn nieuws   Net binnen   Beurs ⌄   Krant   Podcasts   FD Persoonlijk   Boeken

Adviesbureau Royal HaskoningDHV stort deel van winst in eigen klimaatfonds

Renol Vestergaard

In het kort

- Royal HaskoningDHV stort jaarlijks 12,5% van de nettowinst in een onafhankelijk fonds voor klimaatonderzoek.

- Het bedrijf praat met de TU Delft over een partnerschap en hoopt talent aan te trekken met het fonds.

Recap of some recent HE guidelines / decisions

- PhD defence expenses
- All expenses on first money stream
- Project effect guidelines, aim for "120% in column 2"
- Project procedure
- Working abroad (>30 days)

All relevant info can be found on the staff page: HE Department info webpage — Template

Education Update

- Positive advice of HE MT to make some revisions to the HE Master
- New director of studies MSc Civil Engineering: Dr. M. (Marko) Pavlovic

HR & HSE

Vacancies:

- Vacancy OE (lecturer / researcher)
- Lab manager (0.5 fte)
- PHD position: PhD Position Modeling of Wind-Wave-Structure Interactions of Floating Solar Platforms (Oriol)

Social safety

- Workshop Social Safety for PhD's -> follow up
- Workshop -> Active Bystander for Staff

HSE:

- HSE stronger embedded in HE
- In case of emergencies......

Active Bystander Workshop

What the Active Bystander Workshop offers
- Practical tips for staying calm and thinking clearly in tricky situations
- An introduction to the '4Ds' – a simple framework to help decide how to respond
- Tools to help you feel more prepared to step in when something doesn't feel right
- Communication strategies, including body language, to handle tough conversations confidently
- Focus on staying respectful, professional, and clear when speaking up
- Designed to support a more inclusive and respectful workplace
- https://www.activebystander.co.uk/

March 28, internal strategy session

Strengths of HE

- Strengths of HE: reputation, relevance, connection between fundamentals and applications, connections to field and societal challenges etc.

Challenges identified:

- Mission and vision are not specific and appealing;
- Alignment of themes – sections - mission
- Education: Some disbalance in staff between HOS (shortage) and HE oriented sections for education
  - However, other departments show a much larger disbalance than the HOS and HE tracks
- Differences between project portfolio between sections
- Coherence and trust can be improved

Faculty strategy process

- Faculty is having a third strategy session (April 17) to define priority and strategic fields for the faculty

- Message:

  - HE is central to CEG "understand – intervene – improve"

  - HE has significant potential to increase income

  - HE can better connect fundamentals to applications

  - HE's aim and mission need to be updated and improved

  - We are developing a "tiered strategy" to reduce costs

    - Cost reduction

    - Retirements
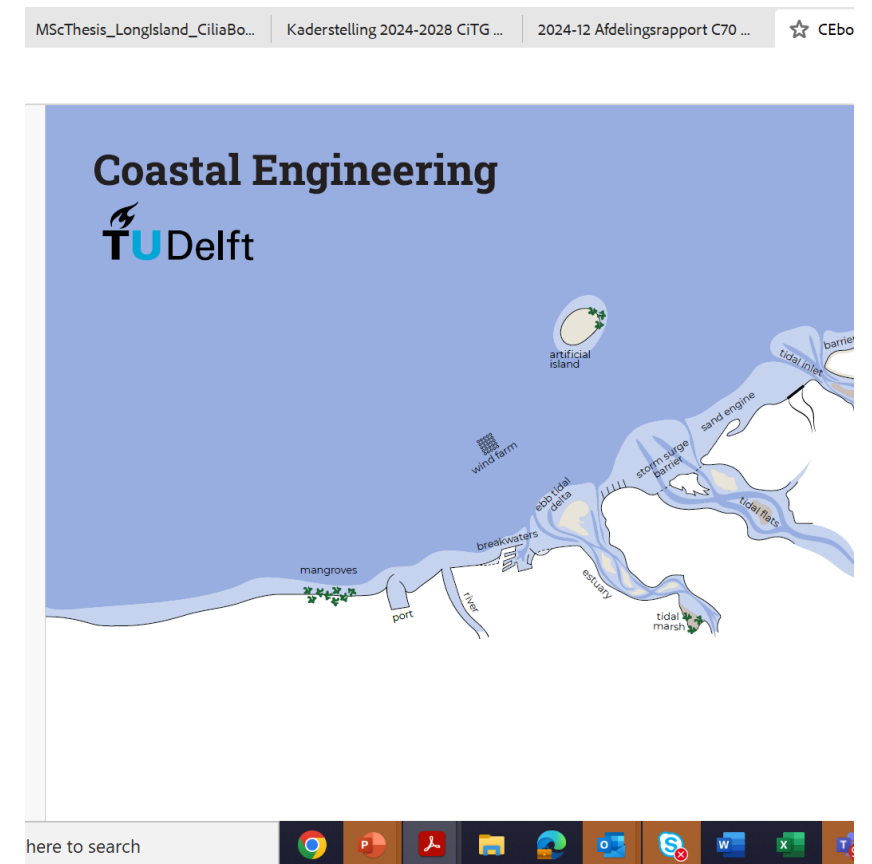
Work session

Strengthening our entrepreneurial and project delivery capabilities

Background

- Current situation and faculty strategy: Need to a) reduce costs; b) improve project effects and results
- HE has some challenges in;
  - Project result and performance (<mark>Last year's result: 4kE; and current results</mark>)
  - Project portfolio could be more balanced
- Yet, many good opportunities
  - We have a strong network and reputation
  - Are active in fields that are in high demand (e.g. off shore energy and climate adaptation)
  - We have a good mix of staff (expertise, role, interests) and networks
  - We already see promising signs of "more project (effect) oriented working"
- Key performance indicators
  - Staff time booked on projects
  - Project effect
  - Project volume + types of projects

If all 50 staff members bring 20kE of project effect, the result for HE will be plus 1 million!!!!

HE - Dekkings % vaste staf (HL, UHD, UD)
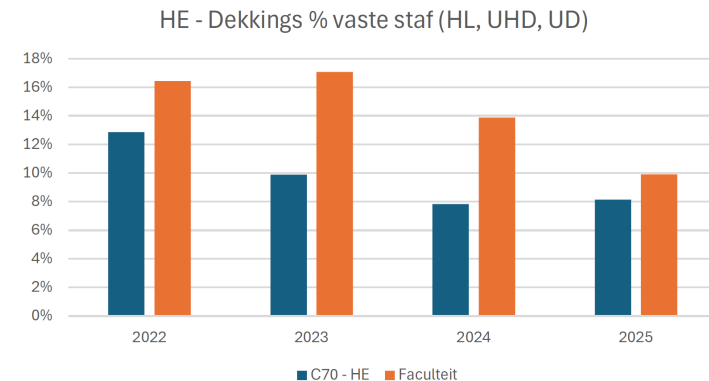
Strengthening our entrepreneurial and project delivery skills and abilities

- External: strengthen network, skills, and mindset

- Internal: Improve data, support and procedures

- Collaboration: possibilities to help each other!

Key roles in a scientific project

Business developer:

Identifies opportunities for societal/market impact

Builds partnerships & funding links

Connects research with external stakeholders

Project manager:

Coordinates tasks, timelines, and deliverables

Ensures smooth collaboration and reporting

Manages project planning and risks

Expert / advisor:

Provides deep scientific or technical expertise

Advises on quality, direction, and content

Knowledge dissemination lead:

Translates findings for broader audiences

Supports outreach, policy, or education efforts

Ensures visibility and impact of results

Can we strengthen each other?

Work session questions for today

1. Boosting project effect
   a) What concrete ideas can we implement to increase income from our projects?
      (*Think about acquiring more projects, improving time coverage, increasing funding per project, or expanding impact-driven activities.*)
   b) And what would you need to make that possible? (*Think: tools, support, training, structural changes?*)

2. Launching smart internal or external initiatives
   a) What initiatives could help us to work better internally?
   b) And promote our services externally?
      (*E.g., knowledge sharing, visibility, partnerships*)
   c) And what would you need to make them work?

3. Cutting costs (optional if we have time)
   a) Where could we reduce costs in a smart way—without losing quality or impact?

Interactive session setup

<u>Group composition:</u>
- Make a mix of groups from different sections
- "Different types of people"

<u>Assigment:</u>
- Write down 2–3 key ideas per topic
- Identify what is needed to implement those ideas
- Prepare to briefly share their most promising idea at the end

<u>Time schedule</u>:
- 11:30- introduction
- 11:35- 11:45 Topic 1: Increasing project income
- 11:45 – 11:55 Topic 2: internal/external initiatives
- 11:55 – 12:00 Topic 3: Cutting costs wisely (if time allows)
- 12:00 – 12:05 Get some lunch
- 12:05–12:30 – Plenary feedback & wrap-up

Plenary feedback outcome:Boosting project effect

Key ideas emerging:

- **Smarter project planning:** Systematically book hours of permanent staff and lab technicians on eligible projects. Maintain a clear overview of funding opportunities.

- **New income streams:** Offer expert consultancy, TRL upgrades, MSc supervision, and training. Explore opportunities to monetise tools, software, and patents.

- **External partnerships:** Seek co-funding (e.g. from RWS or industry) and align better with NWO financial models.

- **Professional education:** Develop international courses, short programmes, and workshops as a structural offering.

What we need:

- Legal and IP support to valorise output.

- Improved administrative processes for invoicing and time registration.

- Structural support for third-stream initiatives (tools, training, pricing).

Plenary feedback outcome:Launching smart internal or external initiatives

Key ideas emerging:

- **Greater visibility:** Promote expertise on the website, share tools externally, and increase social media presence.

- **Training & outreach:** Offer short courses and summer schools (on-site and online). Allow external participants to join selected internal courses.

- **Collaboration & alumni engagement:** Partner with consultancies for tenders, and engage alumni through donation opportunities.

What we need:

- Clear risk and legal framework for external advice and consulting.

- Transparent internal project acquisition procedures.

- Support for balancing core tasks and external work (hour tracking, flexibility).

Good examples

Project effect / income	Project coverage, staff time booked on projects
• Use "good rates" • Aim for the right calls (e.g. EU, RVO, other) • Perform smaller assignments • Ask for fees when invited for working groups / expert panels • Or even compensation for travel costs	• Use internal grants to book time • Project management of NWO, performed by colleague • Include / write senior staff time in project proposals • Do more work ourselves • Include lab staff / technician time