

Hydraulic Engineering - Staff Meeting

22-05-2025



1. 10:00 | Walk-in
2. 10:05 | Faculty and department developments
3. 10:45 | Theme: Workload and leave balance
4. 11:15 | End of meeting

Agenda



HE Highlights

- Farewell party Robert Lanzafame in PSOR
- Van Leeuwenhoeklezing by Bas Jonkman
- A new Horizon Europe (RIA) Project, TU Delft is the coordinator led by George Lavidas & Alessandro Antonini: EU-INTERCHANGE (European Regional and Coastal Seas in a Rapid Changing Climate)





HE Highlights

- First run of OE44190 Offshore Research Project with experiments in the HE lab.
- The NWO WadSED project, with Roy van Weerdenburg and Marte Wassink, was highlighted on the front cover of NRC's science section. <https://www.nrc.nl/nieuws/2025/04/24/eindeloos-in-gevecht-met-modder-om-de-vaargeul-naar-ameland-open-te-houden-a4890476>

REPORTAGE

Eindeloos in gevecht met modder om de vaargeul naar Ameland open te houden



HE highlights: Excursion HE/HOS

- The mudflat/salt marsh at Zuidgors on the Westerschelde
- The beach next to the Oosterscheldekering:

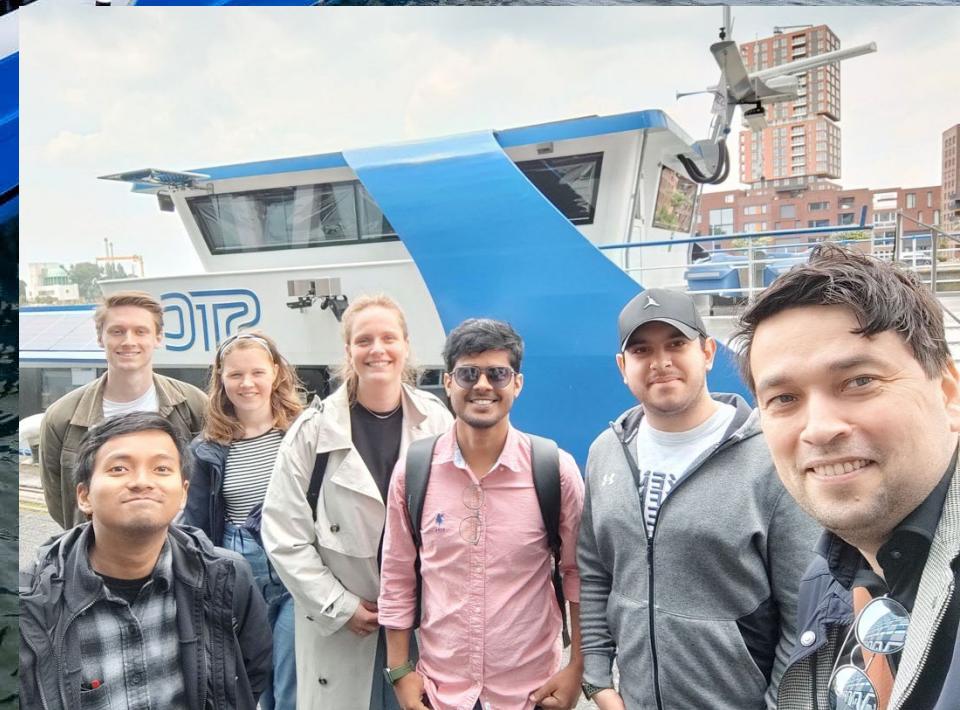




HE highlights

B2-1 field trip to the Waal River at Tiel.
At Tiel/Wamel

Field visit: sailing with the Ab Initio through Port of Rotterdam



Joint Excursion in Luxembourg



SEBES Water treatment plant



15 May 2025

Echt-sur-Sûre Dam

Welcome to our new colleagues in HE!

Tiziana Rossetto (HFSR, full professor,)
Chinmayee Koodly Ravishankara (R&P, PHD)
Leslie Mooyaart (CE, Postdoc)

15 May



General updates

- Travel declarations BCD
- Green facade pilot project on the west side



Recap of some recent HE guidelines / decisions

- [Project guidelines](#)
- [Project procedure](#)
- [Hospitality agreement policy](#)

All relevant info can be found on the staff page:

<https://he.citg.tudelft.nl/>

Education update

- Vacancy track coordinator
HE
 - Deadline 5 June
- EMT budget round 2026 -
> 10% budget cut

As track coordinator, you help ensure the programme remains attractive and well-aligned, and you work closely with fellow track coordinators to shape the MSc Civil Engineering programme as a whole. Within the Hydraulic Engineering department, you are part of the education team and in regular dialogue with the department board on educational matters. You are the first point of contact for both students and lecturers within the track.

This role offers a great opportunity to broaden your view on education, gain insight into how the MSc programme is structured, and contribute to its future direction. It is also a valuable way to further develop your leadership and advisory skills within the academic community.

HR & HSE

Vacancies:

- PhD Position Impacts of Climate Change on Wave Energy Resources (George/Apostolos)
- Postdoc Climate Change Wave Modelling for Marine Renewable Energies (George/Apostolos)
- Professor in Adaptation and Life Cycle Management of Complex Hydraulic Structures – internal vacancy 0.25 fte (Oswaldo)

Social safety

- Workshop Social Safety for PhD's -> Follow up 5 June.
- Workshop -> Active Bystander for Staff. 1 September, [sign up](#)

Update CEG and
Hydraulic
Engineering
strategy process



CEG strategy process

1. 4 faculty MT strategy meetings
2. Faculty: Prepare “contour sketch” of cost reduction and changes for CvB before June 1
3. CEG budget reduction plan
 - Operational measures and costs savings
 - Optimizing scope, disciplines and competences
 - Improve project portfolio / earning capacity (+ 8 – 9 M€)
4. Current HE target: 10% (5 – 15%)
 - HE target: 820 kE in cost reductions
 - Improve earning capacity and project effect
5. In parallel: 3 HE board strategy sessions (28-3; 8-5; 13-6)

Part 1: review existing position

Based on HE
strategy session
March 28

Strengths of HE

- Strengths of HE: reputation, relevance, connection between fundamentals and applications, connections to field and societal challenges etc. (see SWOT table for details)

Challenges identified:

- Mission and vision are not specific and appealing;
- Section structure not fully logical
- Not fully aligned with the 4 research themes
- Fundamentals and applications insufficiently connected.
- Education: Some disbalance in staff between HOS (shortage) and HE oriented sections for education
- Several sections have an unbalanced project portfolio
- Coherence and trust can be improved



Update of mission and vision: **Hydraulic Engineering for a sustainable and resilient future**

- Focus: Urbanized deltas
- (Renewal of) hydraulic infrastructure and systems, climate adaptation, ocean energy transition.

What / how:

- World-class research and education
- Develop innovative nature-based and structural solutions based on an improved fundamental understanding of (hydraulic) processes
- We ensure that research has impact and is effectively translated into real-world applications

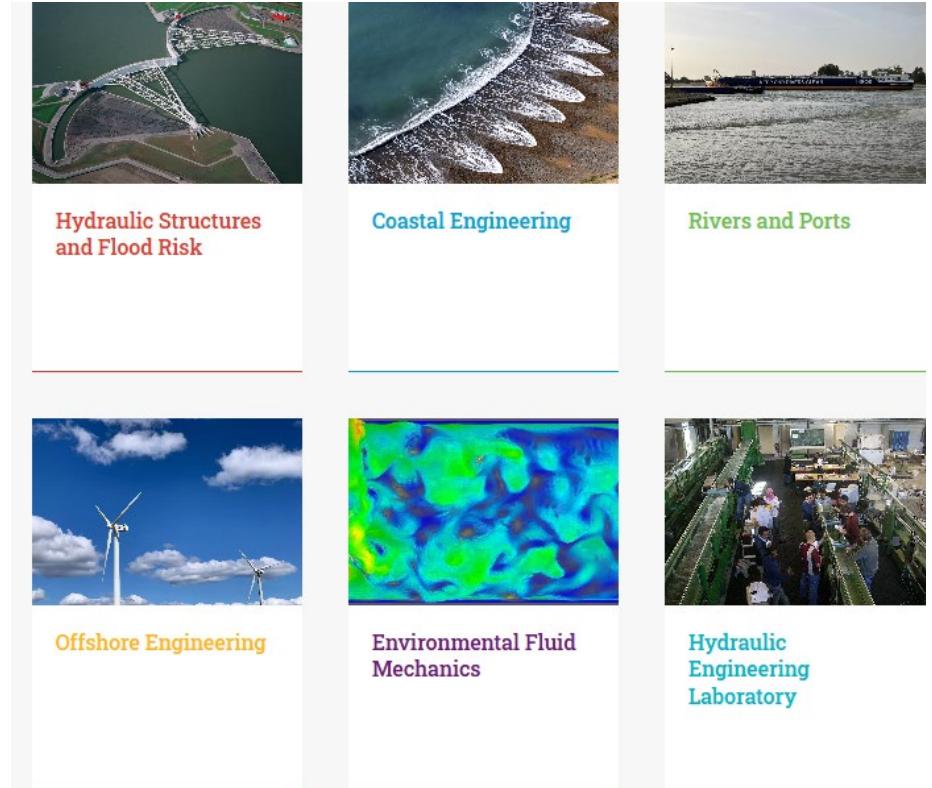
*Based on HE
strategy sessions
March 28, May 8*

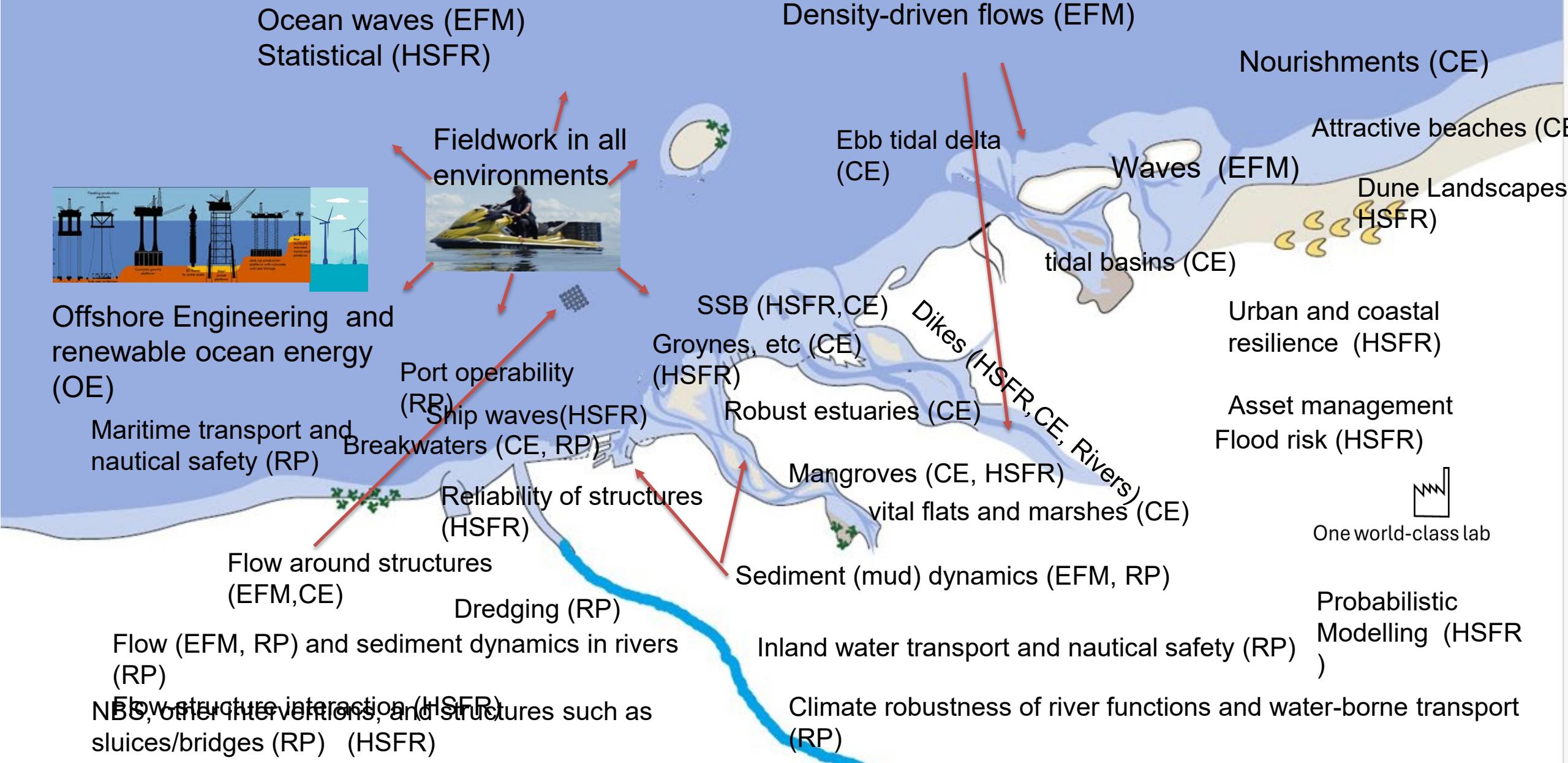
Sections - themes - fields?

Strategic themes



Sections

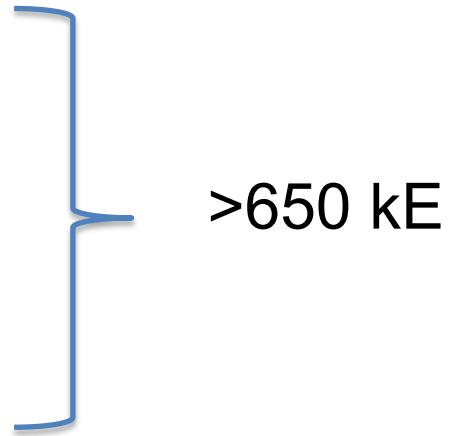




Cost savings HE

Line 1 costs savings

- Retirements
- Vacancy stop if people leave
- Early retirement & voluntary reduction of appointments
- No re-investment
- Cut on 1st money stream expenses
- Reduce pay out of leave
- Reduce unemployment (WW) payments:



Notes:

- We will know the CEG target in the fall (could differ from 10%)
- Within CEG the dean may decide to differentiatie targets between departments / fields

Closing remarks

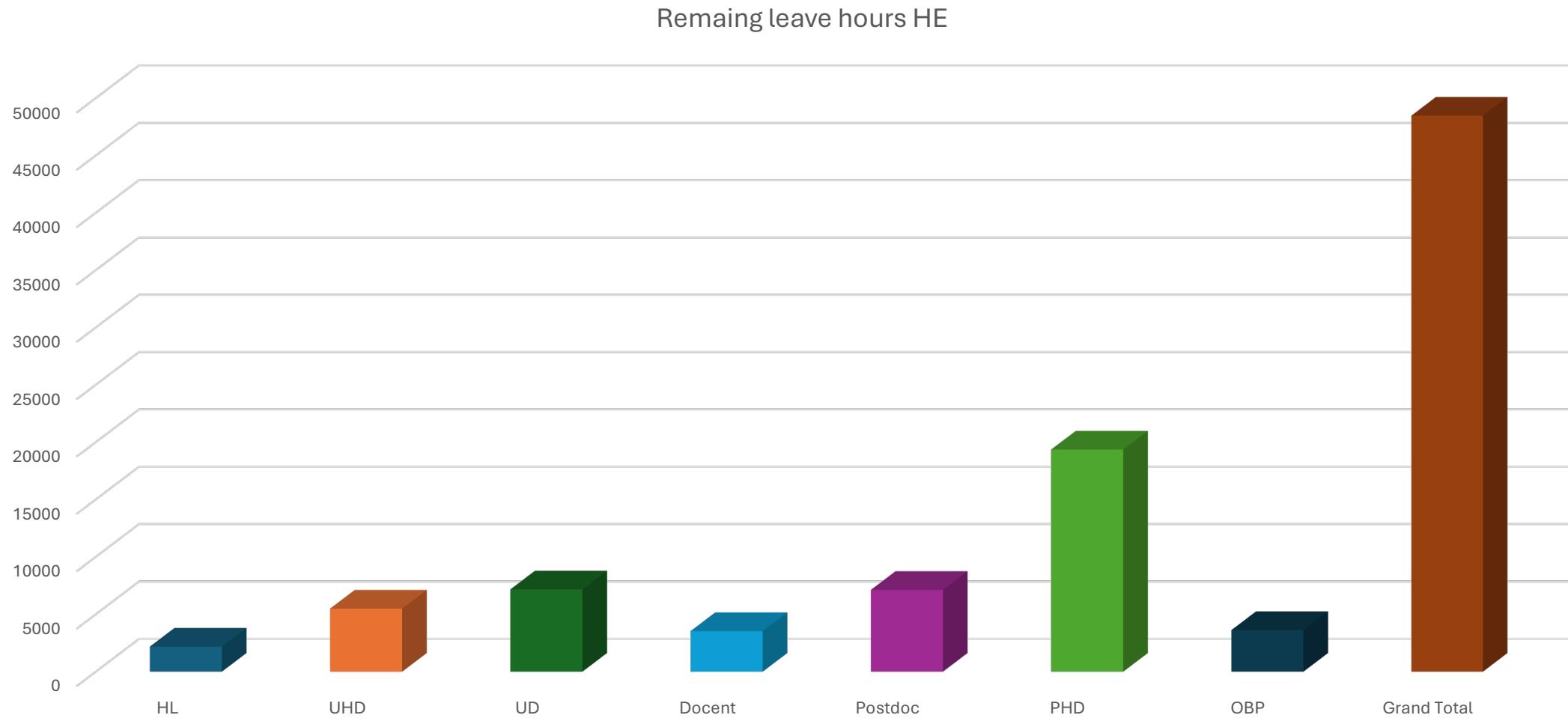
- HE is in the core of Delft Civil Engineering: understand, intervene and improve
- HE expects to be able to reduce costs substantially through cost reductions and retirements
- We will review our mission / themes and structure to be more mission-driven, coherent and application-oriented
- We are already utilizing our potential to increase income and project effect

Theme workload and leave balance



Leave hours in the department

Valued at 1.5 million euros



Leave hours

- CAO on leave hours:

Opbouw en opname vakantie

1. Het aantal vakantie-uren per kalenderjaar bedraagt bij een volledige arbeidsduur van 38 uren 232 uren. Het vakantietegoed is opgebouwd uit 152 wettelijke vakantie-uren en 80 bovenwettelijke vakantie-uren.
7. A De werknemer neemt de vakantie op in het jaar waarin de aanspraak is ontstaan

Accrual and use of Vacation Leave

- 1.The number of vacation hours per calendar year amounts to 232 hours for a full-time workweek of 38 hours. This vacation entitlement consists of 152 statutory vacation hours and 80 additional (non-statutory) vacation hours.
- 2.A. The employee is expected to take their vacation in the year in which the entitlement is accrued.

Take your leave – it's important!

We observe high leave balances across the department:

- For example, one section has a €65,000 surplus in unused leave for temporary staff.
- Individual cases show 660 hours unused, equivalent to €14,500.

Why it matters:

- Taking leave supports your well-being
- Unused leave has a direct financial impact on the department.

What you can do:

- Plan your leave proactively.
- Discuss your leave planning with your manager or supervisor.
- Help us manage workload and finances more sustainably.

Unemployment (WW) – Let's be proactive

We want to avoid that anyone ends up in the WW unnecessarily.

- WW is an insurance for when you lose your job.
- TU Delft is an own-risk bearer: all WW costs are paid directly by the department.
- In 2024, the HE department paid €81,000 in WW benefits.
- Using WW now may limit your options later: you can only claim it once

What you can do:

- Start planning your next step well before your contract ends.
- Ask for support from your supervisor or network — you're not alone in this.



A photograph of a graduation ceremony. In the foreground, a person's profile is visible, wearing a grey mortarboard cap with a blue tassel. Behind them, many other graduates in similar caps and gowns are seated in rows, creating a sense of a large event. The lighting is warm and focused on the foreground graduate.

Introduction HE PHD council



Ligaya Wopereis
Coastal Engineering



Khairina Canny
Offshore Engineering



Mats Kerver
Hydraulic Structures and Flood Risk



Marijn Wolf
Rivers and Ports

PhD Council