



BADAN PENGEMBANGAN SUMBER DAYA MANUSIA PROVINSI DAERAH KHUSUS IBUKOTA JAKARTA

PENGUMUMAN

NOMOR e-0004 Tahun 2026

TENTANG

SELEKSI CALON PESERTA DUTCH TRAINING AND EXPOSURE PROGRAMME (DUTEP) BATCH TAHUN 2026 DI BELANDA BAGI PEGAWAI NEGERI SIPIL DI LINGKUNGAN PEMERINTAH PROVINSI DKI JAKARTA

Dalam rangka meningkatkan kompetensi pegawai Aparatur Sipil Negara melalui metode Pelatihan Luar Negeri dan Pemagangan, BPSDM membuka kesempatan bagi para Pegawai Negeri Sipil di lingkungan Pemerintah Provinsi DKI Jakarta untuk mengikuti seleksi calon peserta Dutch Training and Exposure Programme (DUTEP) Batch Tahun 2026 di Belanda dengan ketentuan sebagai berikut.

I. KETENTUAN UMUM

Seleksi calon peserta Dutch Training and Exposure Programme (DUTEP) Batch Tahun 2026 di Belanda dapat diikuti oleh Pegawai Negeri Sipil di lingkungan Pemerintah Provinsi DKI Jakarta yang memenuhi persyaratan.

II. PERSYARATAN

Persyaratan Umum:

1. Berstatus sebagai Pegawai Negeri Sipil Provinsi DKI Jakarta.
2. Telah memiliki masa kerja paling kurang 2 (dua) tahun terhitung sejak diangkat sebagai PNS.
3. Sehat jasmani dan tidak memiliki riwayat penyakit kronis yang dibuktikan dengan surat keterangan dokter dari rumah sakit pemerintah dan/atau puskesmas.
4. Memiliki pendidikan minimal strata satu (S-1).
5. PNS memiliki pangkat/golongan ruang minimal Penata Muda (III/a).
6. Peserta dengan jabatan sebagai pelaksana batas usia maksimal 40 (empat puluh) tahun pada 1 Januari 2026, sedangkan peserta dengan jabatan sebagai Kasatpel, Ketua Subkelompok, Eselon IV, Eselon III batas usia maksimal 45 (empat puluh lima) tahun pada 1 Januari 2026.
7. Mempunyai penilaian kinerja baik dengan Penilaian Prestasi Kerja PNS 1 (satu) tahun terakhir.
8. Memiliki kemampuan bahasa Inggris yang baik, dibuktikan dengan skor Certificate of ITP TOEFL minimal 525 (lima ratus dua puluh lima), Computer Based Test Examinee's minimum 213, atau IELTS minimum skor 5.5 yang masih berlaku pada saat pembukaan pendaftaran calon peserta DUTEP Tahun 2026.
9. Diusulkan oleh kepala perangkat daerah (Eselon II) secara tertulis.

10. Melaksanakan tugas di perangkat daerah yang memiliki kesesuaian pekerjaan dengan program pemagangan.
11. Tidak sedang dikenakan hukuman disiplin.
12. Tidak sedang melaksanakan pengembangan kompetensi yang lain.

Persyaratan Khusus:

1. Membuat proposal rencana pelaksanaan pelatihan dan pemagangan pegawai Program Dutch Training and Exposure Programme (DUTEP) dengan memilih salah satu topik yang telah ditentukan yaitu
 - a. Continuation of the NCICD Project;
 - b. Optimization of Water Pumps in DKI Jakarta to Address Both Floodwater from Upstream and Tidal Flooding;
 - c. Integrated Development of the Jakarta Bay Area as a Modern Waterfront City (a Waterfront City is a Development Concept for Areas Near Bodies of Water Such as Beaches, Rivers, or Lakes);
 - d. Improvement of Roof Gardens (Smart Blue-Green Roofs);
 - e. Acces to Piped Clean Water (Piped Clean Water System);
 - f. Wastewater Management System.
2. Pengalaman minimal 2 tahun pada pengelolaan air perkotaan, lingkungan dan/atau penanganan banjir dan/atau perencanaan kota, dan/atau pengelolaan komunitas masyarakat terhadap penanganan banjir.
3. Bersedia mengikuti Pelatihan Dutch Training and Exposure Programme (DUTEP) selama 10 (sepuluh) minggu.

III. PESERTA DUTCH TRAINING AND EXPOSURE PROGRAMME (DUTEP)

Peserta Dutch Training and Exposure Programme (DUTEP) Batch Tahun 2026 berjumlah 10 (Sepuluh) orang dengan tema dan tempat pemagangan sebagai berikut.

No.	Max. Number of Participants that Can be Hosted*	Host Organisation	Organisation's Expertise	Possible Research Areas That Can be Accommodated
1.	2 participants	City of Rotterdam	<ul style="list-style-type: none"> • River Naturalisation • Water-oriented urban planning • Smart cities applications for improved water management services 	<ul style="list-style-type: none"> • Optimization of water pumps in DKI Jakarta to address both floodwater from upstream and tidal flooding • Integrated development of the Jakarta Bay area as a modern waterfront city (a waterfront city is a development concept for areas near bodies of water, such as beaches, rivers, or lakes) • Improvement of roof gardens (Smart blue-green roofs)

No.	Max. Number of Participants that Can be Hosted*	Host Organisation	Organisation's Expertise	Possible Research Areas That Can be Accommodated
				<ul style="list-style-type: none"> Restoration and enhancement of infiltration wells
2.	2 participants	Waterboard Delfland	<ul style="list-style-type: none"> Stormwater and wastewater management Integrated blue, grey and green infrastructure 	<ul style="list-style-type: none"> Optimization of water pumps in DKI Jakarta to address both floodwater from upstream and tidal flooding Integrated development of the Jakarta Bay area as a modern waterfront city (a waterfront city is a development concept for areas near bodies of water, such as beaches, rivers, or lakes) Improvement of roof gardens (Smart blue-green roofs) Restoration and enhancement of infiltration wells
3.	2 participants	Van Oord	<ul style="list-style-type: none"> Dredging (rivers, harbour, lakes, canals and other water bodies) Coastal Defence 	National Capital Integrated Coastal Development (giant sea wall, NCICD)
4.	2 participants	NX Filtration	<ul style="list-style-type: none"> Wastewater treatment 	Access to piped clean water (Piped clean water system)
5.	1 participant	Bosman Water Management	<ul style="list-style-type: none"> Developing, manufacturing and installing surface water pumps and mechanical components for wastewater treatment plants 	Optimization of water pumps in DKI Jakarta to address both floodwater from upstream and tidal flooding
6.	1 participant	Fugro	<ul style="list-style-type: none"> Geo-data acquisition & analysis for built and natural environments Marine & land site characterisation including geophysical, geotechnical, 	National Capital Integrated Coastal Development (Giant Sea Wall, NCICD)

No.	Max. Number of Participants that Can be Hosted*	Host Organisation	Organisation's Expertise	Possible Research Areas That Can be Accommodated
			and metocean surveys. <ul style="list-style-type: none"> • Satellite-based intelligence (via EOMAP) for coastal and marine mapping and monitoring, including satellite-derived bathymetry and water quality monitoring. • Coastal ecosystem & shoreline monitoring, including habitat baselines and subsidence tracking 	

IV. TAHAPAN DAN MEKANISME

1. PENDAFTARAN

- a. Pendaftaran diumumkan secara terbuka melalui Surat Edaran Kepala BPSDM dan laman resmi BPSDM Provinsi DKI Jakarta (<https://bpsdm.jakarta.go.id>).
- b. Usulan seleksi calon peserta Dutch Training and Exposure Programme (DUTEP) disampaikan ke Badan Pengembangan Sumber Daya Manusia Provinsi DKI Jakarta beserta dokumen kelengkapan yang dipersyaratkan melalui kepegawaian PD masing-masing.
- c. Peserta menyampaikan usulan calon peserta Dutch Training and Exposure Programme (DUTEP) dengan kelengkapan sebagai berikut.
 - 1) Mengisi biodata pegawai dan form aplikasi sebagaimana contoh terlampir
 - 2) 2 (dua) lembar pas foto berwarna terbaru ukuran (3,5 x 4,5) dengan latar belakang warna putih
 - 3) Fotokopi KTP dan fotokopi paspor dinas (bila ada)
 - 4) Kartu tanda pengenalan (ID card)
 - 5) Ijazah pendidikan terakhir
 - 6) Dokumen Penilaian Prestasi Kerja dalam 1 (satu) tahun terakhir
 - 7) SK pangkat terakhir
 - 8) Surat usulan dari Kepala PD/UKPD Eselon II
 - 9) Tidak sedang dikenakan hukuman disiplin
 - 10) Surat Pernyataan tidak sedang melaksanakan pengembangan kompetensi yang lain (ditandatangani dan dibubuhi meterai Rp10.000)
 - 11) Sertifikat TOEFL/IELTS yang masih berlaku

2. MEKANISME

Penyaringan calon peserta Dutch Training and Exposure Programme (DUTEP) dilaksanakan melalui tahapan sebagai berikut.

- a. Seleksi administrasi
- b. Paparan peserta terkait topik penelitian
- c. Wawancara

3. WAKTU PELAKSANAAN

- a. Waktu pelaksanaan seleksi Internal

No.	Kegiatan	Waktu
1.	Pengumuman melalui laman https://bpsdm.jakarta.go.id	11 Maret 2026
2.	Pendaftaran seleksi internal	11 Maret–20 April 2026
3.	Verifikasi administrasi	21–22 April 2026
4.	Rapat hasil verifikasi administrasi	23 April 2026
5.	Upload pengumuman hasil seleksi administrasi	27 April 2026
6.	Wawancara proposal rencana akhir	4-5 Mei 2026
7.	Pengumuman hasil seleksi wawancara proposal yang akan melanjutkan seleksi di Nuffic Nesso melalui laman https://bpsdm.jakarta.go.id	13 Mei 2026
8.	Pengiriman kandidat nama-nama ke Nuffic Nesso untuk seleksi lanjutan	13 Mei 2026
9.	Seleksi di Nuffic Nesso/ Host Organization	20–22 Mei 2026
10.	Pengumuman hasil seleksi akhir	17 Juni 2026
11.	Pemberangkatan	7 September–7 November 2026

Catatan: Jadwal dapat berubah sewaktu-waktu

- b. Peserta harus mengikuti setiap tahapan dalam seleksi sesuai dengan waktu yang telah ditentukan oleh Panitia Penyaring Calon Peserta Dutch Training and Exposure Programme (DUTEP).
- c. Peserta yang tidak mengikuti tahapan dalam seleksi dianggap mengundurkan diri.

4. KETENTUAN LAIN

- a. Tim Penyaring Calon Peserta Pelatihan Dutch Training and Exposure Programme (DUTEP) menerima berkas yang disampaikan oleh masing-masing kepegawaian PD.

- b. Proses Seleksi Calon Peserta Dutch Training and Exposure Programme (DUTEP) TIDAK DIKENAKAN BIAYA ATAU PUNGUTAN DALAM BENTUK APA PUN.
- c. Tim Penyaring dapat melakukan pembatalan terhadap hasil penyaringan calon peserta Dutch Training and Exposure Programme (DUTEP) apabila selama proses, peserta
 - 1) menyampaikan data dan informasi yang tidak benar;
 - 2) dikenakan hukuman disiplin; dan/atau
 - 3) ditetapkan status hukum sebagai tersangka.
- d. Segala berita, informasi, dan pengumuman lain akan diumumkan melalui Surat Edaran Kepala BPSDM dan laman resmi BPSDM Provinsi DKI Jakarta (<https://bpsdm.jakarta.go.id>).
- e. Tim Penyaring tidak bertanggung jawab atas berita, informasi dan pengumuman di luar pengumuman resmi tersebut.
- f. Kelalaian peserta dalam mengakses, mengunggah dan mengunduh berita, informasi, dan pengumuman menjadi tanggung jawab peserta.
- g. Apabila ada informasi sehubungan dengan pelaksanaan Seleksi Calon Peserta Dutch Training and Exposure Programme (DUTEP) yang perlu ditanyakan lebih lanjut, peserta dapat menghubungi tim sekretariat sebagai berikut.

SEKRETARIAT PANITIA SELEKSI
CALON PEGAWAI TUGAS BELAJAR
Badan Pengembangan Sumber Daya Manusia Provinsi DKI Jakarta
Alamat:
Gedung Dinas Teknis Abdul Muis Lantai 8
Jl. Abdul Muis No. 66, Jakarta Pusat
Telepon 081388024748 atau
pos-el tubelbpsdm2019@gmail.com

- h. Keputusan panitia bersifat final dan tidak dapat diganggu gugat.

Ditetapkan di Jakarta
pada tanggal 12 Maret 2026

Kepala Badan Pengembangan Sumber Daya Manusia
Provinsi DKI Jakarta

selaku Sekretaris
Tim Penyaring Calon Peserta DUTEP,


Dyan Airlangga
NIP 197712081997111001

Dutch Training and Exposure Programme

Please note that any false and/or incomplete declaration will lead to the termination of the Dutch Training and Exposure funding.

Please attach
Recent
Photograph

1. PERSONAL INFORMATION

All data exactly as they (will) appear in your Passport or National ID!

Name				Male <input type="checkbox"/> Female <input type="checkbox"/>
Place/Date of Birth	Place:	Date:		
E-mail Address				
National ID Number			NIP	
Passport No.			Expired date	
Home Address	Postal Code:			
Telephone / Fax / Mobile * obligatory if available	Home		Fax	
	Mobile			
Emergency contact	Name		Relationship	
	Address			
	Home Phone		Mobile	

2. EDUCATIONAL RECORD

Undergraduate Education

University			
Field of study			
Country		GPA	
Degree obtained	<input type="checkbox"/> Bachelor (S1) <input checked="" type="checkbox"/> equivalent (.....) Year of graduation		

Postgraduate Education or Training

Please enclose certified copies of relevant diplomas, degrees, certificates and transcripts.

University/Institution			
Duration	From:	Until:	
Study Programme			
Country		GPA	
Diploma or degree obtained	<input type="checkbox"/> Master Degree (S2) <input type="checkbox"/> Doctoral (S3) <input type="checkbox"/> Other		

3. FOREIGN LANGUAGE ABILITY

TOEFL score	(if any)	IELTS Score	(if any)			
English		Excellent	Good	Fair	Poor	
Dutch		Excellent	Good	Fair	Poor	Not at all
Others		Excellent	Good	Fair	Poor	Not at all

4. PRESENT EMPLOYMENT

Please submit an employer statement at the time of application (recommended)

Institution			
Department			
Describe your current duties and responsibilities			
Address			Telephone:
			Fax:
			E-mail Address:
			Website:
Employed Since	(DD/MM/YYYY)		
This position held since	(DD/MM/YYYY)		

5. MOTIVATION STATEMENT

The statement should be typewritten and composed only by the applicant him/herself

No.	Criteria	Explanation
A	Explain in 200 words which experiences/considerations that contributed to the choice of your current job.	
B	Explain in 200 words how the Dutch Training & Exposure programme will contribute to your personal development and the development of your organization.	
C	Describe in max. 200 words things you have done that prove you are the right candidate for a Dutch Training & Exposure programme.	

6. Research Assignment based on strategic priorities of DKI Jakarta

Please provide your preferred research assignment during your work placement

No	Subject area	Preferred Host Organisation	Preference (please tick one)
1	National Capital Integrated Coastal Development (Giant Sea Wall, NCICD)	Van Oord City of Rotterdam	<input type="checkbox"/> <input type="checkbox"/>
2	Optimization of water pumps in DKI Jakarta to address both floodwater from upstream and tidal flooding	Water Board Delfland City of Rotterdam ¹ Bosman Water Management	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
3	Integrated development of the Jakarta Bay area as a modern waterfront city (a waterfront city is a development concept for areas near bodies of water, such as beaches, rivers, or lakes)	City of Rotterdam Water Board Delfland	<input type="checkbox"/> <input type="checkbox"/>
4	Improvement of roof gardens (Smart blue-green roofs)	City of Rotterdam Water Board Delfland ²	<input type="checkbox"/> <input type="checkbox"/>
5	Access to piped clean water (Piped clean water system)	NX Filtration	<input type="checkbox"/>
6	Restoration and enhancement of infiltration wells	City of Rotterdam ³ Water Board Delfland ⁴	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

7. Research Proposal

¹ Rotterdam has no surface water pumps, but it adapts to extreme pluvial and fluvial flooding through various measures, including nature-based solutions

² Wider scope: blue-green infrastructure and spatial urban planning

³ Implementation of Urban Water Buffers in the city, which are infiltration wells in the first aquifer

⁴ Water quality monitoring, benchmarks, reusage of water, waste water treatment plants

Please describe your proposed research topic and areas of investigation related with the above subject areas and relevant with your current work.

(max 500 words)

8. STATEMENT BY THE EMPLOYER

Please submit at the time of application (recommended) or immediately after receiving the provisional award.

<p>I, the undersigned, being <u>authorised</u> to supply the following particulars hereby certifies that:</p>	Name of Applicant:
	Employed Since: (dd/mm/yyyy)
	Department:
	Current Position:
<p>is applying for a Dutch Training & Exposure programme in The Netherlands</p>	Position Held Since: (dd/mm/yyyy)
<p>Do you guarantee that if the candidate is awarded to participate in Dutch Training and Exposure Programme, he/she will be given permission to attend the programme for the entire period of the programme?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>Do you guarantee after finishing the Dutch Training and Exposure Programme he/she will continue to be employed by your organisation after completion of her/his study?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	

Department	
Address	
Phone	
Name of Contact Person	
Position	
E-mail Address	
<p>Jakarta, ____ / _____ / _____</p>	
<p>Signature and Official Stamp (obligatory) : Date :</p>	
<p>Acknowledgement from Head Of Organisation/ Secretary Office</p>	
<p>Name and Signature (affix official Stamp) Date:</p>	

9. APPLICANT'S DECLARATION

I completely understand the conditions under which the funding is offered, and if I am awarded funding for the Dutch Training & Exposure programme I agree:

1. to comply with all the formal obligations mentioned below.
2. to return to Indonesia immediately after the programme has ended, regard or at any time immediately if and when summoned by Nuffic Southeast Asia.
3. to be available for the entire period of the programme and be able to take part in the entire programme.
4. to give permission to enter my personal data in a database which may be used at Nuffic Southeast Asia's discretion to provide information to other related (non-commercial) organisations.
5. to abide by the rules and regulations governing stay permit;
6. to act in such a manner that will not bring disrepute or cause any formal damage to any party involved in the programme including the host organisation, the image of Indonesian government official in the Netherlands, Nuffic Southeast Asia and accept to be called back to Indonesia without any formal appeal in case I breach this promise;
7. to participate in activities organised in relation to the Dutch Training and Exposure programme during the programme and after I have returned to Indonesia;
8. not to engage in employment in the Netherlands other than the assigned internship;
9. to inform Nuffic Southeast Asia immediately should I visit Indonesia for any reason during the time frame of the Dutch Training and Exposure programme and that if I fail to do so my funding will be terminated.

Furthermore:

10. I fully understand that if I am awarded a Dutch Training & Exposure programme funding, it may be subsequently withdrawn if I fail to make adequate progress, or for other sufficient cause determined by the Government of the Netherlands or the institution at which I am doing the internship.
11. If reports from the host organisation give reason to doubt a successful continuation of the internship, the funding may be terminated with immediate effect.

I certify that all my answers are true, complete and correct.

Date :

Name :

Place :

Signature :

Host organisations

1)

City of Rotterdam

www.rotterdam.nl

City of Rotterdam is the municipal government responsible for spatial planning, climate adaptation, urban water management, and public infrastructure within the city. Municipalities play a key role in managing urban drainage systems, rainwater management and flood resilience, while integrating water into spatial and urban development. Rotterdam is internationally recognised for its innovative approach to climate adaptation, including water squares, green roofs and multifunctional flood protection.

Within DUTEP, the City of Rotterdam offers internship topics such as river naturalisation, water-oriented urban planning, smart city applications for improved water services, and climate-resilient urban development.

Van Oord is a leading Dutch maritime contractor specialising in dredging, land reclamation, coastal protection and offshore wind. The company delivers complex water infrastructure projects worldwide, including port development, artificial islands, beach nourishment and large-scale flood protection programmes.

Van Oord combines engineering expertise with sustainability and innovation, contributing to climate adaptation and resilient coastal development. Within DUTEP, participants may work on topics such as dredging technologies, coastal defence strategies and large-scale protection projects, gaining practical experience in engineering design, project management and international water infrastructure. Their office is located in Rotterdam.

2)

Van Oord

www.vanoord.com

3)

Waterboard Delfland

www.hhdelfland.nl

Waterboard Delfland is one of the Netherlands' 21 regional water authorities, responsible for water safety, water quality and water quantity management in parts of South Holland. Waterboards are independent governmental bodies with centuries of experience in flood protection and water governance.

Their responsibilities include maintaining dikes and pumping stations, managing surface water levels, operating wastewater treatment plants and improving water quality. They also play a central role in climate adaptation and developing resilient water systems. Within DUTEP, internship topics may focus on stormwater management, wastewater treatment, integrated blue-green infrastructure and innovative regional water governance.

NX Filtration develops innovative technologies for advanced water treatment. Their technology enables compact, energy-efficient and cost-effective solutions for municipal and industrial wastewater treatment, water reuse and drinking water production. By simplifying treatment processes while ensuring high water quality, NX Filtration supports sustainable and circular water systems worldwide. Within DUTEP, two participants can work on wastewater treatment-related topics and gain hands-on experience with advanced membrane applications at the company's headquarters in Hengelo.

4)

NX Filtration

www.nxfiltration.com

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5)

Deltares

www.deltares.nl

Deltares is an independent, internationally renowned applied research institute based in Delft. It focuses on water, subsurface and infrastructure challenges, supporting governments and industry worldwide.

Deltares develops knowledge and solutions in flood risk management, river and coastal dynamics, groundwater systems, geotechnics and climate adaptation. By combining scientific research, advanced modelling tools and laboratory facilities with real-world applications, Deltares bridges science and practice to create safe and climate-resilient environments. Within DUTEF, participants can engage in research and consultancy projects related to water systems, infrastructure resilience and climate adaptation.

Witteveen+Bos is a Dutch engineering and consulting company specialising in water, infrastructure, environment and construction. With projects in more than 50 countries, the company combines technical expertise with sustainable design to address complex societal challenges such as climate adaptation, flood protection, urban development and energy transition.

Witteveen+Bos is known for its integrated approach, bringing together engineers, ecologists, planners and environmental specialists to deliver innovative and practical solutions. Their work ranges from hydraulic structures and coastal engineering to sustainable urban water systems and nature-based solutions.

6)

Witteveen+Bos
(tbc)

www.witteveenbos.com

Bosman Water is a Dutch engineering company specialised in water control and hydraulic structures. The company designs, manufactures and maintains gates, weirs, pumping stations and other water management systems that regulate water levels and support flood protection.

Within DUTEF 2026, Bosman Water will contribute its expertise to strengthen Jakarta's urban water resilience by assessing and optimising selected pumping stations. The project focuses on mapping existing systems, analysing their operational condition and energy performance, and estimating their remaining technical lifetime. Based on these insights, Bosman will develop a prioritisation framework for pump replacement and a standardised pumping station concept tailored to Jakarta's conditions.

8)

Bosman
Water

www.bosmanwater.nl

7)

Fugro

www.fugro.com

TFugro NV is a Dutch multinational public company headquartered in Nootdorp, Netherlands. The company is primarily a service company focused on geotechnical, survey and geoscience services. It operates worldwide, supporting energy, infrastructure, water and environmental projects through site characterization, asset integrity and monitoring solutions, providing critical geo-data and insights that help clients design, build and maintain safe, sustainable and efficient onshore and offshore developments.

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