

## ***Interactive comment on “Competence formation and post-graduate education in the public water sector in Indonesia” by J. M. Kaspersma et al.***

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Dear Prof. Zoyer,

Thank you for your useful comments to our paper. Below we have explained how we will incorporate them in the paper, or why we made certain choices.

1. relevant scientific questions in the scope of HESS. First of all, the paper is based on both an extensive questionnaire which is indeed analysed statistically, but furthermore we have based our findings on 38 semi-structured interviews as well, which are qualitatively analysed. We believe this combination provides a rich analysis. We have furthermore rechecked the scope of HESS and it says that ... "HESS seeks to under-

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stand the interactions between water, earth, ecosystems and man. A multi-disciplinary approach is encouraged that enables a broadening of the hydrologic perspective and the advancement of hydrologic science through the integration with other cognate sciences, and the cross-fertilization across disciplinary boundaries..." We believe our paper is a good example of crossing those disciplinary boundaries of both hydrology and education and in that sense it is within the scope of HESS.

3. The case study of the DGWR was partly chosen because it is the largest employer for water professionals in Indonesia and also one of the largest water organisations in the last half century in Asia, as mentioned in the Research strategy and methods, so we think that in that respect the conclusions are also of importance in other countries in Asia. This is also mentioned in the conclusions.

5. We will add some recommendations for improvement of education based on the results.

8. The sample size is small, because we have chosen to personally guide the questionnaires for greater reliability in answers, so statistical significance is not always guaranteed. But as mentioned under 3. the DGWR is the most important employer for water professionals in Indonesia, so in that sense we believe the title is appropriate.

We hope we have sufficiently addressed your comments. Thank you for your time and effort,

Judith Kaspersma

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