

SAI **YOUNG** LEADERS

2026-2027 ANNOUNCEMENT

ANNEXE 1



SAI Young Leaders (SYL) BACKGROUND

SAI Leadership is widely recognised in the INTOSAI community as the most effective moving force which transforms an SAI. Supporting SAIs in sustainably enhancing capacities and performance is impossible without SAI leadership driving positive change. IDI has delivered the SYL initiative to four cohorts of participants. This 2026-2027 cohort is the fifth cohort of the initiative. Since 2017 the initiative has graduated 78 SYLs, given away SYL awards at INCOSAI and seen the implementation of 78 change strategies.

SYL VISION

Changed SAI YOUNG LEADERS contributing to positive change in SAIs

ABOUT SYL 2026-2027

IDI invites applications from all SAIs for SAI YOUNG LEADERS 2026-2027. SAIs can nominate up to two candidates who meet the defined criteria. After a selection process (detailed below), IDI will select up to 25 SAI YOUNG LEADERS.

We envision SYL delivering value on twin tracks. First is positive change in the SYL through growth and development. Second is the contribution to positive change and development in the SAI brought by the SYL's change strategy. SYL 2026-2027 will continue to provide equal opportunity for all SYLs to learn and grow. SYL 2026-2027 builds on previous cohorts while introducing key adaptations to ensure sustainability and continued value for SAIs, including greater ownership by participating SAIs and a more targeted delivery model.

SYL OUTPUTS & OUTCOMES



Positive change in SAI Young Leaders

SAI YOUNG LEADERS graduate



Positive Change in SAI through the implementation of SAI Young Leaders Change Initiative

SAI Change strategies implemented



Global network of SYLs

Global network of SYLs



HOW WILL SYLs GROW?

SYL will GROW as a leader and an individual through the Integrated SYL Education & Reflection Platform

The SYL will have access to an integrated education and reflection platform. This blend of in-person and online platform will include:

Professional Education of the SYL

- Workshops tailored to deliver the SYL syllabus delivered by experts both online and in-person,
- Memorable interactions with other SYLs and other stakeholders through discussion forums and community events
- Reading materials, videos and other materials from outside and within the SAI community

SYL Reflections Portfolio

- The portfolio will help SYLs reflect on their learning. They will reflect on their learning for personal growth as well as for applying this learning to their local context.

SYL Integrated Change Plan

The SYL journey is anchored around an SAI Change Strategy Proposal (for selection), which evolves into a full Integrated Change Plan based on SYL learnings and reflections.

The change plan will consist of three components

- ME Plan – A plan outlining the SYL's personal growth, development goals, and the path to achieve them.
- SAI Change Strategy – A strategy describing how the SYL will drive positive change in a key priority area of the SAI.
- SAI Exposure Plan – A plan enabling the SYL to better appreciate their SAI, its role, its key stakeholders, its context, and operating environment.

Leave No One Behind

Inclusivity throughout the initiative

IDI will consider inclusivity at every stage of the SYL initiative. SAIs are encouraged to reflect inclusivity and gender balance in nominations and in the design of change strategies. The mentor team will reflect different types of SAIs and regions, and the initiative will include explicit content on leading for inclusivity. SAIs are encouraged to nominate women SYLs, and limited reserve support will be available for SAIs unable to cover the full cost.

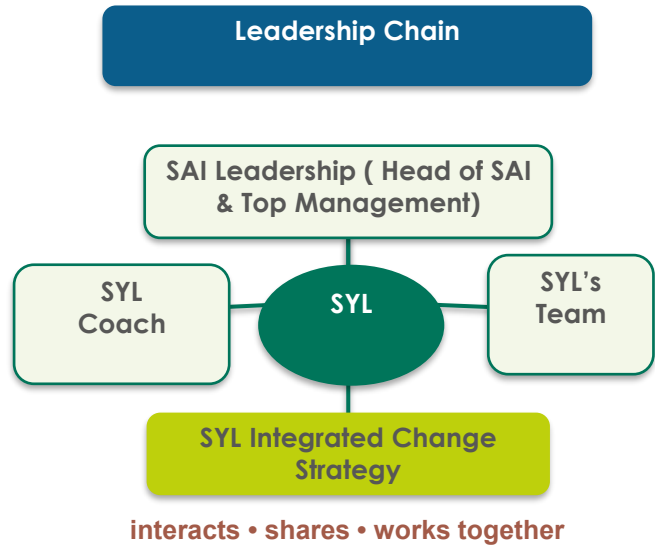


SYL LEADERSHIP LINK & CHANGE STRATEGY

Leadership support, coaching and team capacity linked to one change strategy

Leadership link

Bringing about positive change would not be possible without addressing the entire leadership chain in the SAI. The SYL Initiative will provide suitable awareness-raising interactions for SAI top management and SAI coaches. The SAI leadership and SAI coaches will also have specific roles to play in the implementation of the SYLs change strategy.



SYL Coach's Role

- Support design, development and implementation of the change strategy
- Ensure SYL has the necessary resources and exposure plan within the SAI context
- Provide coaching and mentoring for personal growth and development

Development opportunities for SYL Coach

- Separate online sessions for SYL Coaches
- Face-to-face workshop focused on change strategy
- Access to EI assessment and coaching (paid by the SAI)
- Participation in SYL Change Strategy Presentation

SAI Leadership's Role

- Sign off on SAI Commitment
- Ensure both SYL coach and SYL have the necessary resources to implement change strategy.
- Ensure the change strategy is aligned to SAI needs and context
- Provide strategic direction and guidance to SYL
- Approve the SYL change strategy milestone for graduation of SYL.
- Follow up and sustainability of SYL change strategy

Interaction opportunities for SAI Leadership

- Separate online session for SAI Leadership
- Face-to-face workshop focused on change strategy
- Access to EI assessment and coaching (paid by the SAI)
- Participation in SYL Change Strategy Presentation



SYL LEARNING OUTCOMES

SYLs follow a syllabus covering four broad clusters - Deliver Value, Discover Self, Lead People and Discover Universe.



Deliver Value

Trace the value chain, behave professionally in public interest, think future, innovate to find fit for purpose solutions, strategise for change, manage risks, deliver intended outputs and facilitate sustainable positive change, contribute to equal futures.

Discover Self

Enhance emotional intelligence, Build muscle to thrive in the VUCA (volatility, uncertainty, complexity, and ambiguity) world, continually strive for excellence, enhance cultural intelligence, enhance inclusive behaviour.

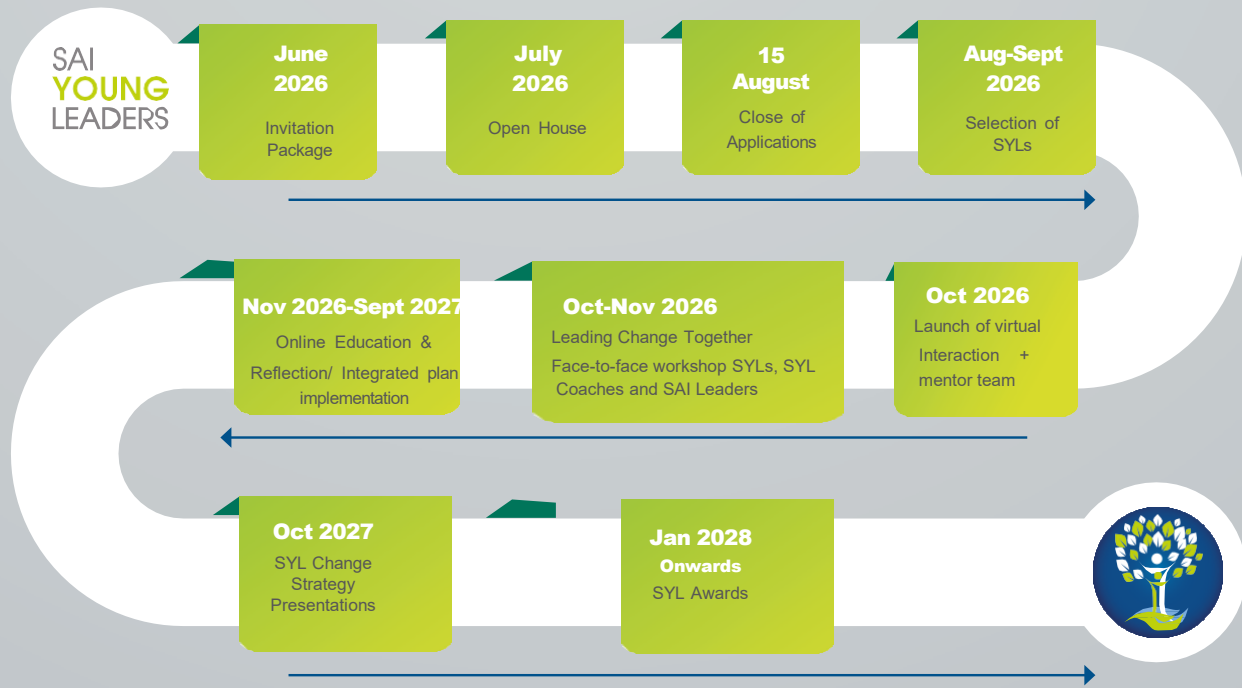
Lead People

Enhance leadership skills, lead by example, awareness of leadership styles, facilitating and coaching skills, negotiation, influencing and persuasion skills, communication and stakeholder engagement, growth and development, conflict management, performance management skills.

Discover Universe

Appreciation of SAI role, its stakeholders and context, demonstrating an understanding of INTOSAI and its bodies, demonstrate an understanding of public sector audit, explore trends that impact SAIs, their environment and stakeholders





- 1. Invitation package & applications June 2026:** IDI will invite all SAIs to apply for SAI YOUNG LEADERS 2026-2027. Each SAI may submit up to two applications. Each application must include:
 - a change strategy proposal,
 - an application letter from the SAI Young Leader,
 - CV of the SAI Young Leader nominated,
 - a letter from SAI Coach, and
 - SAI commitment and nomination form signed by the Head of SAI.

•There will be two open house sessions:
 29 June at 15:00 CET - [REGISTER HERE](#)
 10 August at 09:00 CET - [REGISTER HERE](#)
- 2. Selection of SYLs August to September 2026:** SAIs must send applications by 15 August 2026. IDI will send interview recording links to accepted candidates. Candidates and their coaches must submit recorded interviews by 30 August 2026. IDI will select 25 applicants based on the quality and potential of the change strategy, the SYL's potential, SAI commitment, and assurance from the Head of SAI.
- 3. Launch of virtual interaction October 2026:** Successful candidates and coaches will join a webinar to learn more about the initiative, meet the mentor team, and be introduced to the exposure plan that helps SYLs learn more about their SAI, its environment, and key stakeholders.
- 4. Leading Change Together: SYL Workshop October-November 2026:** The SYL cohort will meet in person for a five-day workshop. The first two days will focus on the SYL change strategy and its implementation, with SAI leaders and coaches invited to participate alongside the SYLs. The remaining three days will be for SYLs only and will focus on personal change and leadership development. Throughout the interaction, participants will also build a strong community, agree on shared values, and engage in education sessions linked to their learning outcomes
- 5. Online Education & Reflection/ Integrated plan implementation-November 2026: September 2027** The SYLs will continue with education, social learning, the SYL reflections portfolio, exposure plan, and implementation of the SYL change strategy on the integrated platform. Throughout this period, the mentor team, together with SAI coaches, will support SYLs as they deepen understanding of their SAI, environment, and stakeholders and move their change strategies forward.
- 6. SYL Change Strategy Presentation October 2027 :** After online education, reflection, exposure, mentoring, and strategy implementation, SYLs who meet all agreed milestones will be invited to an online workshop to present their strategies to SAI Leaders and peers. They will share developments in their integrated plan, reflect on lessons learned, and consider how to continue their leadership journey sustainably. SYLs who complete all initiative activities will graduate as IDI SAI Young Leaders 2026-2027

SYL Awards: SYLs may also apply for two awards – Innovative SYL and Transformative SYL. An independent panel of judges will decide the awards after reviewing applications and interviewing shortlisted candidates.



SYL REQUIREMENTS

SAI COMMITMENT

- Head of SAI and SAI Top Management fully support SYL participation in the SYL initiative.
- Head of SAI and SAI Top Management fully support the SYL Integrated Change Plan and are willing to commit resources for the implementation of the SAI change strategy in the SAI.
- SAI has the required expertise to support the change strategy, IDI does not provide subject matter experts to support implementation.
- Head of SAI and SAI Top Management nominate SAI Young Leader, SAI Coach and SYL team as per IDI requirements.
- Head of SAI and SAI Top Management agree to provide resources for the SAI level interaction schedule of the SAI Young Leader.
- Head of SAI and SAI Top Management provide for monitoring, follow up of the change strategy implementation after the initiative.

SAI YOUNG LEADER REQUIREMENTS

- Is between 30 and 40 years of age.
- Has a leadership position in the SAI and is responsible for supervising the work of her/his team.
- Has a strong proposal for their change strategy.
- Is fluent in English (written and spoken).
- Has not already benefited from similar international leadership training.
- Is a proven high performer and has demonstrated potential for growth as a leader.
- Demonstrates ethical behaviour in all situations.
- Demonstrates Strategic thinking, Courage, Conviction, Resilience, Integrity, Inclusiveness, Innovation, Accountability, Compassion, Authenticity, Presence.
- Behaves professionally and in the public interest.
- Is available and willing to participate in the entire initiative.
- IDI encourages SAIs to nominate *WOMEN SAI YOUNG LEADERS*.

SAI COACH REQUIREMENTS

- Has a leadership position in the SAI which is one level above the SAI Young Leader.
- Is able and willing to work in partnership with the SYL for the implementation of SYL's integrated change plan.
- Has technical expertise in the subject matter chosen by the SYL for the SAI change strategy project.
- Is easily accessible to the SYL in terms of geographical proximity and attitude.
- Is fluent in English (written and spoken).
- Is a proven high performer and leader.
- Demonstrates ethical behaviour in all situations.
- Demonstrates Strategic thinking, Courage, Conviction, Resilience, Integrity, Inclusiveness, Innovation, Accountability, Compassion, Authenticity, Presence.
- Behaves professionally and in the public interest.
- Is available and willing to participate in the SYL initiative.

SAI YOUNG LEADER'S TEAM REQUIREMENTS

- Consists of at least one person and not more than 5 persons.
- Team members have knowledge and skills to work with SYL on the change strategy project.
- Team members directly report to SYL for the change strategy project.
- Team members are available and willing to participate in the change strategy project throughout its implementation.
- Team is gender balanced.



SYL FUNDING & RESOURCES

SAI ELIGIBLE FOR OFFICIAL DEVELOPMENT ASSISTANCE SUPPORT

Costs to be borne by SAI

- SAIs will bear the costs of all accommodation and travel for the face-to-face interaction for the SYL, SYL Coach and SAI leadership.
- SAI will bear costs for Emotional intelligence and coaching (optional) for SYL coaches and SAI leadership.
- SAI will bear all costs related to the design, development and implementation of the SYL integrated change strategy.

Cost to be borne by IDI

- IDI will bear costs for mentor support, setting up the education platform and EMI assessments and coaching for SYLs.
- IDI will bear the costs for the meeting package for all participants in the face-to-face interaction.
- IDI can subsidise partial costs for up to 5 SAIs that are unable to cover the costs of selected SYLs.

SAI NOT ELIGIBLE FOR OFFICIAL DEVELOPMENT ASSISTANCE SUPPORT

- Up to 5 candidates from SAIs of developed countries can be included in the final list.

Costs to be borne by SAI

- SAIs will bear the costs of all accommodation and travel the in-person event for the SYL, SYL Coach and SAI leadership.
- SAI will bear costs for Emotional intelligence (EMI) and coaching (optional) for SYL, SYL coaches and SAI leader.
- SAI will bear all costs related to the design, development and implementation of the SYL integrated change strategy.

Cost to be borne by IDI

- IDI will bear costs for mentor support, setting up the education platform and IDI will bear the costs for the meeting package for all participants in the face-to-face interaction.

