



FUTURE LEADERS NEWSLETTER

SPOTLIGHT

**FL ACTIVITIES FROM
ACROSS THE
CONTINENT IN 2025**



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Editorial Note

Welcome to Issue 3 of our newsletter, where we share insights, growth, and activities of the FL groups across Africa. In this issue, capacity-building activities took centre stage, signifying just how determined FLs are in spearheading professional development. Whether it is through training workshops, mentorship, or hands-on project involvement, building our skills today ensures that we are ready to lead tomorrow.

A key milestone to note is the Association of Consulting Engineers Tanzania (ACET) Future Leader's election of leadership, specifically for the positions of Chairperson, Vice Chairperson and Treasurer. This is a win, not just for ACET, but also for FIDIC Africa FLs, following the FL Symposium at the 2024 FIDIC Africa Infrastructure Conference in Dar Es Salaam, where the ACET FL group was revived. This is significant to our membership growth.

It is also worth noting that Ghana Consulting Engineers Association (GCEA) will be hosting the next FIDIC Africa conference in 2026, and the GCEA FLs have continued to build momentum through capacity building and professional growth activities. Additionally, the Uganda Association of Consulting Engineers (UACE) FLs have demonstrated that actions such as volunteering time to support local causes can drive real change. Through a Corporate Social Responsibility (CSR) project, we observed how their career growth was transformed into community impact.

As the FIDIC Africa FL Committee continues to promote the active participation of FLs in FIDIC/FIDIC Africa activities and enhance communication within the FL Africa groups, FLs are encouraged to make use of this newsletter as an information sharing platform. This how your various FL groups can contribute to FIDIC Africa :

- 🎯 **Showcase your FL group's impact:** Tell us how your team is building capacity and opening doors for the next generation.
- 🎯 **Share your story:** Submit your articles on your FL Group/Forum's event and activity recaps
- 🎯 **Promote your initiatives:** Are you running an exciting FL initiative? Let us amplify it!
- 🎯 **Stay updated and engaged:** Follow us on our social media platforms

Let this newsletter inspire you to contribute to the growth and sustainability of the consulting engineering profession. The future of our industry is bright — and you are a big part of it.

Be Part of our Story. Get Involved. Stay Connected.

FIDIC Africa Future Leaders Committee



ACEB

Young Professionals Forum

Engineering the future through capacity building

The Future Leaders of the ACEB Young Professionals Forum (YPF) continue to ascertain a sustainable engineering future through capacity building activities that fuelled professional growth. University outreach and job shadowing activities ensured that the engineers of tomorrow were educated on what to expect in the industry, which would assist them in making the right career path choices. Engineering software crash courses and dialogue sessions provided continuous learning to enable future leaders to increase their professional competencies.



UNIVERSITY OUTREACH

The ACEB FL Mentorship Committee has a mandate to inspire the next generation of Engineers, hence they implemented this outreach initiative, which was aimed at university and high school learners. This year, ACEB FL was able to execute three outreach visits to the Botswana College of Engineering and Technology, Botho University, and the University of Botswana. These visits were aimed at engaging engineering students about what to expect when they enter the industry. During those sessions, the learners were interested in some basic engineering software that is used in the industry to prepare them for the transition. ACEB FL is therefore currently preparing to start offering such training to the learners.





|| JOB SHADOWING

The ACEB FL Mentorship Committee conducted a job shadowing exercise, where the committee selected students from a learning institution and assisted them in gaining some practical work experience within the engineering space.



ACEB FL has since been able to organise a job shadowing opportunity for students from the Botswana College of Engineering and Technology, where they visited the Special Economic Zone Authority Project. The students were able to appreciate and learn about road construction, how a pump station is constructed, how water and sewer pipes are laid as well as the onsite concrete plant.

“

By observing professionals in action, young minds gain clarity, direction, and purpose.

”



ENGINEERING CRASH COURSE

The ACEB FL Membership Committee hosted a virtual Engineering Crash Course Session on ***"Introduction to Revit Structural Modelling"*** which was the second session of a 2-part series of the course. This session was well received with good illustrations from the presenter, who also attended to some engaging questions from the audience around the effective use of Revit modelling.



ENGINEERING DIALOGUE SESSION

The Membership Committee also hosted an Engineering Dialogue Session on ***"Assessing Salary Equity and Global Competitiveness for Young Engineers in Botswana."*** The panellists who led the conversation included representatives from the Engineers Registration Board, the Botswana Institute of Engineers, the Southern African Federation of Engineering Organisations, ACEB FL and also some international speakers from Zambia and Uganda. This conversation sparked a great conversation around the remuneration of young engineers within the region in comparison to the global standards. It also highlighted the importance of continuous personal and professional growth through experience and taking on short courses, as that would help elevate one's growth and equally so their earning potential.

The screenshot displays a Zoom meeting in progress. The main window shows a presentation slide titled "ACEB FUTURE LEADERS PROGRAM". The slide content includes:

- Background:** ACEB Future Leaders (FL) is a platform under the Association of Consulting Engineers Botswana (ACEB) for professionals aged 30 and under in the consulting engineering sector, including:
 - Civil
 - Electrical
 - Mechanical
 - Environmental
 - Planning
 - Architecture-related disciplinesThe program is committed to nurturing young talent through:
 - Mentoring
 - Technical training
 - Networking opportunitiesPrimary goal: To prepare the next generation to lead and drive the consulting engineering industry in Botswana and beyond.
- Our Objectives:**
 - Building visibility for young professionals
 - Developing leadership and technical skills
 - Promoting excellence and best practices
 - Creating a strong, lasting network among young engineers
- Our Content/Themes:**
 - We run four dynamic committees to drive our mission forward:
 - **Mentorship Committee:** Focuses on recruiting, engaging, and retaining young professionals in the consulting engineering industry
 - **Mentoring Committee:** Links you with experienced professionals to support career growth and technical development
 - **Business Development Committee:** Secures new partnerships, patronage, and business opportunities – driving growth and sustainability for ACEB FL
 - **Networking Committee:** Facilitates both social and professional networking to foster collaboration and camaraderie
 - **What's in it for you?**
 - As an ACEB FL member, you'll benefit from:
 - **Crash Courses:** Hands-on training for skill-building
 - **Technical Site Visits:** Experience real projects and operations
 - **Engineering Dialogue Sessions:** Learn, share, and grow
 - **Mentorship Programs:** Get support from seasoned experts
 - **Local & International Conferences:** Including FIDIC Global & Africa
 - **Competitions & Excellence Awards:** Showcase your innovation
 - **Networking Opportunities:** Connect with fellow young professionals nationwide
 - **Ready to Join?**
 - To become an ACEB FL member, you must:
 - Be under 30 years old
 - Work in consulting engineering or related fields
 - Be employed by an ACEB Member Firm
 - Have a passion to grow, lead, and contribute to your profession
 - Visit us:** [ACEB Future Leaders Program](#)
 - Register Here:** Scan the QR code to register as an ACEB FL Member

The slide also features a photo of a group of young professionals standing together. The Zoom interface shows participants at the top and a list of 27 participants on the right.

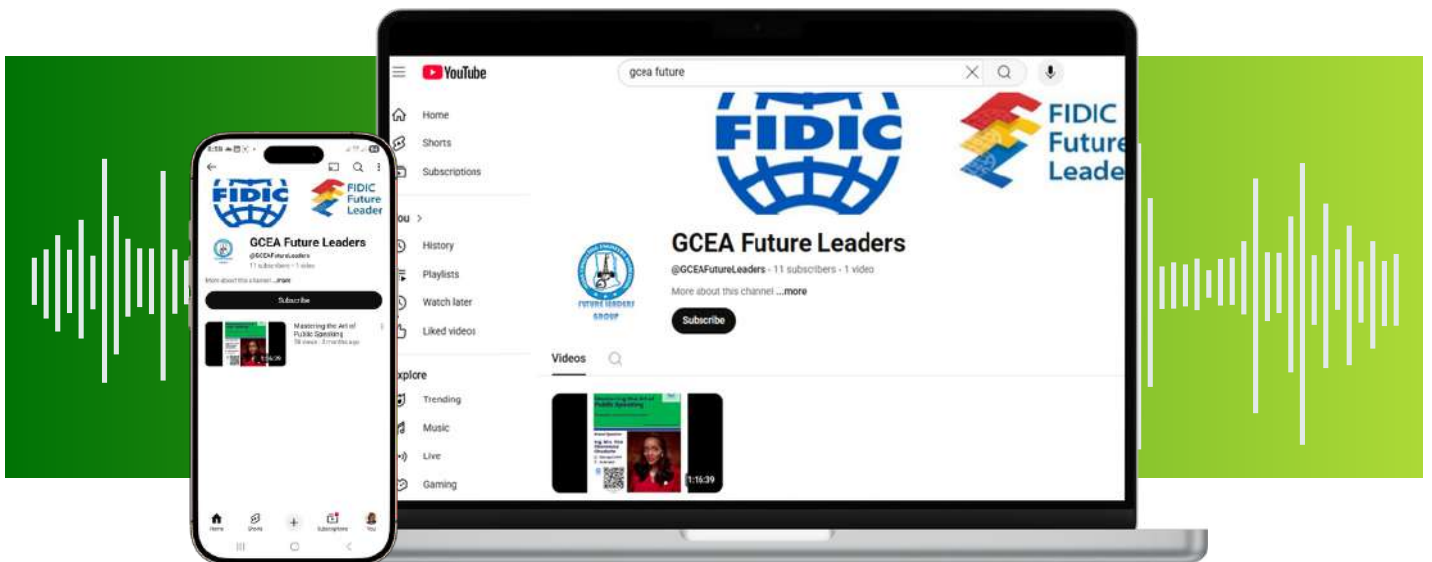


GCEA Future Leaders Group

Empowering Future Leaders to attain necessary skills for the continuation of the consulting engineering business.

The GCEA Future Leaders Group has made significant strides in expanding their reach to future leaders in Ghana and across Africa. Significant capacity development initiatives include the launch of a new YouTube Channel, hosting of Continuous Professional Development (CPD) webinars and the inauguration of the first GCEA Future Leader Awards.

LAUNCH OF GCEA FL YouTube Channel



The official GCEA FL YouTube channel was launched and is up and running [@GCEAFUTURELEADERS](https://www.youtube.com/@GCEAFUTURELEADERS).



SUBSCRIBE

Webinars will continuously be uploaded to enable FLs to use it as a repository for knowledge and information

WEBINAR



MASTERING THE ART OF PUBLIC SPEAKING

Presenter:

Ing. Mrs. Yaa Obenewaa Okudzeto

Director and Principal Engineer - Built Services Consult - Ghana, Accra.

A webinar aimed at arming FLs with strategies to improve public speaking and overall communication skills. Participants included GCEA FLs and some FLs from across the continent.



**16th
April
2025**



**15h00
GMT**



**CPD WEBINAR VOLUME 02
EPISODE 1**

The webinar is available on YouTube, on the official GCEA FL YouTube channel:
GCEA Future Leaders



<https://www.youtube.com/watch?v=8thYD66737Q&pp=ygUTRONFQSBmdXR1cmUgbGVhZGVycw%3D%3D>



Inauguration of the first **GCEA FUTURE LEADER AWARDS**

To honour hardworking FLs across GCEA member firms and highlight the works being done by them, the GCEA Council in collaboration with the FL Steering Committee have instituted an awards scheme with the following categories;

1. Young Engineer of the Year (Flagship Award)
2. Excellence in Sustainability and Environmental Impact
3. Project Management Achievement
4. Emerging Leader in Engineering Consultancy
5. Community Impact or Social Responsibility in Engineering

A call for nominations will be sent out in August and the awards ceremony will take place in December during the GCEA Week celebration



ACEK

Future Leaders



ACEK FL COUNCIL ELECTIONS



On March 20th, 2025, the Future Leaders successfully held elections, ushering in a new term of dynamic leadership for 2025/26. The newly elected team brings fresh energy and vision to guide the council's activities across the continent.

The elected members are:

- 👤 Chairperson: Mike Jomo
- 👤 Vice Chairperson: Olyvia Lavis
- 👤 Secretary: Elvis Alwala
- 👤 Treasurer: Eng. James Karori
- 👤 Vice Secretary: Martha Wanyoike

We look forward to the impact this passionate team will make in driving collaboration, capacity building, and innovation among Future Leaders in the engineering sector.

The election of the Council was followed by a dinner on the 11th of April. The event celebrated the newly appointed leadership and recognised engineers who successfully transitioned from Graduate Engineer to Professional Engineer



|| COLLABORATION WITH ENGINEERS BOARD OF KENYA

The Future Leaders Council recently held a productive meeting with the CEO of the Engineers Board of Kenya (EBK) to explore opportunities for collaboration. The discussion focused on identifying joint initiatives that could enhance the experience, professional development, and practice of engineering among young professionals. The meeting marked a positive step toward strengthening ties between regulatory bodies and emerging engineers, with a shared vision of advancing the engineering profession in Kenya and beyond.



|| 6TH ENGINEERING PARTNERSHIP CONVENTION

Future Leaders actively participated in the Graduate Engineering Mentorship Program held during the 6th Engineering Partnership Convention, themed 'Engineering a Digital World'



|| ACEK PRESIDENT'S NETWORKING DINNER

Future Leaders attended the ACEK President's Networking Dinner, a high-level event that brought together seasoned professionals and leading business entities, offering an invaluable networking opportunity for the next generation of engineers.



|| 1ST WOMEN ENGINEERS CONVENTION

Future Leaders, led by Eng. Barbara Adhoch, CEO of the Association of Consulting Engineers of Kenya, attended the inaugural Women Engineers Convention themed 'Engineering Excellence in Service Delivery'.



CESA



Young Professionals Forum



**CESA YPF GAUTENG NORTH 2025 KICK-OFF EVENT:
BUILDING BRIDGES, BUILDING CONNECTIONS**



CESA YPF had a powerful start to the year with their first event hosted at Zutari's offices and proudly sponsored by Zutari – a true demonstration of their commitment to investing in young professional development!

Keynote speaker - Yankho T. Banda Pr. Eng, MSAICE inspired young professionals with actionable takeaways:

- ✓ Build authentic, mutually beneficial networks.
- ✓ Collaborate proactively and seek impact where you are.
- ✓ Take charge of your future – be the driver, not the passenger.
- ✓ Push your limits – connect with 2 professionals this month, join a volunteering association, and invest in yourself.

She also shared practical tips on networking and holistic growth:

- ✓ Craft your elevator pitch
- ✓ Join voluntary associations
- ✓ Be actively involved
- ✓ Add value
- ✓ Step out of your comfort zone

There was also a brilliant technical presentation by Savannah Canto on the Rehabilitation of the N1 Sinkhole, highlighting engineering ingenuity and collaboration between SANRAL, Zutari, and N1 commuters. Engaging icebreakers, insightful conversations, and new connections made the event unforgettable.



|| CESA YPF KZN SOCCER TOURNAMENT 2025

The CESA YPF hosted an incredible day of soccer held on 11th April, 2025, the tournament was a resounding success and one for the books! Organized by the passionate efforts of Shenelle Sudhama, Vishay Sudhama, Danique Odayan, and KZN Chairperson Mishqah Hussain, KZN Vice Chairperson Ashlan Ganass the event brought together 180 players and more than 200 enthusiastic spectators for a day full of action and energy.

From the first whistle to the final goal, the energy on the field was electric. The tournament showcased not only exceptional soccer skills but also the heart of teamwork, friendly rivalry, and true sportsmanship. The crowd cheered, the players gave it their all, and the vibe was unforgettable. Adding to the excitement were vibrant marketing stands where consultants exhibited their innovative projects and services. These displays highlighted the talent and creativity within our engineering community and gave attendees a deeper look into the future-forward work being done in the industry.



Winners Circle

1st Place
JTN Consulting

2nd Place
ENsync Engineers

3rd Place
BJ-FC Consulting



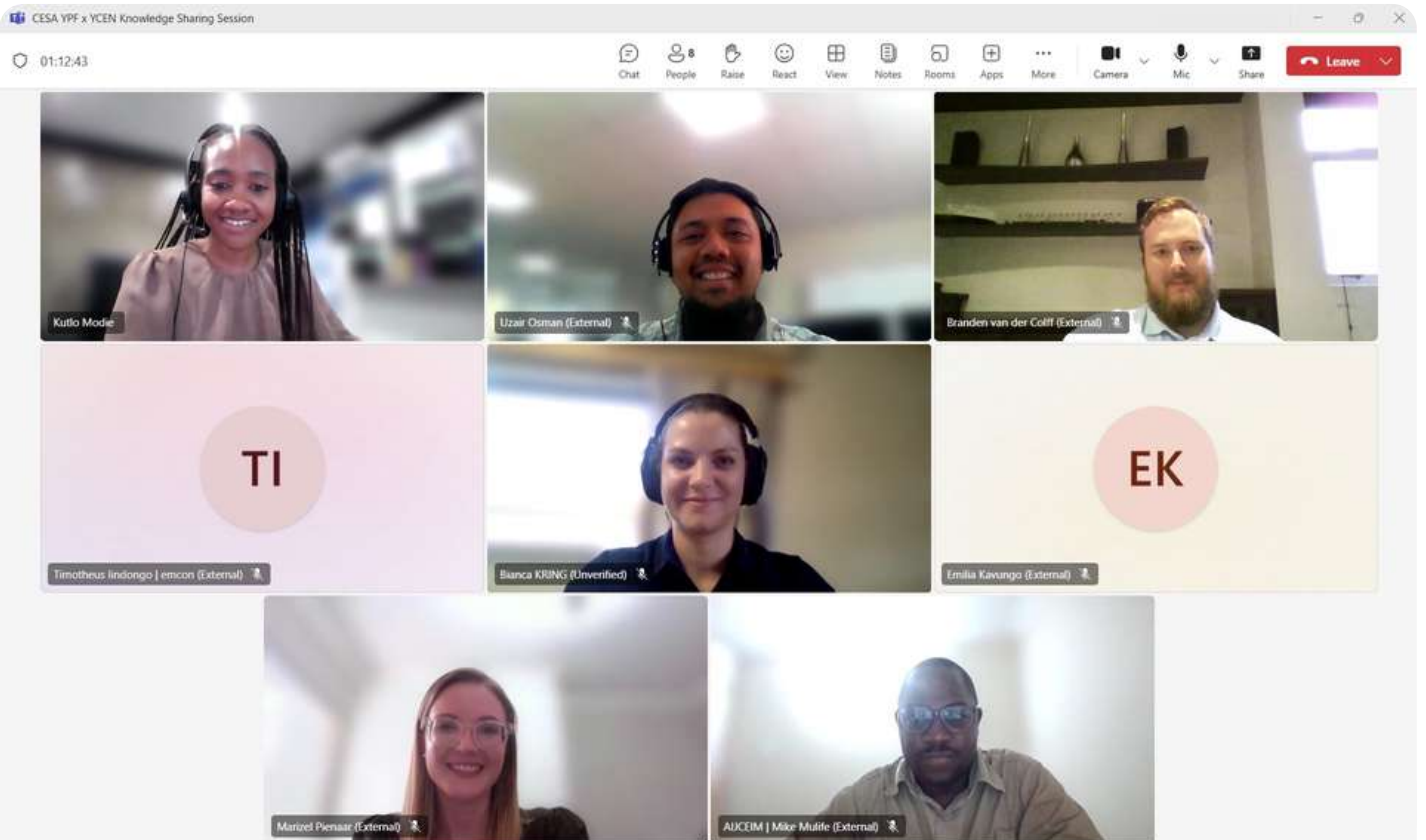


CESA YPF X YOUNG CONSULTING ENGINEERS OF NAMIBIA, YCEN - KNOWLEDGE SHARING SESSION

In February 2025, the CESA YPF National Leadership took the time to share their experiences and strategies with the YCEN Council, providing invaluable insights on what makes their organisation a success.

Their guidance offered practical, actionable tips to help YCEN strengthen its operations and drive meaningful impact for young engineers in Namibia. The session was highly informative and reinforced the importance of collaboration and knowledge sharing in shaping the future of young professionals in the consulting engineering industry.

As the saying goes, "If I have seen further, it is by standing on the shoulders of giants." Learning from those who have walked the path before us allows us to grow faster, lead better, and build stronger networks.



A heartfelt thank you to CESA YPF for the time and support—we look forward to continued collaboration! Thank you Uzair Osman and Marizel Pienaar (Radley)

ACET

Future Leaders Forum

ACET Future Leaders Take Off with a Strong Start!

The ACET Future Leaders Forum is officially taking shape, with the leadership team now in place. Following the successful development of the business plan, the group has elected its first executive committee:

- ▶ **Chairperson:** Brenda Pauline Mloka
- ▶ **Vice Chairperson:** Richard C. Milambo
- ▶ **Treasurer:** Janeth Kihamba

To kick off engagement, the group recently hosted its first interactive session with young professionals in the industry. The event received enthusiastic participation and resulted in several new sign-ups. ACET FL is now well-positioned to drive forward its mission of empowering and connecting young consulting engineers across Tanzania.

Stay tuned for more
exciting updates!

ACET FUTURE LEADERS
FORUM

acet.or.tz

Eng. Brenda Pauline Mloka
ACET FL Chairperson



UACE

Future Leaders Forum

Young professionals making impact beyond the workplace.

The highlight of this year for the UACE Future Leaders is a Corporate Social Responsibility (CSR) project currently underway at Kololo High School in Kampala, Uganda. The project focuses on upgrading the school's water supply and storage infrastructure, which currently serves over 3,000 students and staff daily but has a limited and unreliable water storage capacity.

Key Project Highlights

- ▶ **Current situation:** Only 21,000 litres of installed storage (including 10,000 litres reliant on rainfall), against a recommended buffer of 243,000 litres.
- ▶ **Upgraded scope (Phase 1):**
 - 🔗 Two additional 10,000-litre ground tanks connected to NWSC mains.
 - 🔗 Two rooftop tanks (3,000 litres each) to enhance gravity-fed distribution.
 - 🔗 Solar-powered pump system (3 m³/hr at 40m head) for resilience.
 - 🔗 Upgraded outlet piping to improve refill times and sanitation efficiency.
- ▶ **Challenges faced:** Project delays due to limited financing and the need to rescope the original design by nearly half to fit within the available budget.
- ▶ **Support sought:** We remain hopeful for sponsorship from partners such as Davis & Shirtliff, among others, to complete the remaining works.





Looking ahead, the UACE FL is planning their Future Leaders Annual General Meeting (AGM), which will allow them to elect a new leadership committee to work alongside the newly elected UACE Council.

From Career Growth to Community Impact.

As future leaders, our influence goes far beyond the workplace. Now more than ever, our communities need innovative minds, skilled hands, and compassionate hearts.

Corporate Social Responsibility (CSR) is not just for big corporations—it is a call for every young professional to be ready to shape a better tomorrow.

CREDITS

Cover photo sourced from:

<https://encyclopaediaafricana.com/lake-volta-and-the-construction-of-the-akosombo-dam-ghana/>

Article Contributions:

ACEB Future Leaders, Botswana

GCEA Future Leaders Forum, Ghana

ACEK Future Leaders, Kenya

CESA Young Professionals Forum, South Africa

ACET Future Leaders, Tanzania

UACE Future Leaders, Uganda

JOIN THE FIDIC AFRICA FL NETWORK AND GROW YOUR POTENTIAL

Follow us for exciting updates



Connect with us today online

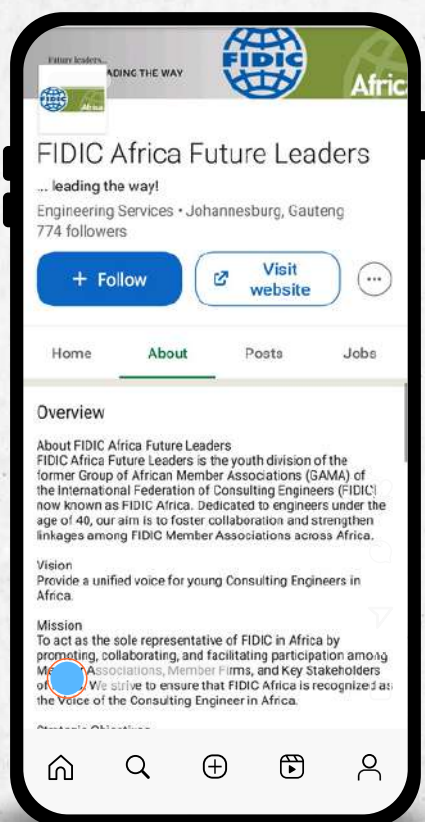


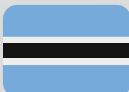
FIDIC Africa Future Leaders



Future Leaders

Keep up with other FIDIC Africa FL groups by following their LinkedIn pages:



- 


Botswana
ACEB Future Leaders Group
- 


Ghana
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Kenya
ACEK Future Leaders Kenya
- 


Nigeria
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- 


South Africa
CESA Young Professionals Forum
- 


Uganda
Uganda Future Leaders Forum
- 


Zambia
ACEZ Future Leaders Group

CONNECT. GROW. LEAD.