The FIDIC (International Federation of Consulting Engineers) Young Professionals Management Training Programme is a seven-month on-line training programme for young professionals and potential managers. The programme engages young potential managers in an analysis of key management and business practice issues for consulting firms.

The aim of the programme is to develop leadership, communication skills, intercultural understanding, new approaches to understanding management challenges, and familiarity with industry activities through participation in the FIDIC annual conference.

For seven months participants use a web-based training platform and other communication tools to work on for business topics using cases and practical, real-life projects. The second phase takes place immediately before the FIDIC conference, when participants meet for three days to finalise reports and conclusions to be presented at conference workshops.

ACES is inviting Member Firms to nominate candidates for the FIDIC YPMTP. ACES will subsidise 50% of the total expense incurred from the course fees, air fare and accommodation. Only one candidate will be selected. The subsidy will be reimbursed to the Member Firm upon successful completion of the course.

The course fee is Euro 2,500 (subject to changes from FIDIC) and this includes the fee for the full participation in the FIDIC 2012 Annual Conference in Seoul, Korea. The air fare will be for an economy class return trip to the conference venue and the recommended accommodation will be in the hotel where the training will be conducted.

Further information on the programme can be found from the following website:
http://ypf.fidic.ch/training/Pages/default.aspx

Ms Charmaine Fang, the successful candidate for YPMTP 2011 from CPG Consultants Pte Ltd, shares her experience:

“The FIDIC young management training programme has been a truly rewarding experience which has provided me with insights to management issues and a global perspective to the consulting business.

The seven month online lectures and discussions steers the participants towards management key issues and it was certainly fortunate that we have mentors from the top management of established firms sharing their wealth of experiences and expertise.

The various discussions and interaction happening throughout the course stirred interest and raise awareness to management issues for young engineers like myself and has provided me with confidence to face challenges on the international platform.

The course ended with a conference with participants gaining a better understanding of not only practices from other countries but also fond memories and friendships.”
Eligibility Criteria

a) The candidate must be an employee of a Member Firm of ACES and an ordinary member of the YPC.

b) The candidate must be under 35 years as at the date of entry (January 2012).

c) The candidate should be nominated by a senior manager (or equivalent) of their firm and a statement made to the effect that the nominated person has demonstrated exceptional skill in communicating with clients and by written reports and shows good potential in leadership. This can be backed up by external references (e.g., by a contractor, client or other consultant). The nominator should be aware that the YPMTP would be an opportunity for their nominee to develop further skills, but will also involve time commitment next year.

d) The candidate must demonstrate a personal commitment to continued professional development by providing a summary of CPD (applicable to PEs) / seminars / conferences attended within the last three years.

e) The candidate must be a citizen or permanent resident of Singapore.

f) The candidate needs to be fluent in English.

g) The Candidate or his/her respective Member Firm shall have to undertake to bear the full cost for any other expenses not specifically covered by the subsidy.

Submissions required of the Candidate & Member Firm

a) Statement of Leadership Qualities
   A statement by the nominator (Senior Manager or equivalent of the Member Firm) on the candidate’s ability as a leader within the consulting engineering industry. This should be no more than one page. Mention what special technical and management skills this person demonstrates, and how you observe they deal with clients and contractors, that what has prompted you to consider them a future leader.

b) A short essay by the candidate on his/her role as a consultant in the community
   The essay shall describe the following:
   - The candidate will provide a summary of recent projects on which he/she has had a significant role and describe that role, emphasising where leadership qualities were important - e.g. client liaison, team management, initiative rather than technical skills. (Select three or four good examples)
   - Not more than one page is required on any one project and no supporting material (such as illustrations or copies of reports) is required.
   - Emphasis should be on the role the candidate played as a consultant that demonstrates leadership skills. The following will be taken into account.
     - level of responsibility and reporting lines (appropriate to the size of projects).
     - understanding technical details of the project.
     - liaison with others involved in the project (e.g., client, community, contractors).
     - management of safety and/or environmental issues (if appropriate).
     - other issues appropriate to the project.
   - The size or nature of the project(s), and technical innovation will not be taken into account per se. The competition is based solely on leadership and communication skills. However presentation skills such as spelling and readability will be taken into account.
   - A brief indication of the candidate’s non-work role in the community will be an added advantage.
   - The essay is not to be more than 3 pages in length.
   - A supporting letter from a client or another project member (not within the same firm) can be provided, to reinforce some of these points where applicable.

Oral communication
The short-listed candidates will be interviewed in person by a selection committee. Members of the selection committee are the ACES President, ACES Vice-president and the ACES YPC Chairman or YPC Vice-Chairman.
Post Conference Requirement
Upon completion of the YPMTP and the FIDIC 2012 Seoul Conference, the selected candidate will be asked to prepare a short report on the experiences of the programme for inclusion in the newsletter or/and ACES / ACES YPC website as well as be used for future ACES / ACES YPC publicity. The selected candidate may also be asked to speak at ACES or ACES YPC events and to de-brief the following year’s successful candidate.

Closing Date
All applications are to be made in writing to:
Association of Consulting Engineers Singapore
18 Sin Ming Lane Midview City
#06-01
Singapore 573960

For enquiries, please contact the following:
Tel: +65-63242682
Fax: +65-63242581
Email: ypc@aces.org.sg
Attention: Ms Lilian Lean

The closing date for application is 14 November 2011.