



NEWSLETTER

YOUNG PROFESSIONALS FORUM
INTERNATIONAL FEDERATION OF CONSULTING ENGINEERS

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Greetings Young Professionals (YPs) all around the World

We are pleased to release a new issue of Young Professionals Forum (YPF) newsletter, in this issue different topics and point of views are discussed including the Corruption in Construction Industry, Young Professionals Management Training Program (YPMTP) 2015 Experience, Summary regarding the YPMTP History and Achievements, How a Consultant Engineer Can Support Effective Project and Contract Management in Poland, Example related to selecting the YP of the year in Iran and finally a report for one of the YPFSC volunteering activity from Jordan.

Enjoy the Newsletter



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THE CAUSE OF CORRUPTION IN CONSTRUCTION

The construction industry is perhaps one of the oldest industry of the world. The ancient monuments like the Egyptian pyramids, the temples of Greeks and Romans like Parthenon and Pantheon, the robust bridges, old Roman theatres, the citadels and many more are the best testament to that.

The industry also has a symbiotic relationship with other. Some of the heavy engineering industry provide construction machineries, chemical industry develop innovative construction materials, finance sector provides fund solutions for complex construction projects and many more. Construction Industry is not only mammoth but also very complex in nature. Because of the complexity, construction industry is prone to various tribulations which may have the propensity to hamper its growth. The comparative study of this industry with other depicts that it is associated with a state of tardiness and delay especially when we focus on the managerial aspects and the study of triple constraint (time, cost and quality).

This article introduces corruption as a factor for such tardiness and delays. To support this many international reports and studies are available depicting that construction industry is one of the most corrupt sectors worldwide (Stifi, 2014), and the corruption can take place throughout the project cycle comprising project selection, planning, design, funding, pre-qualification, tendering, execution, operation and maintenance, and even through the reconstruction phase. Corruption also happens in many forms such as bribe, fraud, extortion, collusion and embezzlement.

The vital question here, what are the reasons behind corruption in construction?.

Lambsdorff (1999) reviewed a large variety of studies on the causes and consequences of corruption. He found that the research on the causes of corruption is focused on political systems, public salaries, and cultural dimensions. However, Stansbury (2005), and Transparency International (2006) argue that the reason for corruption in construction is the nature of the construction project itself which facilitates corruption. On the other hand Kenny (2007) argues that the knowledge about the causes of high corruption in the construction sector is extremely limited. They identify the features of a construction project which facilitate corruption as follows:

- Contractual structure: Construction projects normally have a large number of participants linked together. Each link has its own contractual form where every item of work, acceptance of lower quality work extension of time or approval of additional payments provide an opportunity for corruption, indeed every contractual link provides the opportunity for someone to be engaged in corrupt practices.



Ahmed Stifi

Germany



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- Diversity of skills and integrity standards: the construction industry is a very diverse industry in terms of:

⇒Profession: such as architect, structural engineer, civil engineer, mechanical engineer, electrical engineer, electronics engineer, banker, lawyer, e.g. each of these professions may have a different national professional association with different codes of conduct, differing levels of enforcement of these codes and different culture

⇒Trades: such as machine operator, concrete pourer, steel fixer, formworker, scaffolder, erector, pipe fitter, cladder, brick layer, plasterer, e.g. also each of these trades may have a different national trade association and different culture

⇒Specialist contractors: such as excavation, foundation, civil, building, erection, insulation, cladding, roofing, turbine, generator, boiler, pipework, pumps, cooling systems, controls and instrumentation

This diversity leads to varied standards of qualification, integrity, and oversight.

- Project phases: Projects normally have several different phases, each involving different management teams and each requiring handovers of the completed phase to the contractors undertaking the next phase. Even if one main contractor undertakes all the phases, he will normally sub-contract the different phases to different sub-contractors. This leads to difficulties in control and oversight.
- Size of the projects: Some projects can be very large in scale like nuclear power plants, airport projects, and major infrastructure projects which cost significant amounts of money. It is easier to hide large bribes and inflated claims in large projects than in smaller projects.
- Uniqueness of projects: Many construction projects, especially the larger one, are unique, subsequently the costs are often difficult to compare and this make it easier to inflate costs and hide corruption.
- Complexity of projects: Large construction projects are complex where people working in the project appear not to know, or to disagree on, the reason why something has gone wrong, or why costs have been overrun. This makes it easier to blame others for a problem, and to claim payment for this problem, even if such claims are unjustified. It also creates a reason to pay a bribe, as decisions on cause and effect and their cost consequences can have enormous impact.
- Concealed work: Most components in a construction project end up being concealed by other components. For example, structural steel may be concealed by concrete. As a result, enormous dependence is placed by the industry on individuals certifying the correctness of the work before it is concealed. This provides opportunities for fraudulent claims, and the payment of bribes to these individuals to certify too much work, or to approve defective or non-existent work.



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- Lack of transparency: There is little transparency in the construction industry and without such transparency it is more difficult to detect corruption. The greater the transparency, the more difficult it will be to concealed corruption (TI, Stansbury, 2008).
- The extent of government involvement: The extent of government involvement in construction projects is significant. Many major international construction projects are government owned. Even private sector projects normally require government approvals, such as planning permission, or agreements to pay for the use of the end product of the development. The power wielded by government officials in this regard, when combined with the structural and financial complexity of the industry as referred to above, makes it relatively easy for uncontrolled government officials to extract large bribes from construction projects.



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Laura Recena

Brazil

Thriving through Learning

“In an economy where the only certainty is uncertainty, the one sure source of lasting competitive advantage is knowledge” (Ikujiro Nonaka, “The Knowledge-Creating Company”, Harvard Business Review, July-August 2007). Although nearly 10 years have passed since Professor Ikujiro Nonaka made this statement, the idea that knowledge is one of the major sources of competitive advantage remains fresh and 100% true.

At the same time, with the advancement of the internet, knowledge – including technical expertise – is becoming increasingly easier to find online. For Consulting Firms, the strategy of relying on know-how to differentiate in the market is becoming less and less effective. As Bill Fischer - IMD Innovation Management Professor, with a background in Consulting Engineering - would say, we are facing a “commoditization of professional knowledge”.

You are probably thinking the two paragraphs above contradict each other. But, in fact, Ikujiro Nonaka’s ideas are aligned to Bill’s remark. Companies, such as the Consulting Firms we work for, will only survive the end of the expertise era if they are able to learn. Nonaka’s idea of knowledge has nothing to do with “static expertise”. His concept of “learning” is much broader than the ability to just gather and apply technical information – what Ikujiro highlights is the role that well established knowledge creation process plays in the success of several businesses. The ability to learn and adapt is what enables companies to reinvent themselves in tough times and meet client’s needs.

Although it is true that “smarter people make smart people even more successful” (Bill Fischer, “The Dumbest Guy In The Room”, Forbes, January 2016), in order to sustain the learning flux and develop intellectual capital within a company, just gathering intelligent people under the same roof won’t do the job. The environment and the corporate culture must encourage knowledge sharing and cooperation among employees from different areas. The guy you have never talked to, sitting in the room next door, may have exactly the information you are looking for – or maybe he can give you the insight you need to solve a certain problem. In addition to building cooperation among teams, encouraging people to question and to think out of the box may create new (and more efficient) ways of doing the same old things. “Managers must challenge employees to reexamine what they take for granted”, says Nonaka.

In a fast-changing business environment, and with expertise democratized by the internet, the ability to learn is certainly a major requirement for companies in all industries– especially for Consulting Engineers, as we must cope with technologies evolving at a frantic pace. Having well established knowledge creation processes can be seen just as a useful tool to save employees’ time and energy, but it can also turn out as a crucial feature for to survival of the company. As business theorist Arie de Geus would say, “The ability to learn faster than your competitors may be the only sustainable competitive advantage”.



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**Adam
Bialachowski**

Poland

How a Consultant Engineer Can Support Effective Project and Contract Management in Poland

Our problems in infrastructure projects are not new. Marcus Vitruvius Pollio, a Roman author, architect, and civil engineer wrote about the importance of keeping project costs within budget and to ensure that additional work not exceed 25% over budget. He stated:

“When an architect/engineer accepts the charge of a public work, he has to promise what the cost of it will be. His estimate is handed to the magistrate, and his property is pledged as security until the work is done. When it is finished, if the outlay agrees with his statement, he is complemented by decrees and marks of honor. If no more than a fourth has to be added to his estimate, it is furnished by the treasury and no penalty is inflicted. But when more than one fourth has to be spent in addition on the work, the money required to finish it is taken from his property.”

This quote, from Vitruvius’ “Book 10”, is as timely now as it was two thousand twenty six years ago when it was written during the Roman Empire.

A consultant engineer must know the current issues and be politically savvy to be successful in project management. I want to share some quick thoughts on what brought us to our current situation in Poland and then discuss the strides that are being made today by FIDIC, EFCA and SIDIR in an attempt to force normality into our every day life, and then focus on what consultants can do to help their employers on their projects.

1.5 Billion Euro Lawsuit

According to Minister Jerzy Szmidt in a statement he made in January 2016, contractors have sued the General Directorate for National Roads and Motorways for 1.5 billion euro for issues including additional works, changes and variations and are currently in court today to resolve their differences.

We have to ask ourselves why did this happen and how can this litigious scenario be prevented in the future.

Is it FIDIC’s fault?

Some consultants have given up on FIDIC contracts claiming they just don’t work in Poland. I beg you to ask yourself the following question: Can we still call a contract “a FIDIC contract” if we change or remove 10 out of the 20 clauses that constitute a FIDIC contract? If we modify or delete these clauses, the fundamental balance of risk allocation is altered and the impact on the consultant engineer’s obligations is significant.

For example, changes to FIDIC contract clauses:

- 1.9 and 2.1: The removal of the payment clause to a contractor related to delayed instructions or site access places the burden of cost on the contractor and in the long run, increases costs to both parties along with schedule delays.



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- 4.4: Strict restrictions to the written scope of subcontractor's works, this limits who the contractor can contract outside of his expertise
- 8.7: Introduction of penalties for delays, e.g. delayed program update, subcontractor's approval application, subcontractor's payments, removal of defects, etc., is neither tenable nor a wise business practice.
- 12.3: The possibility of provisional rates/prices for Interim Payment Certificates is removed and results in new costs for the contractor and increases project costs
- 13.2: Value Engineering clause is removed.
- 13.6: Day works clause removed.
- 14.5: Payments for materials was recently changed and removed. This leaves the Consultant Engineer responsible for materials costs.
- 16.1: The possibility to recover costs for suspension of work caused by Employer's actions is removed. This leaves the responsibility for these costs to the Consultant Engineer's and removes any accountability by the Employer.
- 20.1: The claim notification is shortened to 14 days.

Further, clauses on Dispute Adjudication and Arbitration are now removed, eliminating protections and conflict resolution alternatives for Consultant Engineers. A national client recently told me: "Adam, do you want to know why we don't want to go to arbitration? Because we lose." Consequently, disputes are now resolved in courts which adds to everyone's cost. Litigation is time consuming and resource intensive.

This logic is very common these days. For example, if our child is doing poorly at school, the easy explanation is it must be the teacher's fault, and the easy solutions are let's fire the teacher, or change the "system". No effort is taken to determine why the student is doing poorly and how to remedy it one-on-one with the child. Carte-blanche changes do not provide adequate fixes. In some instances, the solution may exacerbate the situation, cause more problems and increase complexity. So no, it's not FIDIC's fault or EFCA's fault or SIDIR's fault (as some officials say in private conversations).

Maybe it's the consultant's fault?

Just recently, clients have added other criteria other than priced based selection. In some contracts now the additional criteria is "amount of on-site presence", which is nothing other than a new form of price based selection.

We are spending money now to have auditors check to see whether the site inspector is at his desk on-site because the criteria other than price was "amount on-site presence per week". My question is this, has this improved the quality of consulting? Is this what the EU directive intended by forcing employers to use other criteria then price?

Consulting Engineering contracts on many major projects in Poland are signed at the same time or right before contractor's signature (often after design (red book) or after employer's requirements are written (yellow FIDIC), which limits the consultant input into formulating the employer's requirements! This is a limitation in arriving at the most effective solutions and satisfactory project deliverables. Some real life examples of clauses in consultant contracts that are hindrances:



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- Paid in proportion to accepted and paid for works (Is this a conflict of interest? The thought must have crept in: “Hey, so the more the contractor gets paid this month the more I will get paid”).
- Taking away important contract tools of the Consulting Engineer, e.g. modifying FIDIC clause 3.1.

Some quotes from consulting contracts that are problematic:

- “...in order to reject or approve a claim the Consultant Engineer will receive approval from the client.”
- “...any Engineer’s instructions require client approval and acceptance.”
- “...the Engineer will not under any circumstance accept a project plan that exceeds the original date of completion.”

One client once asked us: “Why do I need an engineer, when the only thing I will have to do is convince him to my beliefs, i.e. I’d rather use “my way of running the project?”

Paraphrasing an old saying my response is: “If you are not wise enough to buy a dog, bark by yourself.”

Pretending that by allocating risk to other parties, the risk disappears...

If I was to point to one single reason for these conflicts, it is the art of covering up risk by changing who owns the risk. Not actively seeking ways to reduce and mitigate the overall risks just shifts the financial burden to another party. Unforeseen circumstances and impediments to timely and quality project completion can be reduced with careful planning and risk identification. Ineffective methods/work processes can be improved with proper procedures and good communication between parties before any work is started. Reduction of risk should be the mutual goal for the Consultant Engineer as well as the Employer as this also reduces costs while improving quality and timeliness of a project.

When I was a teenager, my father, an engineer, would not allow me to go out on weekends before I had cleaned my desk. So what did I, the thrifty teenager do? I would open my cabinet and throw all my piles from my desk into the cabinet... This is what we attempt to do with risk today -- it is childish, it is immature and it does not get rid of the situation. It only defers it and sometimes can make the situation worse...

How can the Consultant Engineer help?

Once a client understands that success is not achieved by crossing out arbitration clauses, or by reducing engineering consultants to site inspectors, there is quite a lot we can do.

We can learn from what consultants have done and what we should continue doing. Here are some positive examples and recent developments.

There has been progress, after years of banging our head against the wall, thanks and kudos to SIDIR, EFCA and FIDIC.

There is a chance that BIM (building information modeling) might catch on in Poland. Recently we have seen two tenders where designers are given additional criteria for selection when they demonstrate BIM capacity.

Other developments include:



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- Best Value Procurement/Quality Based Selection
- Dispute resolution boards on projects where the public client is not a national agency
- Arbitration court in SIDIR
- Road authority new criteria for selecting consultants
- The new public procurement law draft guidelines state that price should not be more than 40% of the consultant selection criteria

How a Consultant Engineer's input can lead to successful projects:

- Be involved from the very beginning, to help the client develop scope, identify problems, identify risk and help the client do his/her homework required before the start of the project.
- Convince our clients not to change FIDIC more than is required to adjust to local law.
- Act as a mediator, attempt to be independent and fair. - Clients often rather have the Engineer enforce the Client's "vision", even if disadvantageous for the project. The consultant should be able to act as an independent advisor to the employer. (Which we as consultants might want to revisit – separate subject).
- Establish one list from the beginning -- that is the bill of quantities/items in the project plan/items in monthly payment certificate.
- Build cultural bridges when dealing with international parties.
- Educate the clients during the project's course.
- Establish solid methods/procedures for communication and information flow/storage.
- Maintain a team approach for all parties involved – instead of promoting an adversarial relationship.
- Facilitate the client and the contractor to actively and constructively participate in initial and ongoing, regular risk analysis.
- Introduce and establish modern tools of communication.
 - 1) THE TIME OF PAPER IS OVER!!!
 - 2) The world is changing, so are ways we can effectively and seamlessly communicate on projects.
 - 3) Basecamp with access for each side of the process – everybody! Collaborative tools include Primavera, Microsoft SharePoint, BST Global

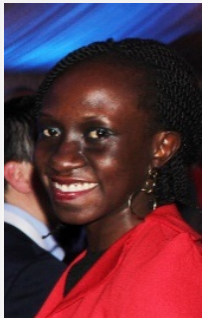
There is a very well-known song in Poland by Wojciech Młynarski. The title of which is "Róbmy swoje" which roughly translates to: "Let's do what we should do!" Professionalism, educating clients, and fostering relationships, have always been and still remain the key to successful and effective projects.



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Rachel Kalebbo,
Uganda

The 2015 FIDIC YPMTP Experience

The FIDIC Young Professionals' Management Training Programme (YPMTP) 2015 ran from February to September 2015. I was fortunate to participate in it as one of the two recipients of the FIDIC BST Global Scholarship award; most other participants were either sponsored by their employers or self-sponsored.

This unique training programme is run annually and aims to equip young professionals (YPs) in the consulting engineering industry with the skills necessary to successfully start up, develop and run a consulting engineering firm. The programme is geared towards (potential) young managers in the consulting engineering industry and is an important initiative given the changing operational dynamics of our industry and in particular the increasing influence of technology on how we do business.

The training touched on subjects as wide ranging as human resource management, financial management, business integrity and sustainability among others. There was a wealth of knowledge to be gleaned from seasoned industry experts (YP mentors) as well as the opportunity to learn from my fellow trainees. It was enlightening to discover that young engineers in the consulting engineering industry all over the world experience the same sort of challenges in general although some cultural differences were evident particularly in the context of developed versus developing nations. The issues raised during the virtual training sessions conducted throughout the year via the Podio platform were reinforced during four days of face-to-face sessions in Dubai. The Dubai sessions included extensive group discussions that roused some stimulating debate on various issues, especially integrity that is key to the success of our industry.

The training programme culminated in attendance at the FIDIC infrastructure conference by all YPMTP participants. Our final task was to prepare a presentation making a case for the issues that we as the YPs believe the consulting industry, and in particular FIDIC, needs to consider in order to move our industry forward; we then presented this to conference delegates during a session dubbed "the Future Leaders' Forum". This was one of my favourite sessions of the training, as the entire group worked feverishly to put together a presentation to impress our audience! Our chosen theme was "Advisors to Influencers" and highlighted the need for engineers to be more pro-active by developing soft skills, improving the brand of the consulting engineer and political engagement to influence policy.

It turned out that we were in a sense "preaching to the choir"; a number of the arguments we raised turned out to be a recurring theme in several of the other presentations throughout the conference. It was fascinating to discover that we were of one mind in this matter with the rest of the industry!



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Overall, this training programme delivered all that it promised and exceeded my expectations. When I applied to participate in the programme, I expected to receive some useful managerial training; I got even more! There is no satisfactory way to quantify the invaluable benefit of the professional network built with my peers in the consulting industry from all around the world-representing every continent; not to mention friendships that were forged along the way. I was the only Ugandan participant in this year's program, but felt right at home with the group. Beyond the business of training and the conference, there were official and not-so-official social events that allowed us to interact with our peers as well as the movers and shakers of our industry. The setting for all this was the enchanting city of Dubai and we made the most of every opportunity to explore the sights and sounds of the city!

I remain especially grateful to the FIDIC past presidents and BST Global who financed the award that made it possible for me to experience the 2015 YPMTF, as well as my employer, NEWPLAN limited that sponsored my trip for the sessions in Dubai. I have made it my mission to recommend the training and encourage firms to sponsor their YPs to participate in future iterations of the programme; it is definitely a worthwhile investment.





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Wael Darkazanli

Saudi Arabia

History of Participation in the FIDIC Young Professionals Management Training Programme

Young Professionals Management Training Programme (YPMTP) has become an annual event, which connects different young professionals (YPs) from all over the world in one place to discuss the latest emerging ideas in the engineering consulting industry.

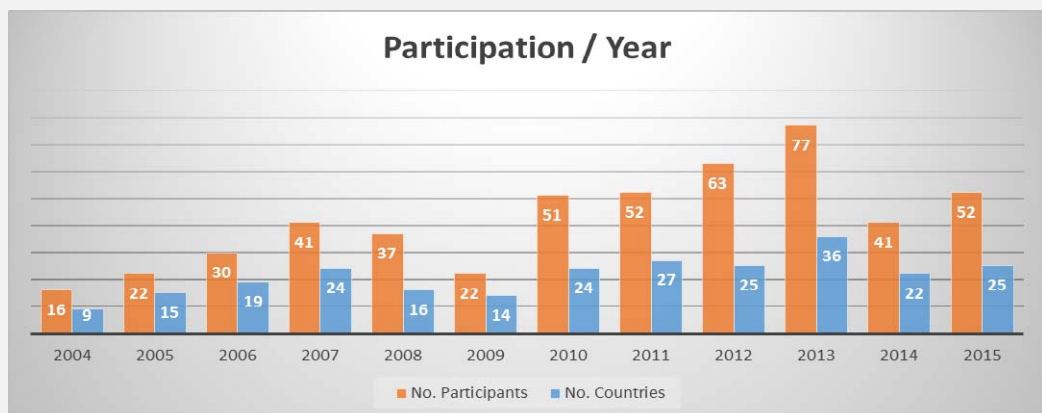
Through its course design, it includes two stages of connections. The first one last for around seven months through online platform provided by FIDIC to discuss different ideas based on the course material, where everyone can share and discuss different ideas/ cases. The second stage includes around seven days of final gathering to summarize all the effort during the previous months, where those colleagues who introduced their selves through the online platform can meet face-to-face and formalize their final ideas. Those two stages give the chance to YPs to know each other and build a long term professionals network.

YPMTP was launched in 2004, and since then it has continued till date to be as a pivotal pillar of the FIDIC annual conference. Also FIDIC Young Professionals Forum Steering Committee (YPFSC) formed mainly from previous YPMTP members.

Through its twelve events, the participation in YPMTP has increased every year, either by the number of participants or by the number of participant's countries. The coming few lines will give a historical analysis of the YPs participation in YPMTP since 2004 till 2015.

Number of Participants

The following bar chart shows the number of participants in terms of numbers and countries bases on yearly basis. However, the first year, 2004 has the lowest numbers of participation, which is something logic since it is a new concept with 16 participants from 9 countries. The highest number of participants was in 2013 with 77 members from 36 countries.





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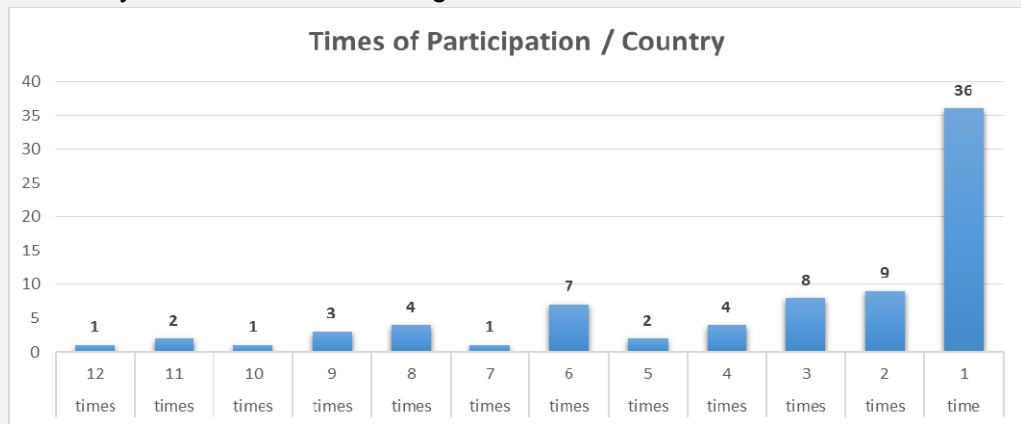
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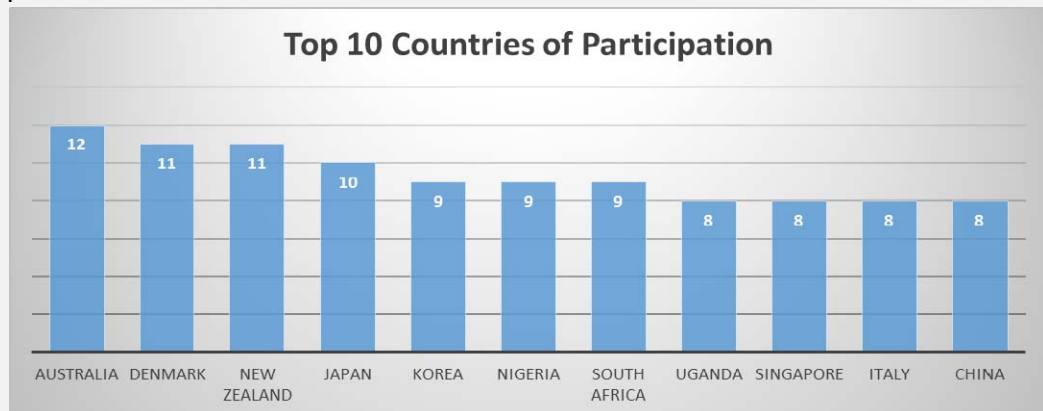
Through the above graph, it is noticed that in 2010, there was a big jump in participation where the percentage is almost the double of the previous year, and then the next years were within the same range of participation except 2013 which was a unique year in participation.

Times of Participation per Country

As mentioned earlier, some countries have participated many times while other participated for one time only as shown in the coming bar chart.



Only one country has participated for 12 times in YPMTF, whereas 36 countries have participated for one time only. Australia ranked in the first through participating in all YPMTF, Denmark and New Zealand in the second place with 11 times of participation, and Japan in the third place with 10 times. The following bar chart shows the top 10 countries in participation in the YPMTF.





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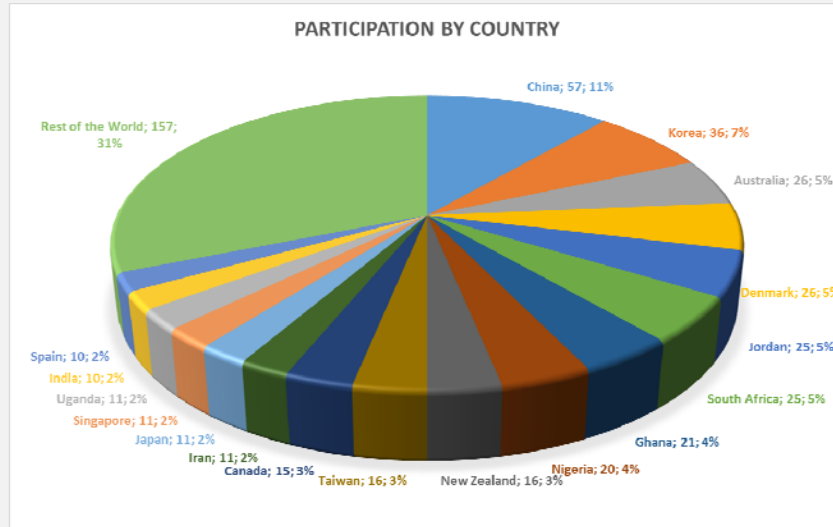
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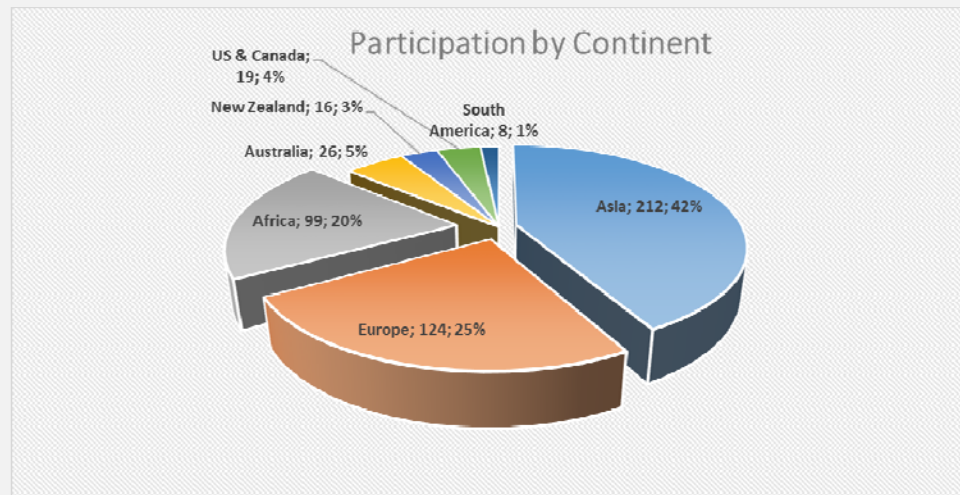
Participation by Country

About 80 countries have participated in the YPMTF, where China has the maximum participation with 57 participants, Korea comes next with 36 participants, and third is Australia with 26 participants. The following graph shows the participation per county.



Participation by Continent

As participants are from all over the world, Asia has the maximum participation with 212 participants which is 42% of participation, second is Europe with 124 participants with 25%, and third is Africa with 99 participants with 20%. The following chart shows the participants per continent.





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Total Number of Participants:

As a summary of all above mentioned, the YPMTF has been conducted for 12 times since 2004 till 2015, and still continuing and growing. The total number of participants has reached to about 500 from 80 countries from all over the world.

This participation shows the publicity of this programme and its importance for those who are looking to get solid and practical management knowledge and to share diverse ideas and experience with their peers from different areas of the world.

Through its annual conference, any country has the chance to be the target for this event as it started in 2004 in Copenhagen, Denmark, in 2005 in Beijing, China, 2006 in Budapest, Hungary, 2007 in Singapore, 2008 in Quebec, Canada, 2009 in London, UK, 2010 in New Delhi, India, 2011 in Davos, Switzerland, 2012 in Seoul, South Korea, 2013 in Barcelona, Spain, 2014 in Reo de Janeiro, 2015 in Dubai, UAE, and for this year 2016 in Marrakesh, Morocco.

If you are interested in participation in this event and being one of those international Young Professionals, please visit <http://fidic2016.org>



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**Arash
Emambakhsh**

Iran

How ISCE Selects YP of the Year

Foreword:

Since 2012 Iranian Society of Consulting Engineers (ISCE) decided to select annually the Young Professionals (YP) of the year, for the purpose of motivating the YPs active participation within the consulting engineers (CE) sector.

Reward:

The YP of the year will receive a full registration and accommodation costs for participating in the annual FIDIC conference the year after s/he is selected.

Who is Eligible:

Any young professionals who:

- 1) is working in a firm which is a member of ISCE, and
- 2) is a member of young professional forum of ISCE.
- 3) is eligible to be nominated for this reward.

Note: The nominated YP can register for YPF of ISCE after his/ her nomination for the reward if had not registered before.

Procedure:

- ISCE calls for candidates for the YP of the year in September;
- Candidates should submit their CVs attached to a supportive letter from their companies confirming that they are still a full-time engineer of the companies by mid-November;
- A group of 3 people (two past Presidents of ISCE together with the past Chair of ISCE YPF) will review the CVs and score the candidates based on the following criteria by mid-February;
- The top 5 ranked candidates will be invited to a general meeting of ISCE YPF on Feb-24th which is the national day of engineering in Iran;
- Each candidate will make a brief for 10 minutes during the meeting;
- The members of ISCE YPF will elect the YP of the Year by direct voting to their preferred candidate;

Note 1: Each member can only vote to an individual candidate;

Note 2: maximum numbers of votes per each member company is 3, if there are 4 members of YPF in a company, then only 3 of them can receive the voting coupons.

- The YP of the Year will receive his certificate in a special ceremony.



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Criteria:

The criteria for scoring the candidates are as follows (out of 100 points):

- University degree: 6 – 10 points (BS: 6, MS: 8, PhD: 10);
- Articles / lectures: up to 15 points
- Technical Achievements in the Projects: up to 25 points;
- Adapting Sustainable Development Approaches in the Projects: up to 5 points;
- Adapting Integrity Management Approaches in the Projects: up to 5 points;
- Position: 10 – 20 points (Managing director: 20, Member of the board: 15, Project manager: 10);
- Improving the Image of the Company: up to 5 points;
- Improving the Image of the Industry: up to 5 points; and
- Cooperating in the Relevant Associations: up to 10 points,

YPs of the Year:

Starting in 2013, ISCE has selected the YP of the Year for 3 times.

The certification of the first YP of the Year was granted by the Vice President of Iran during the 40th anniversary of ISCE;

The certification of the second YP of the Year was granted by President of FIDIC during FIDIC-ASPAC Tehran Conference;

Now, ISCE looks forward to another great celebration for granting the certificate of its third YP of the Year.



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Presentation to Jordan University Students

On Tuesday 23rd February 2016, Jomanah AlBtoush (member of FIDIC YPFSC) provided a presentation to the Civil Engineering Students in the University of Jordan/ Amman through the Civil Engineering Community about "Introduction to FIDIC & Young Professionals within FIDIC" talking about FIDIC history, vision, mission, establishment, committees, publications, contract's modules, conference, YPMTF & YPF role, responsibilities & activities. The presentation outcome was very positive and students were very keen to learn about FIDIC.





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HOW TO BECOME PART OF THE FIDIC YPF GROUP

Become part of this young dynamic group of people and receive updates, newsletters and information on upcoming events such as FIDIC conferences and training opportunities. International YPF Groups: find out what the YPs in your country are doing and how to connect with them! Please register on the YPF homepage listed below. Once we have your details, we will send you our newsletter and other info as it comes up. Please remember to keep your details updated!

For general information please visit the FIDIC website at www.fidic.org or the FIDIC YPF page <http://fidic.org/ypf>

For more information or personal assistance on how to connect please contact us at ypf@fidic.org, Jomanah AIBtoush, Communications Chairperson, FIDIC YPF Steering Committee

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STARTING YOUR OWN YPF IN YOUR COUNTRY

If you liked what you saw in the FIDIC YPF and YPFs across the world, why not start your own local group and join the international Forum? This is best achieved through the FIDIC Member Association (MA) in the country you are based. However, if no such association exists, or your MA can't support the creation of a national YPF, you can contact us to assist you. FIDIC can also provide support and resources to assist you in creating an YPF group in your country. All you need is your enthusiasm for Engineering! From there you decide what it is that you want your YPF to represent. What is your focus? Is it just socializing with your peers? Or is it all of the above? As the FIDIC YPF, we will do all we can to support your new endeavor!

Contact us at ypf@fidic.org

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CALL FOR ARTICLES AND NEWS FOR PUBLISHING IN YPF NEWSLETTER

If you would like to publish any articles or post any news and activities of your YP group in the YPF Newsletter, please contact us by email at jomanah_albtoush@aj-group.com

Communications

Chairperson

FIDIC YPF

Steering

Committee



Jomanah

AIBtoush

Jordan