

# **FUTURE ENERGY LEADERS PROGRAMME**

## **FREQUENTLY ASKED QUESTIONS**

### **What is the Future Energy Leaders (FEL-100) Programme?**

The Council's FEL-100 Programme is a stand-out opportunity to gain understanding of the global energy sector, whole energy system challenges and energy transition and form a truly open, global, and human-centric leadership mindset. It is a platform for convening a community of young energy professionals from around the world who are aligned with the World Energy Council's enduring mission and its distinct vision of Humanising Energy.

With the objective to provide participants with an exceptional leadership development experience and inspire them to become the next generation of energy leaders capable of solving the world's most pressing challenges regarding energy and sustainability, young professionals across geographies engage in national, regional, and international activities and events.

Becoming a FEL-100 does not mean that the participant is employed or remunerated by the World Energy Council. Participation is on a voluntary basis.

### **What does being a FEL-100 entail?**

The programme is designed for young professionals under the age of 35 that have the ambition to influence and impact whole energy system transition. Through a three-year development programme, participants broaden their understanding of the global energy industry, whole energy system challenges and energy transition and thereby grow into a generation of responsible global energy leaders, part of a global community of energy leaders, experts, and peers.

The development programme is designed with a clear evolution and outcomes over three years, that is flexible across different background and interests. It includes limited number of FEL-100 projects, real life challenges and exposure to the use of energy transition leadership tools, learning through observation and engagement in expert working groups, participation in high-level events including World Energy Congress and World Energy Week as well as peer networking events and so on.

### **How much time does it take to be a FEL-100?**

To take full advantage of the experience, programme participants should be in contact with the development programme at least 15 days per year (~3 hours per week, up to 20 days in Congress years) to the programme. FEL-100 choose how they wish to allocate their time across the various engagement opportunities to ensure they develop new skills and expertise relevant to their professional career, e.g., international work experience, exposure to new ways of thinking, exchange of best practices and know how on real life challenges.

### **How long does a FEL usually stay involved in the FEL-100 Programme?**

Each FEL-100 is taken onboard initially for one year and may be offered the opportunity to remain in the programme for up to three years.

Upon completion of the programme, usually after three years, every FEL-100 will receive a certificate and join the Alumni community which provides opportunity to remain an active part of the Council's network.

### **Who can support my application / nomination to the FEL-100 Programme?**

[National Member Committees](#) (MCs), as well as [Partners](#) of the World Energy Council either nominate or support applications of young professionals to the programme.

### **How to contact National Member Committees and what to do if you do not hear back?**

National Member Committees are autonomous and independent and can be directly contacted via the [website](#) of the World Energy Council. If you are unsuccessful at reaching out to the MC in your country, you can choose to apply without the support of an MC or partner. A limited number of spots on the programme are made available for applicants without MC support.

### **Must a candidate have the support of a Member Committee (MC) or a Council Partner?**

In principle, yes, and the Council recommends candidates to directly get in touch with their national MC to seek support for their application.

However, if there is no MC in the country of residence or birth; candidates have reached out to the MC in their country, but have not received a response; or work for a partner company but don't know who manages the relationship with the Council, please do apply directly. A limited number of spots on the programme are made available for applicants without MC support.

As we screen applications of candidates, where applicable, we send a request to confirm support of the application to the national MC or the respective Council partner.

### **Which National Member Committee should you contact if you are living abroad?**

If applicants are working or studying abroad, we encourage them to reach out to the National Member Committee of their host country. Future Energy Leaders are expected to engage in the activities of his/her National Member Committee.

### **What are the minimum selection criteria candidates should fulfil?**

Programme applicants should meet the following essential criteria:

- Solid interest and proven track record in energy or energy+
- 3-5 years junior management experience in an energy-related field considered a plus
- Advanced level of English
- Not more than 32 years old at the time of application
- Availability for at least 15 days contact time with the development programme (20 days in Congress years) per year. Validation by employer would be considered a plus.
- Available to engage for up to three years.

The size of the FEL group is limited and the selection process is becoming increasingly competitive each year. Current participants have on average more than 6 years of postgraduate professional experience in the energy field and are on average 32 years old.

Complying with the minimum criteria is a condition but does not mean that the candidate will automatically be accepted in the programme. Beyond the essential criteria, the FEL-100 board is looking for applications that indicate specific achievements and the potential of applicants to become a leader in their field. As FEL-100 are an integral part of the global world energy community, we are looking to identify highly motivated young professionals who are aligned around our vision of Humanising Energy; committed to the Council's independence, impartiality, and neutrality; and willing to actively contribute to the Council's wide-ranging community programme.

#### **What should be the format of the recommendation letter needed to apply?**

The recommendation letter should be written on official company/organisation letterhead and should contain a signature.

It should be written in the context of the FEL-100 application by someone who has worked with the candidate and who is best placed to confirm the candidate's skills and ability to contribute to the FEL and Council community.

#### **What should be included in the personal statement?**

Candidates will need to answer a set of open questions as part of their online application. The questions provide an opportunity to demonstrate motivation and commitment to become a Future Energy Leader. Answers should be concise and highlight relevant dimensions of the candidate's background and experience which would contribute to the work of the FEL and wider World Energy Council community.

#### **Who is selecting Future Energy Leaders to join the programme?**

The FEL-100 board reviews the applications received for completeness, checks against given criteria, and selects the new participants.

#### **How many spots does each country/company get?**

Every year around 35 new Future Energy Leaders are invited to join the Council's FEL-100 programme. There is no pre-determined number of spots per country/company and no nomination is automatically accepted into the programme. Each received application goes through the same rigorous process and the FEL-100 Board reviews each of them carefully considering quality of the application as well as diversity of region, country, company, and gender. Usually, no entity can have more than two FELs in the programme.

### **What is the FEL board composition?**

The FEL-100 board oversees and monitors the achievement of programme objectives. The board warrants the alignment of the programme with the Council's mission and vision and ensures integration with the wider Council community. Its composition is as follows:

- 1 Executive Chair
- 3 FEL-100 programme participants
- 2 representatives of the Council's Business Leadership team (Secretariat)
- 3 representatives sourced from Council partners or Member Committees

### **How is an individual FEL-100's performance evaluated?**

At the end of each year, the FEL-100 Board evaluates all FEL-100 and recommends continuation or release of the spot. It evaluates against a set of minimum engagement criteria and the quality of the contribution made to the programme. If the participant is considered active and engaged, s/he may be offered to stay on board an additional year. Minimum engagement criteria include:

- Individual activities should add up to at least 15 days (20 days in Congress years)
- Year 1 FEL-100 must complete the onboarding process
- Participation in a FEL-100 project / initiative
- Complete the FEL Issues Monitor
- Participation in at least one of the conversations with the Secretary General

If you have any additional question that is not answered in this document, please reach out to the Future Energy Leaders team at [FELS@worldenergy.org](mailto:FELS@worldenergy.org).