

Future Leader of the Year

Engineering Consultancy

Eligibility

Celebrating emerging leaders who are already shaping the future of engineering consultancy.

This category recognises outstanding early career professionals who demonstrate leadership behaviours, innovative thinking and clear potential to shape the industry's future. Nominees may be from any discipline within engineering consultancy.

1. Eligibility

- Open to early career professionals working within engineering consultancy (no strict age limit, but typically early career or emerging leaders).
- Nominees must show leadership behaviours and influence beyond what is expected at their career stage.
- Nominees may also be considered for the Future Talent Index (see below).

2. Core Criteria

Emerging Leadership

Entries must demonstrate:

- Leadership behaviours that exceed formal seniority
- Initiative, ownership, and proactive influence within teams or projects
- Early signs of becoming a trusted voice and positive driver of change

Impact to Date

Submissions should evidence:

- Concrete achievements or outcomes delivered for clients, teams or the organisation
- Contributions that have had measurable or visible impact

- Outcomes proportionate to the nominee's career stage

Innovation & Mindset

Entries should highlight:

- Creative thinking, problem solving and willingness to challenge assumptions
- Improvements to processes, delivery, culture or ways of working
- Examples of adaptability, curiosity and learning mindset

Future Potential

Submissions must demonstrate:

- A clear trajectory towards significant future leadership
- Indicators of long-term contribution to the profession
- Evidence that the nominee is developing strategic awareness, influencing capability, or sector shaping insight

3. Evidence Requirements

Submissions may include:

- Specific examples of leadership actions or decisions
- Project achievements, client feedback or internal impact
- Innovations or improvements championed by the nominee
- Testimonial evidence from managers, peers or clients
- Indicators of potential: accelerated responsibility, recognition, thought leadership, committee/working group participation

Nominees for Future Leader of the Year and Apprentice of the Year will be considered for inclusion in the 2026 Future Talent Index, representing a cross section of rising talent across the sector.

Judges will particularly look for:

- Strong early career impact and initiative
- Alignment with future skills and capability needs

- Clear indicators of long term potential
- Exceptional contribution relative to career stage