

# Coach-a-Candidate

IN RESPONSE TO SAICE 2012 President Martin van Veelen's call to transfer accumulated knowledge and experience to young engineers under the leadership of experienced engineers, SAICE Professional Development and Projects (SAICE-PDP) offers a Coach-a-Candidate service. Few experienced professionals in production positions in the private sector have the time to adequately brief young graduates, check their work or coach them into more senior positions, and in the public sector, few senior positions are held by experienced technical personnel. SAICE-PDP has thus developed a service whereby retired engineers have been harnessed to collect the briefs from line managers, and in turn brief and manage junior staff to develop and manage the implementation of solutions.

The model is most effective where several young staff need to be developed in one department. The coach, acting as

the 'surrogate' line manager or supervisor can then not only spend time with each trainee, but can host group workshops and think-tanks to allow trainees to learn from one another's projects, mistakes and experiences. In this way breadth of experience is more rapidly developed and trainees inspire or challenge one another to perform. Furthermore, the list of projects to be tackled per department can be allocated in such a way that each trainee is given as much range as possible, rather than tackling the same processes or types of projects over and over again.

Comprehensive experience in planning, design and implementation is critical to developing a well-rounded professional who is able to make decisions and take South Africa's infrastructure forward. SAICE-PDP oversees the coaching support offered and advises on, or facilitates, rotations and secondments where

necessary to expand the skills transfer horizons for trainees.

For more information on accessing the Coach-a-Candidate service contact:  
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A group of municipal technicians compare project challenges and decide on solutions with their coach, Thys Human

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