

## FUTURE ENERGY LEADERS PROGRAMME

### FREQUENTLY ASKED QUESTIONS

#### **What is the Global Future Energy Leaders Programme (formerly known as FEL-100)?**

The Global Future Energy Leaders Programme is an international and diverse network of young energy professionals. It is designed to help shape, inspire and grow the energy leaders of tomorrow. It serves as a platform for engaging a limited number of ambitious young professionals in national, regional and international activities and events. The objective of the Council's Future Energy Leaders programme is to convene 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. Becoming a Global Future Energy Leaders does not mean that the participant is employed or being remunerated by the World Energy Council.

#### **What does being a Global Future Energy Leader entail?**

The programme is designed for young professionals under the age of 35 that have the ambition to influence and impact the 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 are flexible across different backgrounds and interests. It includes a limited number of Global Future Energy Leaders projects, real-life challenges and exposure to the use of energy transition leadership tools, one dedicated Secretary General-sponsored project per year, 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 Global Future Energy Leaders?**

To take full advantage of the experience, programme participants should be able to 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. Global Future Energy Leaders 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.

#### **Who can nominate a Future Energy Leader?**

[Local Member Committees](#) (MCs), as well as [Partners](#) of the World Energy Council, have the opportunity to nominate young professionals to the programme.

## 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+; the CV indicates a specific achievement or other experience outside work and the potential to become a leader in their field.
- 3-5 years of junior management experience in an energy-related field.
- Highly motivated and encouraged to work with the World Energy Council, and ready to commit to becoming a member of the exclusive Global Future Energy Leaders and remain engaged for at least one up to typically three years.
- Advanced level of English
- Not more than 35 years old at the time of application to the programme
- Availability for at least 15 days of contact time with the development programme (20 days in Congress years).
- The employer should support and validate participation.

The size of the Future Energy Leaders group is limited and the selection process is becoming increasingly competitive each year. Complying with the minimum criteria is a condition but does not mean that the candidate will automatically be accepted into the programme. Current participants have on average more than 6 years of postgraduate professional experience in the energy field and are on average 32-33 years old. Successful candidates not only comply with the application criteria, but they also demonstrate exceptional motivation, and willingness to contribute to the work of the Future Energy Leaders community and the Council, and to the overall diversity of programme participants in terms of gender, sector, company, and region.

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

The Future Energy Leaders board reviews the applications received for completeness, checks against given criteria, and selects the new participants. New participants must complete a series of onboarding activities – equivalent to approximately 2 working days – including independent reading, an FAQ session around the Future Energy Leaders programme and the World Energy Council as well as a conversation with the Secretary-General and CEO.

## How long does a Future Energy Leaders participate in the Global Future Energy Leaders Programme?

Each Global Future Energy Leader is taken on board initially for one year. Every year, the level of engagement of each participant is assessed and if the participant is considered inactive they may be replaced. If the participant is considered active, they may be offered to stay for an additional year.

After successful completion of the programme, former Future Energy Leaders will receive a LinkedIn badge and join the Alumni community to be an active part of the Council's network.

### **Do candidates need to be nominated by a National Member Committee (MC) or a Partner Company?**

In principle, yes. Even when candidates send their application directly to the Council or through a Partner company of the World Energy Council, a request for support will be sent to the Local Member Committee (MC) in their respective countries. The Council recommends candidates to directly get in touch with their local MC.

### **Which Local 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 local Member Committee of their host country. Future Energy Leaders are expected to contribute to the activities of their local Member Committee.

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

Local Member Committees are autonomous and independent and can be directly contacted via the [website](#) of the World Energy Council. In some cases, MCs may not respond, either because they have reached the maximum two Global Future Energy Leaders per country or because they only nominate candidates from their own member companies. If you are unsuccessful at reaching out to the Local Member Committee in your country, you can choose to nominate yourself. In exceptional cases, Future Energy Leaders without an MC Nomination are accepted into the programme.

### **Are all nominees automatically accepted into the programme? How many spots do each country/company get?**

Every year around 35 new Future Energy Leaders are invited to join the Council's Global Future Energy Leaders 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 Future Energy Leaders Board reviews each of them carefully taking in mind the quality of the application as well as diversity of region, country, company, and gender. No entity can have more than two Future Energy Leaders in the programme. On very rare occasions, more than one spot will be granted to Future Energy Leaders from the same country/company.

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

Candidates wishing to apply to the Global Future Energy Leaders programme should submit a recommendation letter. The letter can come from the candidate's workplace or from another institution to which the candidate is affiliated; this can include a former university, voluntary work, working groups, etc.

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 Global Future Energy Leaders 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 Future Energy Leaders and Council's community. Employers should support participation in the programme.

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

If the candidate chooses, they can answer the questions set in the application form, in a one-minute video. This is optional but strongly encouraged. The answers should demonstrate the candidate's motivation and commitment to becoming a Future Energy Leader. It should be concise and highlight relevant dimensions of the candidate's background and experience which could contribute to the work of the Future Energy Leaders community. The candidate should highlight what they would plan to achieve as a Future Energy Leader and mention concretely how they would contribute to the work of the Council's community. The video can be submitted in the application form as a link.

### **How is the Future Energy Leaders programme managed?**

The Future Energy Leaders programme is part of the World Energy Council and it is governed by its own Board.

The Future Energy Leaders 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.

The Future Energy Leaders Board composition is as follows:

- 1 Executive Chair, who is also part of the World Energy Council's Board.
- 5-7 Global Future Energy Leaders programme participants (year 2 or 3 FUTURE ENERGY Leaders)
- 2 representatives of the Council's Business Leadership team
- 3 representatives sourced from Council partners or Member Committees

Future Energy Leaders Board members are in place for a three-year term. Board members are expected to dedicate at least 15 days per year (up to 20 days in Congress years) to the programme. To allow for continuity, approximately one-third of the board retires every year. If a member of the Future Energy Leaders Board fails to stay active and engaged they may be replaced.

### **How are Future Energy Leaders included in World Energy Congress?**

Member Committees will be invited in early February 2026 to nominate Global and Congress Future Energy Leaders. Both Congress and Global Future Energy Leaders will benefit from dedicated programme and networking opportunities at World Energy Congress. World Energy Congress 2026 coincides with the 40th anniversary of the Future Energy Leaders programme and we hope to celebrate in Riyadh. Future Energy Leaders should form integral parts of national delegations and be included in member committee delegation building efforts. Future Energy Leaders engage as delegates across all public sessions, influencing discussions and strengthening intergenerational exchange. Select Future Energy Leaders will be considered as speakers, contributors, facilitators, and session designers, bringing next generation insights into the programme. As in previous years, we anticipate fee waivers for a limited number of Future Energy Leaders. More information will be shared in upcoming updates of this FAQ document.

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

*While we encourage the use of innovative tools to assist in your preparation, all application materials must reflect your own unique voice, experiences, and authentic perspective. AI technology should be utilized solely as a supportive aid for refining and structuring your ideas; submitting verbatim, unedited AI-generated content may be grounds for disqualification. We expect candidates to maintain full ownership and accuracy of their submissions by ensuring every response is personalized and factually verified.*

#### Diversity and inclusion

The Global Future Energy Leaders selection is conducted by the FEL Board using clear, pre-agreed criteria. The Board aims to ensure gender balance and broad geographical representation. Typically, each country is represented by up to two Global Future Energy Leaders (excluding patron-nominated FELs), with additional places per country considered on a case-by-case basis where justified.