



Consulting Engineers South Africa

INFRASTRUCTURE
Indaba
2023

ECONOMIC TRANSFORMATION IN CIVIL ENGINEERING

The Naidu Consulting story

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Managing Director

NAIDU
CONSULTING

WHAT IS TRUE ECONOMIC TRANSFORMATION?

Empowerment

Capacitate
resources to
enhance capability
to deliver services

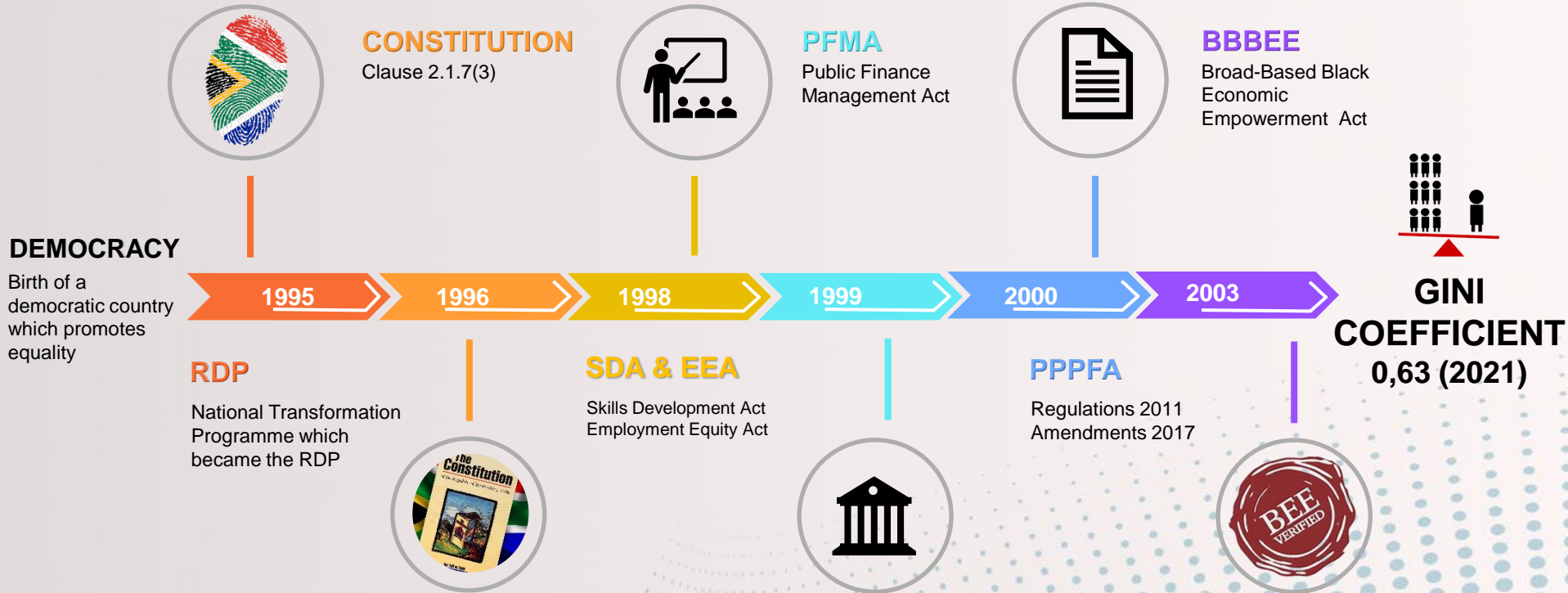
Equity

To have a stake in the
business. Helping to
build & grow the
business.



Mobilised through legislation

ENABLING PLATFORM: LEGISLATION





transport

Department:
Transport
Province of KwaZulu-Natal

Arrup

- Emerging consultants affirmed interest by registering
- Mandatory joint venture agreements with established companies
- Project duration > 5 years
- Contributed to meaningful work involving complex engineering projects

OBJECTIVES OF THE ARRUP PROGRAMME



Arrup



FINANCIAL STABILITY

Sustainable work

Access to finance

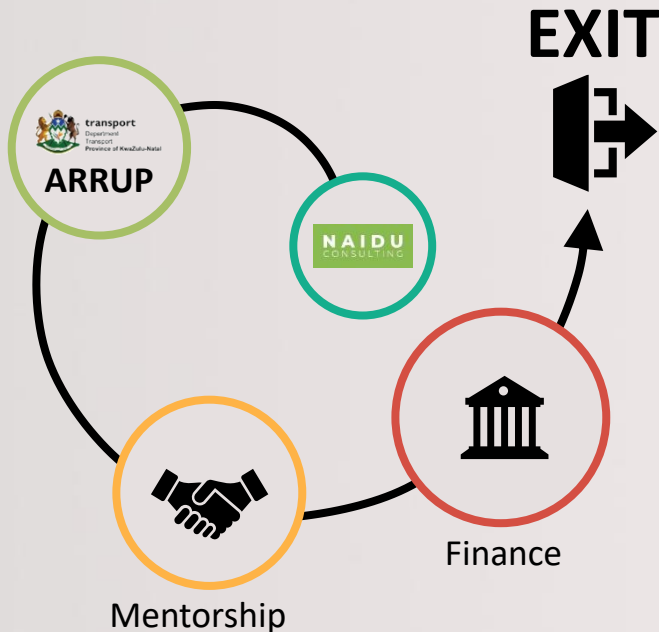
14 Day turnaround Payment

MENTORSHIP

Engineering skills transfer

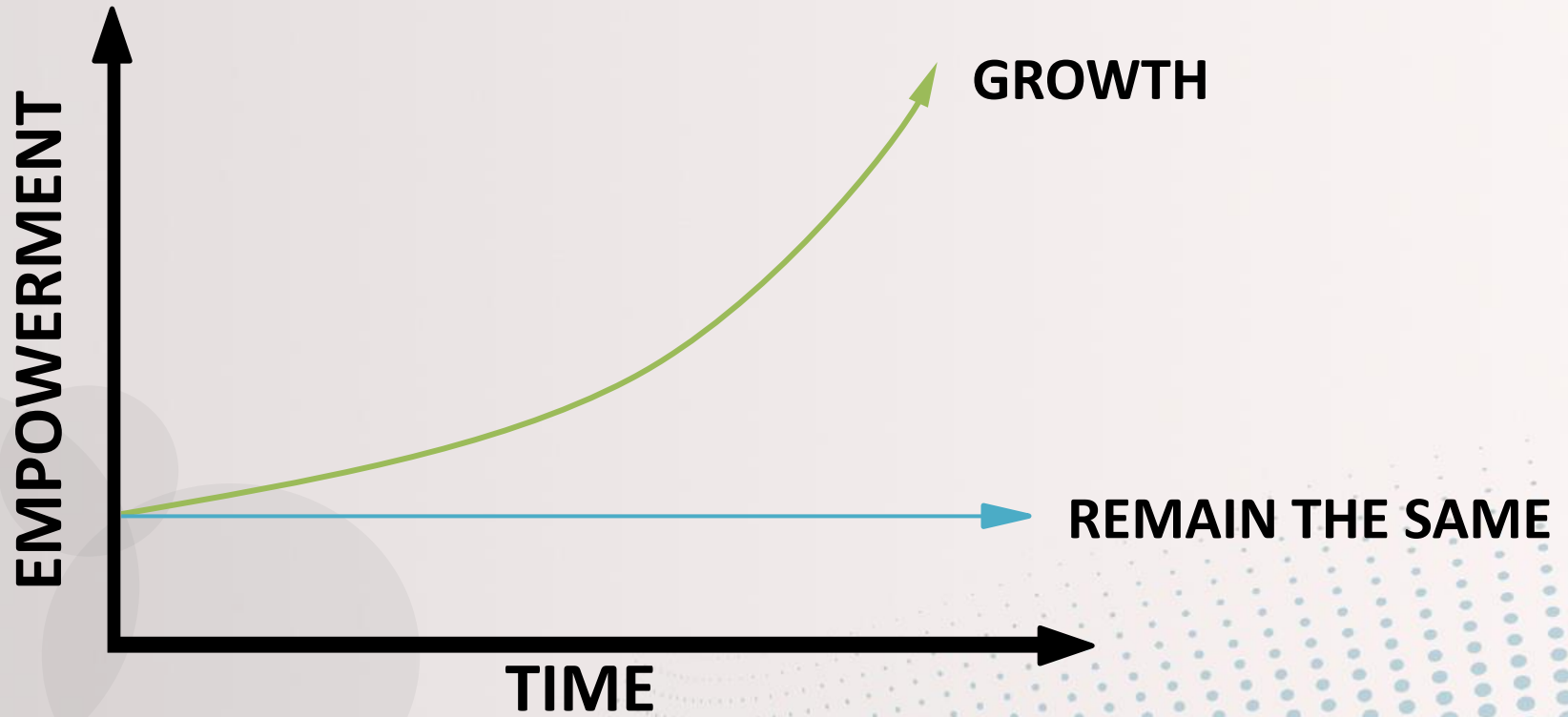
Business skills transfer

Statutory Compliance



- Confidence
- Credibility
- Company of substance
- Financial Capability/Stability
- Enhanced resources
- Established relationships
- Client base established

CHOICE AFTER EXIT



CHOOSING TO GROW



4. Future fit company structure

Refined the organogram, defined roles and responsibilities allowing expansion



1. Finding the right people

Careful selection of people who are passionate, dynamic and out the box thinkers



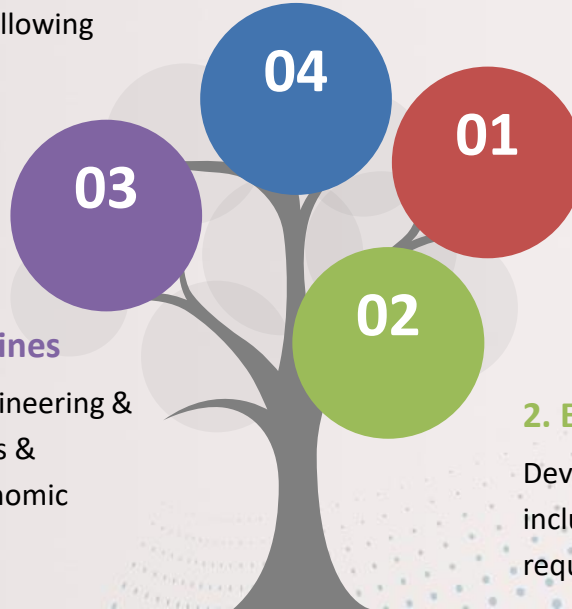
3. Expand engineering disciplines

Roads & Highways, Pavements Engineering & Construction Management, Bridges & Buildings, Water & Sanitation, Economic Development



2. Established policies & procedures

Developed good governance policies and procedures including ISO 9001 and embracing statutory requirements and not merely complying



PAYING IT FORWARD

Moving from empowered to empowering

BLAST Programme

Nurturing leadership in female staff

Youth Development Programme

Training for the youth, planned by the youth

Academy of Excellence

Experiential learning to undergraduate engineers

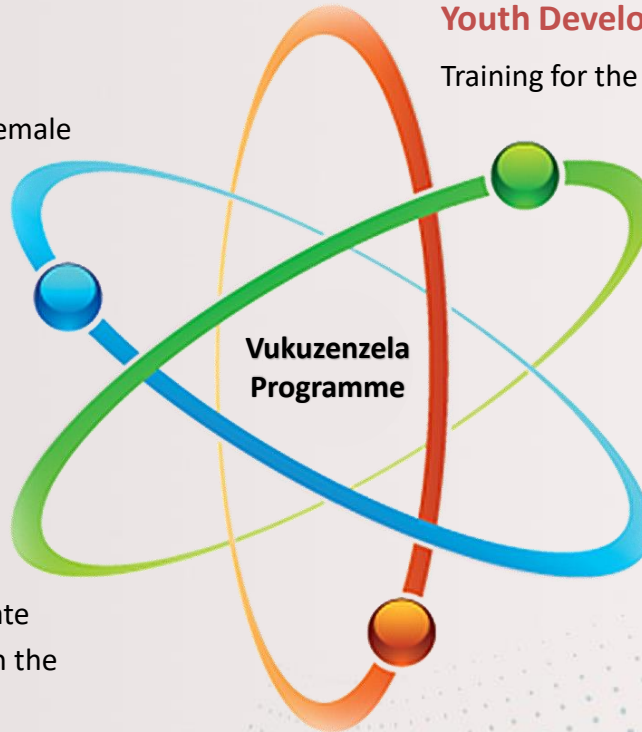
Vukuzenzela Programme

Work in Learning Programme

Experiential learning to client trainee engineers

Graduate Mentorships

Experiential learning to graduate engineers in collaboration with the client





Tugela Maphobhane Bridge

First project in the country to win a SAICE award for Technical Excellence and Community Based Works

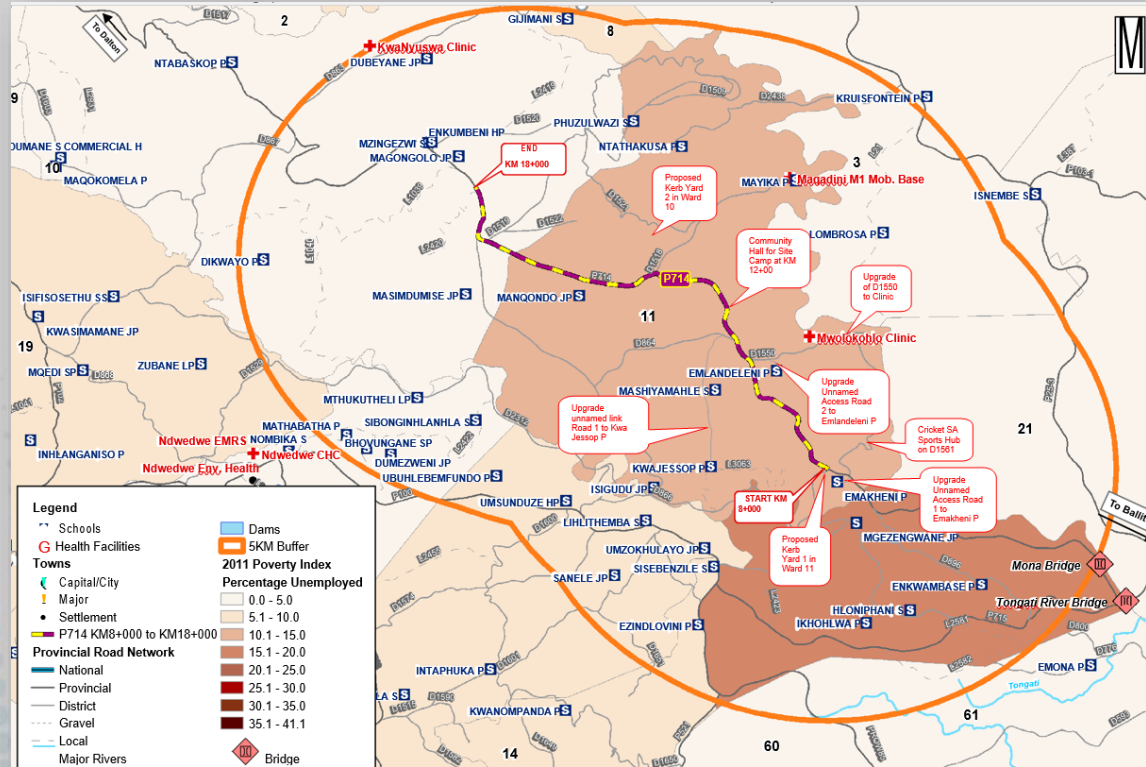
EMPOWERING THE COMMUNITY

- Corridor Development
- Corporate Social Responsibility
- 80 Targeted Enterprises (TE)

OUR BELIEF THAT WE CAN MAKE A DIFFERENCE, OUTWEIGHS THE NEED TO MERELY COMPLY



CORRIDOR DEVELOPMENT





This has impacted non-project related areas of our business including Corridor Development, our CSR spend as well as the establishment of a training unit to capacitate other engineers.

IS THERE ANY HOPE FOR THE FUTURE?



Strategic Objective 4

- Democratize the provision of the road network – broad based black economic empowerment and transformation
- Legislation to be promulgated
- Legislation to be amended



HORIZON
2030



Client Base

Diversified from the KZN DOT to a diverse client base including SANRAL, NDPWI, MISA and several municipalities in SA.



Awards

Have received a total of **38** awards over a period of 23 years.



Staff Growth

Staff complement grew from 3 to 210 in 23 years with 54% youth in 2023



Office Coverage

Opened 3 new branches – Gauteng, East London, Western Cape



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THANK YOU

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