SOFEMA AVIATION ACADEMY

Aviation Future Leaders Scholarship Programme

Investing in the Next Generation of Aviation Leaders - Worldwide

Fully Funded | Open Globally | Annual Intake

1. Our Commitment: Investing in Aviation's Future

The Aviation Future Leaders Scholarship is one of Sofema Aviation Academy's most direct expressions of its core mission: to give back to the global aviation community. Part of the Wingspan Programme — Sofema's overarching framework for industry-wide contribution — the Scholarship goes beyond institutional partnerships to reach motivated individuals at every stage of their career, in every corner of the world.

For four consecutive years, Sofema has invested over €50,000 annually in scholarship recipients worldwide, granting fully funded access to a structured leadership development curriculum with no enrolment fee, no strings attached. The programme exists because we believe that talent is evenly distributed, but opportunity is not — and the next generation of aviation's safety leaders, operations managers, and post-holders deserves the support to get there.

2. A Wingspan ESG Initiative

Like all Wingspan programmes, the Leadership Scholarship is structured around Sofema Aviation's Environmental, Social, and Governance (ESG) framework. Its impact spans all three pillars:

E — Environmental	S — Social	G — Governance
Delivered entirely online, the Scholarship eliminates the carbon footprint of travel-based training, supporting participants' organisations in meeting net-zero commitments.	Fully funded access removes economic and geographic barriers, opening leadership development to motivated individuals across all regions — regardless of employer size or career stage.	By building leadership capability and compliance awareness in future post-holders before they reach senior roles, the programme directly elevates safety culture and regulatory governance across the sector.

Across four editions, over 400 individuals from diverse aviation domains — maintenance engineers, operations staff, quality professionals, aspiring post-holders — have completed the programme. **Each graduate represents a measurable ESG outcome: a more capable, more safety-aware professional entering or advancing within the global aviation workforce.**

3. Programme at a Glance

Fully Funded
No enrolment fee. The Scholarship is Sofema's direct investment in the next generation of aviation leaders.

8 Leadership Modules
A curated curriculum worth over €500 in Sofema Online training, covering the full spectrum of aviation leadership.

6 Months to Complete
Flexible enough to fit alongside full-time employment or study, with no fixed class schedule.

Dual Certification
Individual course certificates plus the Aviation Future Leaders Scholarship Certificate on full completion.

Open Globally
Applications welcomed from aviation professionals and students worldwide, across all regulatory environments.

CEO-Led Workshops
Exclusive online workshops with Steve Bentley FRAeS, CEO of Sofema Aviation Services.

4. The Curriculum: Eight Modules, One Certificate

The Scholarship comprises eight carefully curated online courses, together worth over €500 in Sofema Aviation training. Each module targets a distinct dimension of aviation leadership — from operational excellence to executive communication — building a rounded, practice-ready leadership profile.

Leadership Skills	The core principles and behaviours that define effective aviation leadership.
Building Competency	Structured frameworks for developing and assessing competence across teams.
Communication & Assertiveness	Techniques for clear, confident, and professional communication in operational environments.
Public Speaking	Presenting with authority and clarity to internal teams and external stakeholders.
Body Language for Executives	Non-verbal communication strategies for leadership credibility.
Developing Teams	Approaches to team formation, motivation, and sustained high performance.
Core Principles of Operational Excellence	Lean thinking, continuous improvement, and efficiency in aviation operations.
Negotiating Skills	Structured negotiation techniques applicable to commercial and regulatory contexts.

On completing each individual module, participants receive an online certificate. **Those who complete all eight modules become eligible for the Aviation Future Leaders Scholarship Certificate** — issued digitally to their registered email address.

5. Exclusive CEO-Led Workshops

In addition to the self-paced online modules, every Scholarship recipient is invited to participate in exclusive online workshops led personally by Steve Bentley FRAeS - CEO of Sofema Aviation Services, Fellow of the Royal Aeronautical Society, and an aviation professional with over 50 years of industry experience, including more than 12 years in the airworthiness department of Virgin Atlantic.

These workshops provide something that no recorded course can fully replicate: direct engagement with one of aviation's most experienced regulatory training leaders. Participants gain the opportunity to ask questions, discuss real-world challenges, and build professional connections that extend beyond the programme itself.

6. From the Field: A Scholar's Experience

"The programme showed me that I am just a step away from achieving my dream in aviation. It reinforced that with passion, resilience, and determination, I can overcome challenges. Beyond the technical knowledge, the scholarship gave me greater confidence, leadership insight, and the belief that I truly belong in this industry."
Redemter Kibutha | Aviation Scholar & Part-66 Candidate

Redemter's story is one of many. Scholarship alumni come from across the globe and from a wide range of aviation backgrounds — some mid-career professionals broadening their capabilities, others newer entrants seeking their first structured leadership development. What they share is a drive to grow, and the Scholarship meets them exactly where they are.

7. Application & Onboarding Process

The Scholarship runs annually, with applications open in the first quarter of each year. The process is straightforward and designed to be accessible to candidates worldwide:

Apply	Complete a 15-question online form and submit a motivation letter outlining your professional goals and commitment to aviation. Applications close 30 April each year.
Selection	The selection committee reviews all applications. Successful candidates are notified and enrolled in early May. Original, personally written applications are preferred.
Train	Scholarship recipients have six months to complete all eight online modules at their own pace, alongside their existing professional or academic commitments.
Certify	Receive individual completion certificates for each module. Upon finishing all eight, apply for the Aviation Future Leaders Scholarship Certificate.
Connect	Participate in exclusive online workshops led by Steve Bentley FRAeS — direct access to one of aviation's most experienced regulatory training leaders.

Important: The selection committee values authentic, personally written applications. Candidates are encouraged to reflect genuinely on their professional goals and motivation — this is your opportunity to demonstrate the qualities the Scholarship is designed to develop.

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8. Apply for the Next Edition

Applications for the annual intake open in Q1 each year. To apply, or to find out more about the Scholarship and the wider Wingspan Programme:

Apply online	Leadership Scholarship
Email	team@sassofia.com
Global hub	www.sassofia.com

Shape the Next Era of Aviation.

Apply for the Aviation Future Leaders Scholarship — and invest in yourself, your career, and the industry.