



MBSE Learn & Earn



MoloMolo Tech | Confidential

Approval Page

20 Sept 2026



Dr. Paulin Kantue

Revision History

Issue Number	Date	Revision Author	Description
001	13/03/2026	Dr. Paulin Kantue	Initial Revision
002	20/09/2026	Dr. Paulin Kantue	Revised participation model



Purpose

The MBSE Learn & Earn Programme is MoloMolo Tech's structured consultant-development pathway for engineers who want to build practical Model-Based Systems Engineering capability through learning, coaching and real engineering delivery.

The programme strengthens the ability to produce clear, traceable and reviewable engineering outputs while keeping capability development separate from the commissioning and payment of consulting assignments.

Programme structure

Learning layer

Participants to receive structured support in:

- MBSE using Capella and the Arcadia method
- systems-engineering principles and ISO 15288-aligned thinking
- requirements, interfaces and traceability
- MATLAB, simulation and validation where relevant
- engineering workflow design, communication and review discipline

The focus is applied competence development rather than passive or purely theoretical instruction.

Execution layer

Participants contribute through clearly defined engineering assignments. Each assignment should identify its objective, scope, expected deliverables, acceptance criteria and Definition of Done.

Assignments are designed to reinforce:

- abstraction before implementation
- requirements and traceability discipline
- interface understanding
- evidence-based verification
- risk identification and reduction
- professional review and rework practices

Integration layer

Where appropriate, work is integrated into the wider MoloMolo Tech ecosystem, including:

- MBSE Engine and MVD Insights development
- simulation and modelling workflows
- engineering assets and reusable components
- certification-aligned workflow methods
- selected internal, client-support or client-facing projects

Participants contribute to real engineering outcomes rather than isolated classroom exercises.

Participation model

Coaching and learning access

- Participants have access to existing self-paced learning materials and to coaching, technical reviews, learning sessions and collaborative development activities that MMT makes available within the programme.
- Learning access supports capability development but does not create an entitlement to assignments, income or continuous coaching availability.

Separation from paid consulting work

- The Coaching Agreement governs capability development and learning support.
- The separate Consultant Agreement governs paid assignments and remains in force.
- Every paid assignment is commissioned separately and governed by its scope, deliverables, acceptance criteria, compensation, invoicing and payment terms.
- Assignment compensation is payable separately and is not reduced by the former coaching fee or an approved course-sponsorship cost.
- Assignment availability, allocation and income are not guaranteed.

Assignment workflow

1. Assignment allocation — MMT issues a defined task, scope and Definition of Done.
2. Planning — the participant confirms understanding, approach, dependencies and delivery expectations.
3. Execution — the work is completed with visible progress and appropriate traceability.
4. Review — the deliverable is assessed against the defined acceptance criteria.
5. Rework or acceptance — identified gaps are corrected, or the assignment is accepted.
6. Invoice and payment — accepted work is invoiced and paid under the Consultant Agreement and applicable assignment terms.
7. Progression — delivery evidence informs readiness for more independent or complex work.

External course sponsorship

MMT may sponsor or reimburse approved external courses that strengthen capabilities relevant to its engineering services and B2B delivery objectives. Sponsorship complements the MMT learning pathway and is discretionary, subject to programme budget and prior written approval.

Eligibility and conditions

- The course must be relevant to systems engineering, MBSE, simulation, verification, digital engineering or another capability connected to MMT's services.
- Written approval must be obtained before enrolment or purchase.
- The participant must have completed at least one accepted MMT assignment within the applicable eligibility period.
- Reimbursement requires satisfactory completion, evidence of completion or certification, and proof of payment.
- The participant should identify how the learning will be applied to future MMT assignments or capability development.
- MMT may decline or defer a request based on relevance, performance, budget or business priorities.

Funding limits

- Maximum standard sponsorship: €75 per approved course.
- Maximum cumulative standard sponsorship: €150 in any six-month period.

- Specialist or higher-cost courses require separate prior approval and are considered case by case.
- Sponsorship has no cash alternative, is not part of assignment compensation and does not guarantee future assignments.
- An approval remains governed by the policy and written conditions in force when it was approved, unless agreed otherwise in writing.

Performance expectations

Participants are expected to:

- meet the applicable Definition of Done and acceptance criteria
- produce structured, traceable and reviewable outputs
- make assumptions, interfaces and limitations visible
- communicate progress, blockers and risks in a timely manner
- respond constructively to review feedback
- demonstrate increasing independence, judgement and reliability

Capability status and assignment readiness

For capacity planning and assignment allocation, MMT may classify a participant as active, developing, paused or client-ready. Readiness is determined from demonstrated competence, quality, reliability, availability and the needs of a specific assignment. A temporary reduction or pause in programme availability does not create a financial liability.

Growth path

1. Onboarding and completion of the core self-paced learning pathway
2. Guided assignments with close review
3. Consistent delivery against defined acceptance criteria
4. Increasing independence and responsibility
5. Exposure to more complex, cross-functional and system-level work
6. Positioning for higher-value internal, client-support or client-facing consulting opportunities



Expected outcomes

Participants who engage consistently can expect to:

- build a portfolio of real engineering contribution, subject to confidentiality restrictions
- develop practical MBSE, simulation and workflow capability
- gain experience with structured engineering delivery and review
- improve technical communication and delivery discipline
- develop evidence of readiness for more advanced consulting roles

Suitability

Best suited for

- engineers and technical professionals
- people transitioning into MBSE or systems-engineering roles
- professionals seeking applied, execution-based learning
- participants prepared to accept review, rework and performance-based progression

Not suited for

- passive learners
- individuals expecting guaranteed assignments or income
- participants unwilling to deliver structured engineering outputs
- people seeking course sponsorship without active capability development and delivery

Important considerations

- The programme is not a traditional course or employment arrangement.
- Coaching supports execution but does not replace individual responsibility.
- Paid work is available only when separately commissioned.
- Progression is based on demonstrated capability, professional conduct and business need.
- Confidentiality, intellectual property and client restrictions apply to all relevant work.
- If this overview conflicts with a signed agreement or written assignment, the signed agreement or assignment terms prevail.

About MoloMolo Tech

MoloMolo Tech is an engineering consultancy specialising in Model-Based Systems Engineering, simulation-driven validation, certification-aligned engineering workflows and digital workflow transformation. The MBSE Learn & Earn Programme forms part of MMT's broader objective to build scalable, dependable engineering capability across Europe and Africa.

