

FOCUS: Project Management opportunities on the African continent – 2025/26

September 23, 2025



Project management in Africa is undergoing rapid transformation, shaped by technological advancements, shifts in work practices, and the continent's unique economic and developmental context. We look at where significant funding is taking place on the continent - as well as some of the key trends which are affecting the African project landscape to help project managers looking to expand in this emerging market.

Key trends include the integration of artificial intelligence, adoption of hybrid methodologies, emphasis on future and digital skills, a focus on sustainability, and the evolution of remote project management. Over the next few months, these trends reveal significant opportunities for project managers targeting the African market.

Key Trends in African Project Management

Artificial Intelligence (AI) Integration

AI is transforming project management across Africa, enabling smarter planning, task automation, and deeper data insights for decision-making. AI can analyze historical data for better forecasting, automate scheduling, enhance risk management, and assist in resource allocation, though careful human oversight is required to avoid data quality and interpretability issues.

Hybrid Project Management Approaches

Combining agile and traditional methodologies, the hybrid approach is gaining traction in Africa. Sectors like construction and technology often blend structured planning with agile sprints, allowing for flexibility in changing requirements while maintaining clear deliverables. This approach addresses the complexities

of Africa's diverse economic and developmental projects.

Emphasis on Future Skills and Power Skills

The demand for project professionals in Africa exceeds supply, creating a talent gap. Essential skills include problem-solving, adaptability, resilience, digital literacy, and leadership. Organizations across the continent are investing in training programs to close this skills gap and cultivate more holistic project management capabilities.

Remote Project Management

The upsurge in remote project management, accelerated by the COVID-19 pandemic, continues to reshape Africa's project environments. Remote work is enabled by digital tools and platforms, expanding access to skills and reducing operational costs. Project managers must master digital collaboration tools and manage virtual teams effectively to harness this trend's advantages.

Sustainability and Social Impact

African governments and businesses are increasingly prioritizing sustainable project management. Projects now commonly integrate social, environmental, and economic goals, aligning with community needs, reducing negative impacts, and fulfilling ESG (Environmental, Social, and Governance) standards. Sustainability not only benefits communities but also enhances project reputations and long-term profitability.

Change and Resource Management

With complex projects and resource scarcity still an issue, effective resource management and change integration are vital. Project managers need to master change management techniques and ensure that teams adapt to rapid technological and organizational changes.

Unique Challenges in the African Context

- Project management approaches developed for Western markets often require adaptation for African projects. Political, cultural, and community demands often complicate resource allocation and execution.
- Economic rationality—assumed in many project management methodologies—may not always reflect local realities, especially where community involvement and less formal approaches are needed.

Opportunities for Project Managers in Africa (Next Few Months)

- **Adopting and Certifying in AI & Digital Tools:** There is a growing need for project managers proficient in AI-driven tools and digital collaboration platforms. Certification and experience in these areas make candidates more competitive.

- **Specializing in Hybrid and Agile Methodologies:** Project managers who can navigate both agile and traditional methods—especially combining these for large infrastructure or tech projects—are in high demand.
- **Focusing on Sustainable and Social Impact Projects:** Many donor agencies, governments, and private sector players are investing in renewable energy, urban development, and sustainability-focused initiatives. Project managers who understand ESG principles, community engagement, and sustainability practices will see increased opportunities.
- **Remote and Cross-Border Opportunities:** As work becomes more remote, African project managers can work on regional projects or even remotely for international firms on the continent.
- **Capacity Building and Training Roles:** Given the ongoing skills gap, experienced project managers can find opportunities in training, mentorship, and project leadership development.

Funding sources and partners for African infrastructure projects

African infrastructure projects are financed by a blend of multilateral banks, regional initiatives, government sources, international partners, and private sector investors.

Major Funding Sources

- **Multilateral Development Banks:** The African Development Bank (AfDB) has allocated over \$208 billion to 4,000+ projects and is the continent's leading public infrastructure financier. The World Bank and IMF collectively have committed over \$75 billion to African infrastructure since 2010. The European Union has also invested \$25 billion, notably in energy and transport projects.
- **Bilateral Partners:** China is the largest bilateral financier, investing \$153 billion since 2000, mainly through the Belt and Road Initiative (BRI). Other key bilateral partners include European governments, the United States (via initiatives like the Partnership for Global Infrastructure and Investment), and Gulf countries.
- **African Institutions and Funds:** Organizations such as Africa50 (established by AfDB and African governments) mobilize public and private capital for bankable projects. The Africa Finance Corporation, based in Nigeria, is an investment-grade multilateral institution supporting pan-African infrastructure projects.
- **Private Sector and Innovative Funds:** Funds like the Emerging Africa Infrastructure Fund (EAIF) and African Infrastructure Investment Fund III mobilize capital from commercial banks, pension funds, insurance companies, and impact investors for private sector-driven projects, especially in energy, transport, and telecommunications.
- **Public-Private Partnerships (PPPs):** These are increasingly vital, especially for large-scale power, road, and urban development projects. Government policies and treaties support PPP frameworks to encourage private sector involvement.

Key Partner Programs and Trust Funds

- **EU-Africa Infrastructure Trust Fund:** Administered by the EIB, this fund provides grants targeting sub-Saharan Africa's energy, ICT, water, and transport sectors.
- **Programme for Infrastructure Development in Africa (PIDA):** Driven by the African Union, this initiative aligns national projects with regional and continental priorities.
- **Global Infrastructure Initiatives:** The G7's PGII and similar schemes mobilize Western investors for African projects, focusing on sustainable, high-impact development.

Project leaders seeking financing or partnerships should consider approaching these institutions, aligning with PIDA and ESG standards, and structuring proposals that attract both public and private capital.

1. <https://www.africatraininginstitute.org/project-management-trends-2025/>
2. <https://www.sciencedirect.com/science/article/abs/pii/S0263786302000480>
3. <https://stresertintegrated.com/emerging-trends-in-project-management-in-africa-how-businesses-can-adapt/>
4. <https://www.thepmosquad.com/blog/people-in-project-management-trends-you-should-know-about-in-2025>
5. <https://ebsedu.org/blog/emerging-trends-for-better-project-management>
6. <https://www.theknowledgeacademy.com/blog/project-management-trends/>
7. https://www.linkedin.com/posts/steve-tevez_projectmanagement-ai-technology-activity-7328660514065010689-fR5-
8. <https://www.simpliaxis.com/resources/project-management-job-trends-2025>
9. <https://www.ilxgroup.com/zar/blog/five-technologies-set-to-impact-project-management-in-2025>
10. <https://www.mywestford.com/blog/project-management-in-2025-five-trends-that-will-shape-your-future/>