



# UNDP-Milliman Global Actuarial Initiative: NAS-Milliman Mentorship Program Call for Mentees

## **Background**

The United Nations Development Programme (UNDP) and Milliman Inc. have launched a new initiative to build actuarial expertise in developing countries, helping the countries predict and prepare for risks in the years ahead. The UNDP-Milliman Global Actuarial Initiative (UNDP-Milliman GAIN), announced as part of the 77th United Nations General Assembly, will seek to enable insurers, pension funds and social security administrations to better manage risks and in turn offer innovative and affordable insurance solutions for all.

Together with NAS and other local stakeholders, the UNDP-Milliman GAIN Program Team has developed an intervention roadmap to address the identified opportunities across multiple countries, including Nigeria. One of the interventions includes growing the number and expertise of actuaries in Nigeria via a mentorship program.

**Objective:** The objective of the mentorship program is to provide guidance to actuarial professionals to equip them with a greater understanding of their career pathway as actuaries. While mentoring goals may include technical discussions, the focus of the mentoring relationships will be career development. For the first year of the program, Milliman will act as an advisor and provide support towards the implementation and sharing of mentorship management experience and resources.

Applications are invited for the recruitment of mentees for the NAS-Milliman Mentorship program. A mentee will be paired with one mentor from Nigeria or from outside the country. Through this engagement, the mentees will take a leading role in directing the focus and goals of the mentoring relationship. Examples of discussion topics could include exam preparation, balancing exam time with work projects, relationships with supervisors and peers, options to obtain relevant information on work projects, and working to identify priorities.

## **Job Description: Mentees**

**Recruitment:** The mentees will include actuarial professionals with less than 7 years of professional experience. This includes recent actuarial graduates as well. The mentor-mentee pairing will be done based on a survey questionnaire/enrollment form. Mentor-mentee pairs will be recruited by June 2023.

**Program Length:** The program will run for one year, starting July 2023.

**Required Training:** Once matched, the mentor-mentee pairs will be required to attend a virtual training/introductory session, which will cover expectations, rules, best practices, and guidance on creating professional goals. In addition, the pair will be required to attend a virtual local/context cultural training session to familiarize participants with any local or cultural issues in Nigeria.



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**Time Commitment:** Mentors and mentees are expected to meet at least once a month, and the frequency can be adjusted as time progresses and depending upon the goals of the mentee. The expected time commitment from mentees is 1-2 hours per month for meetings with their mentors (i.e., total of 12-24 hours meeting with the mentors over the program's duration). Additionally, mentees may have time commitment towards completion of any action items and goals identified during discussions with their mentors towards their career development.

**Mentee-driven process:** The framework is mentee driven where the relationship will be driven by the mentee. For example, the mentee is expected to organize the meeting schedule and agenda, identify the topics for discussion, track the goals, and work on the output deliverables.

## **Tracking and Output**

This will be comprised of two parts, detailed below.

**Goal Setting:** During the program, the mentees are encouraged to create goals for their professional development. The process of identifying measurable goals and methods to achieve them will be largely owned by the mentee. The goals can be decided upfront or added during the lifecycle of the program. The expectation is to see progress on the identified goals at pre-determined time intervals and have them closed out by the time the current mentorship cycle concludes. For the best outcome, we recommend SMART goals - Specific, Measurable, Achievable, Relevant, and Time-Bound. This will help to ensure that the goals are achievable in the assigned timeframe.

**Tangible output measuring professional growth:** This output will be mutually agreed upon between the mentor and the mentee. Some examples include but are not limited to:

- Article contribution to actuarial society's newsletter.
- Present at forum on working group topic e.g., microinsurance.
- Respond to regulatory consultation on appointed actuary role.
- Develop study plan for qualification/credentials.

## **To apply**

To submit an application to be a mentee in this program, kindly follow the link below:

[Mentee Recruitment - Nigeria](#)