



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

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. The mentees will include actuarial professionals with less than 7 years of professional experience. A mentee will be paired with one mentor from Nigeria or from outside the country. 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 mentors for the NAS-Milliman Mentorship program. Through this engagement, the mentors will work closely with the paired mentees to guide them in their professional development.

Job Description: Mentors

Recruitment: Mentors will have to be an Associate or Fellow of an international actuarial professional body (IFOA/SOA/CAS). The mentor-mentee pairing will be done based on a survey questionnaire/enrollment form and the level of professional experience for both the mentors and the mentees. For example, a more senior mentor may be matched with a mid-level actuarial mentee and a mid-level mentor may be matched with a junior-level actuarial mentee. 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



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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.

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 mentors is 1-2 hours per month (i.e., total of 12-24 hours meeting with mentee over the duration of the program). In addition, mentors are required to attend a quarterly group meeting with other mentors in the program, to discuss issues, exchange ideas, and share feedback.

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 time frame.

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 mentor in this program, kindly follow the link below:

[Mentor Recruitment - Nigeria](#)