

SAV Ladies' Group – 2024 Mentoring Program

Dear Ladies,

After a successful couple of rounds of our mentoring program, we have decided to kick off the fifth season. The objective of this program is to establish a platform for discussion and supporting younger actuaries on how to best evolve in their professional environment. This program is aiming at pairing women from different companies, by providing the mentees the opportunity to discuss areas of interests and challenges with a more senior actuary.

Who is it for?

Mentees should be actuaries with **up to** 10-15 years of experience, who are looking at addressing areas of interests and at developing their careers. By joining the program, you will have the opportunity to discuss your topics with a more senior actuary, who will share her experience with you, and help you find your way forward to your current situation.

Mentors should be actuaries with **more than** 10 years of experience, preferably with line manager experience. Mentors should agree to spend 1-2 hours per month on a mentoring meeting. By joining the program as a mentor, you will have the opportunity to get to know younger professionals, and use or develop your mentoring and coaching skills.

Junior Mentors should be actuaries with 6-9 years' experience who are also interested in being a Mentor for less experienced women (0-4 years' experience). By joining the program as a Mentee and a Mentor, you will be able to gain insights for the next steps in your career, as well as engage with the most junior members of the actuarial workforce to help guide them through their first professional experiences and their path to becoming a qualified actuary within SAV.

What subjects could be covered?

Subjects could cover a wide range of topics, such as:

- How can I make my voice heard in meetings?
- How shall I promote my work towards my line manager?
- I would like to manage a team, what skills should I develop?
- I would like to have more responsibilities, how could I achieve this?
- I would like to change position, how should I tackle this?
- Is it time for me to change employer?
- I work part-time and would like to expand my responsibilities, how could that work?
- How to manage time efficiently (i.e between work/family/hobbies/passions, to prevent burnout)?

How does it work?

1. Application

If you are interested in joining the program as a mentee or a mentor, please complete the attached application form and your CV and send it back to Jennifer Shumway (jennifer_shumway@swissre.com), Clianna Testuz (clianna.testuz@ch.ey.com) or Teodora Aldenhoff (teodora_aldenhoff@swissre.com) by **8th December 2023**.

2. Selection of pairs

The criteria for the selection of the pairs will be the language and potentially the location of both the mentee and the mentor, as well as the company in which they work (avoiding mentor and mentee working for the same organisation) and the discussion topics provided by the mentee. We will then ask the mentors to select the mentee that they wish to work with considering their alignment of interest.

We will send out pairings in the beginning of January.

3. Kick-off meeting

At the beginning of January, after you've received your pairing, we will organise a call to review the framework for the program, so that all mentors and mentees have a common understanding of what we try to achieve, and how it should be carried out.

4. Ongoing meetings

After the kick-off meeting, we would suggest that the pairs meet on a regular basis (at least on a monthly basis). The mentees are responsible for organising the meetings and bringing up the subjects that they wish to address. We foresee that the program lasts until December 2024.

Should you have any questions to the above, please do not hesitate to contact either Clianna, Jennifer or Teodora. The program framework is attached to this email, and all information is also available on our [website](#).

We are very much looking forward to your application to the program.

Kind regards,

Clianna Testuz, Jennifer Shumway & Teodora Aldenhoff

clianna.testuz@ch.ey.com; jennifer_shumway@swissre.com; teodora_aldenhoff@swissre.com