



# **ITFA MARTIN ASHURST**

## **TRADE FINANCE MENTORING SCHEME 2022**

**Programme origins and rationale**



# Trade Finance Industry – Attractive Career Prospects?





Within the context of the **ITFA Emerging Leaders**, the ITFA Martin Ashurst Trade Finance Mentoring Scheme was created with the sole objective of allowing aspiring trade financiers to be able to **better understand the trade finance industry, thus empowering them to choose it as a career path.**



## The Martin Ashurst Trade Finance Mentoring Scheme Rationale

Portray Trade Finance for what it really is – an exciting, challenging, complex and rewarding career option;

Demystify the misconceptions created around trade finance;

Clearly position trade finance within a wide variety of players

Motivate the aspiring professionals by giving them advice on how best to position themselves and on how to effectively search for opportunities in the industry;





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**Programme benefits and structure**



# How it works

- Mentees selected into the programme are awarded **at least** 2 discussions with their mentor, each lasting around 60 minutes:
  - The first discussion is structured to give the mentee the opportunity to introduce her/himself to the mentor and to hear from the mentor a description of her/his own career path, as well as of the industry and its structure, modus operandi, etc. The mentor should encourage the mentee to develop further research of the industry ahead of the second discussion;
  - The second discussion is focused on career paths and opportunities, and link into how a mentee should best position her/himself for the selected career path (qualifications available, ways of self development, networking and conference events, etc);
  - Third, fourth, fifth, etc discussions may be scheduled as necessary – this is not a rigid format! They would follow on from the first two conversations.
- Upon request of the mentor, each mentee may be given the opportunity to have a discussion with a member of the specialist mentors pool, which is made up of specialists in different specific areas, such as front office, middle/back office, credit, legal, etc, with a good representation of the different industry players (banks, insurance companies, funds, brokers, advisors, etc).
- The programme will be operative until the end of 2022 (from experience, mentor and mentee tend to go far beyond having just 2 discussions and we would like to foster that extended interaction without too much time pressure).
- At the end of the process both mentors and mentees will be invited to provide feedback on the scheme so that we can improve it further.
- Participants to have their discussions remotely (through phone calls, skype, whatsapp, zoom, teams etc) or in person if social distancing restrictions so allow.



# Mentoring steer

- **Clarify** from the beginning what both mentee and mentor want to achieve
- Be **generous** in your sharing – the more information about the mentor, the better the mentee will understand what is available
  - Not unreasonable for mentors to spend a whole session talking in detail about their own careers
- Don't just share the good – most lessons come from **the bad and the ugly**
- Don't just focus on what the mentor knows – there are **friends** you can call for help!
- Be **daring** and **inquisitive** in the mentoring relationship – challenge is the best way to uncover the best advice
- Mentee to take the initiative to schedule meetings – shows continued **interest**
  - What if they don't?
  - Is it reasonable for the mentor to simply assume they are not interested?
  - Show that you care
- As you engage in the world of trade finance, **dare to ask the difficult questions** –
  - What based the mentees career choices so far?
  - Is the mentee moulding a career to life's circumstances or personal perceptions?
  - Or is she building a career that will cater for the different things she enjoys in life?



**Thank you!**

For any questions or queries please contact:

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