



ITFA Martin Ashurst Mentoring Programme 2025

GOAL:

The ITFA Martin Ashurst Trade Finance Mentoring Programme was launched in 2016 with the objective of helping early stage and aspiring trade financiers to be able to better understand the trade finance industry, thus empowering them to choose it as a career path, network within the industry, and grow their careers.

HOW:

Experienced professionals from the trade finance industry are paired with individuals looking to enter the industry or grow their careers to:

- Describe the industry, explaining why it is an exciting, challenging, complex and rewarding career option;
- Position trade finance within a wide variety of players (insurers, funds, alternative financiers, traders, etc) as well as identify different potential career paths (sales, risk, legal, operations, etc);
- Discuss the mentees goals, strengths and weaknesses, and provide guidance on professional development.

WHO

The Mentors:

- Individual mentors originate primarily from the ITFA Membership pool. These are experienced trade financiers from a multitude of backgrounds within the trade finance industry and who are well-equipped to advise mentees on trade finance related aspects and professional development.
- A specialist mentor pool consists of a number of specialists who will complement individual mentors' backgrounds and who will be available to provide more focused expertise in certain areas of trade finance.

The Mentees:

- Students and graduates curious about entering the trade finance industry;
- Trade finance professionals working for ITFA members who are at the early stages of their careers;
- Non-trade finance professionals working for ITFA member organisations;
- Professionals working in other institutions/industries.

BENEFITS for Mentees

- Free access to ITFA Emerging Leaders webinars and virtual training sessions;
- Free invitations to ITFA Emerging Leaders networking events and seminars;
- Possibility to participate in other ITFA Emerging Leaders initiatives, such as the Annual Emerging Leader Award.



PROCESS

Selection Criteria: We invite applications from the candidates to participate in the programme as Mentors or Mentees. The ELC team will review the applications carefully and extend the offer to participants to suitable candidates.

Selected candidates will be paired with a mentor. The ITFA Emerging Leaders Committee (ELC) will consider the following factors for the pairing including, but not limited to:

- Objective of participation in the programme
- Areas of interest highlighted by mentees
- Geographical presence

STRUCTURE

- **Duration:** 4 months (April-July)
- **Engagement:** at least 3 one-hour sessions
- **Support:** ELC members will be allocated to each pairing to answer queries
- **Check-ins from ELC:** regular check-ins on progress
- **Events:** Kick-off and wrap up webinars (regional in-person events depending on demand)

The duration of the programme will be 4 months and provides mentees with opportunities to interact with the mentors during the April-July period. Mentees selected in the programme commit to at least three 1-hour discussions with their mentor, either in person or by video call. While the programme should be tailored to the needs of each mentee, we have provided a generic structure as a reference:

1st Discussion: The mentee introduces themselves. The mentor should offer some initial feedback and guidance and suggest areas of research and preparation before the next meeting.

2nd Discussion: A deep dive into growth opportunities what a future career path could look like, focusing on how the mentee can best position themselves for success. This includes relevant qualifications, self-development strategies, networking, and industry events. Participation in the Annual Emerging Leader Award should also be explored.

3rd Discussion: An open session to address any questions and discuss additional topics as needed.

Upon request by the mentor, mentee may be given the opportunity to have a discussion with a member of the specialist mentors pool (insurance companies, funds, brokers, advisors, banks, etc.).

Each Mentee and Mentor will have allocated ELC member, who will be available to address queries and extend support during the programme.

Although the formal duration of the programme will last for 4 months, we hope it serves as a foundation for mentors and mentees to foster lifelong connections.

Contact Details:

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