

AFI Engage

A leadership and mentoring
program for aspiring policymakers
in the AFI network



Contents

1

Overview:

Context, Program Objectives,
Benefits

2

Program Design:

How, What, When, Who

3

Process:

Application and selection process,
Costs for participants

4

Contact Us



1. Overview

Context
Objectives
Benefits

2. Program Design

3. Process

4. Contact Us

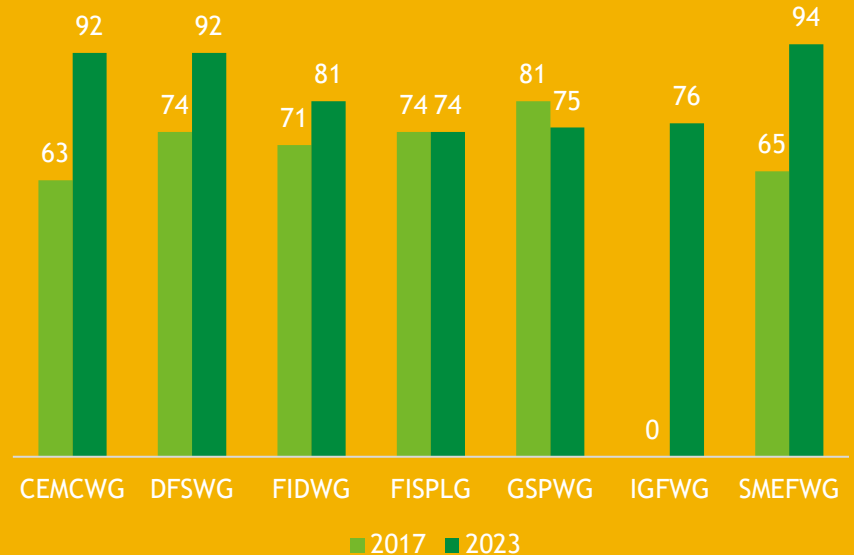


Context

The network and its membership have grown significantly since AFI's creation and, increasingly, a new generation of young policymakers are now representing member institutions and participating in AFI activities. The young policymakers bring fresh perspective and a spirit of innovation that benefits AFI and our members, and AFI can provide opportunities to stoke, harness and channel such energies.



WG Meetings Participation



Objectives



Strengthen member engagement

Enhance network capital by cultivating the 'AFI family' ethos amongst the new generation of policymakers.

Deepen members' contribution to AFI

Utilize young policymakers' ideas and experiences to expand the expert pool in AFI and advance the peer-learning model.

Enhance member value proposition

Deliver value for member institutions by providing their aspiring staff a platform for global engagement, visibility and learning.



Benefits

For AFI network

continued strong ownership of AFI by members

expanded pool of member staff that contribute ideas and skills to AFI initiatives

institutionalization of financial inclusion across different departments/ functions in member institutions



For member institutions

demonstrate a commitment to nurturing talent within the organization

boost employee morale and motivation, fostering a culture of continuous learning and development

globally connected employees with access to new knowledge and perspectives



For aspiring policymakers

exposure and networking with global leaders

Professional development through enhanced knowledge and learning in financial inclusion

visibility and recognition within their institution and beyond



For the greater public good

foster global cooperation and solidarity through a community of aspiring leaders from different countries, essential for addressing global challenges such as poverty, gender equality, and climate change

contribute to building stronger institutions, by investing in the leaders of tomorrow

ensure continuity and sustainability in development efforts, and ownership of long-term goals of financial inclusion by creating AFI champions in the next generation of leaders



What the program is NOT

- ✘ This is not the technical workstream on youth financial inclusion. *AFI has a separate technical workstream on youth financial inclusion. For more, please see [here](#).*
- ✘ This is not a recruitment program for AFI or a path to employment in AFI.
- ✘ The program is not a competition or award.
- ✘ It is not meant to replace the member institution's nominated role(s) engaging with AFI (e.g. Working Groups, EGFIP, or Focal Points).



2. Program Design

How: principles and approach

What: key elements and activities

When: calendar for 2024-2025

Who: eligibility and graduation requirements

PRINCIPLES

Be inclusive

by striving for regional, gender and capabilities diversity



Stay agile

to curate a program that responds to members' needs and operating contexts



Create value

by leveraging AFI's advantage and unique global positioning



Be reciprocal

by enabling the participants to contribute back to the network



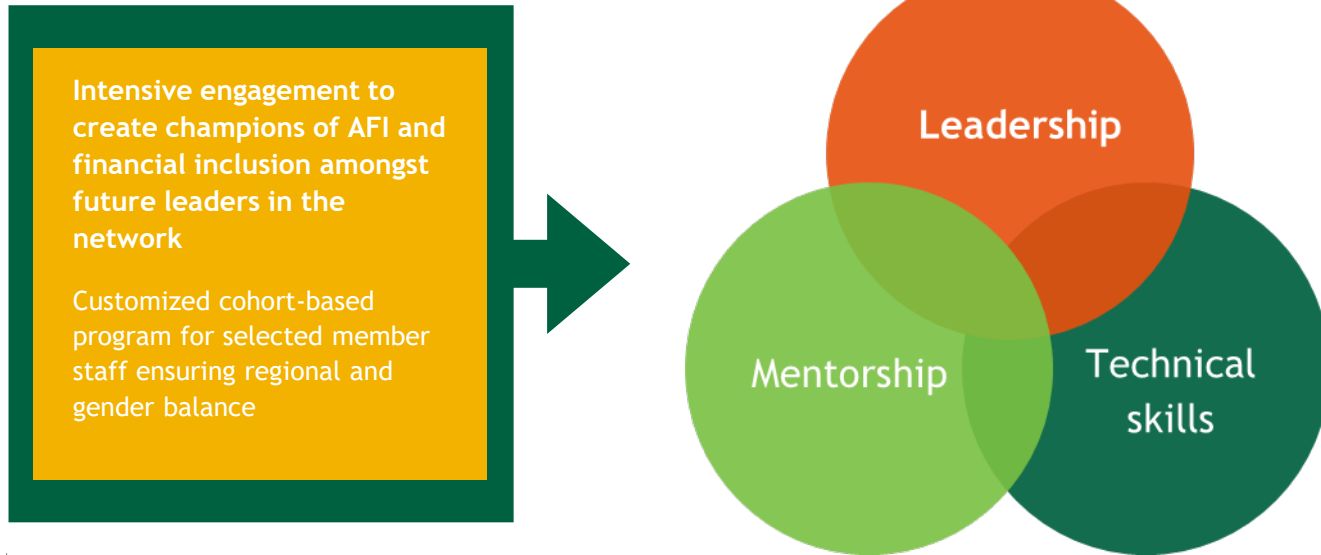
Keep it exciting

by being innovative and embracing new ideas



Approach

A one-year customized program on leadership and mentorship for young policymakers in AFI



Key elements and activities

Mentoring

Engage @ GPF: Customized sessions at the Global Policy Forum to exchange experiences with ENGAGE fellows and connect with the AFI network.

Connect with AFI Leaders: Engage and learn from AFI Leaders in formal and informal interactions.

AFI Coaches: Personalized guidance from dedicated coaches throughout the program duration.

Technical

Expert-led Masterclasses: bespoke sessions on strategic global trends and policy discourses.

Online Learning (Optional): 50% discount on the Certified Expert in Financial Inclusion Policy (CEFI) course **OR** free access to two online AFI Educate courses of their choice. Participants can choose one of the two.

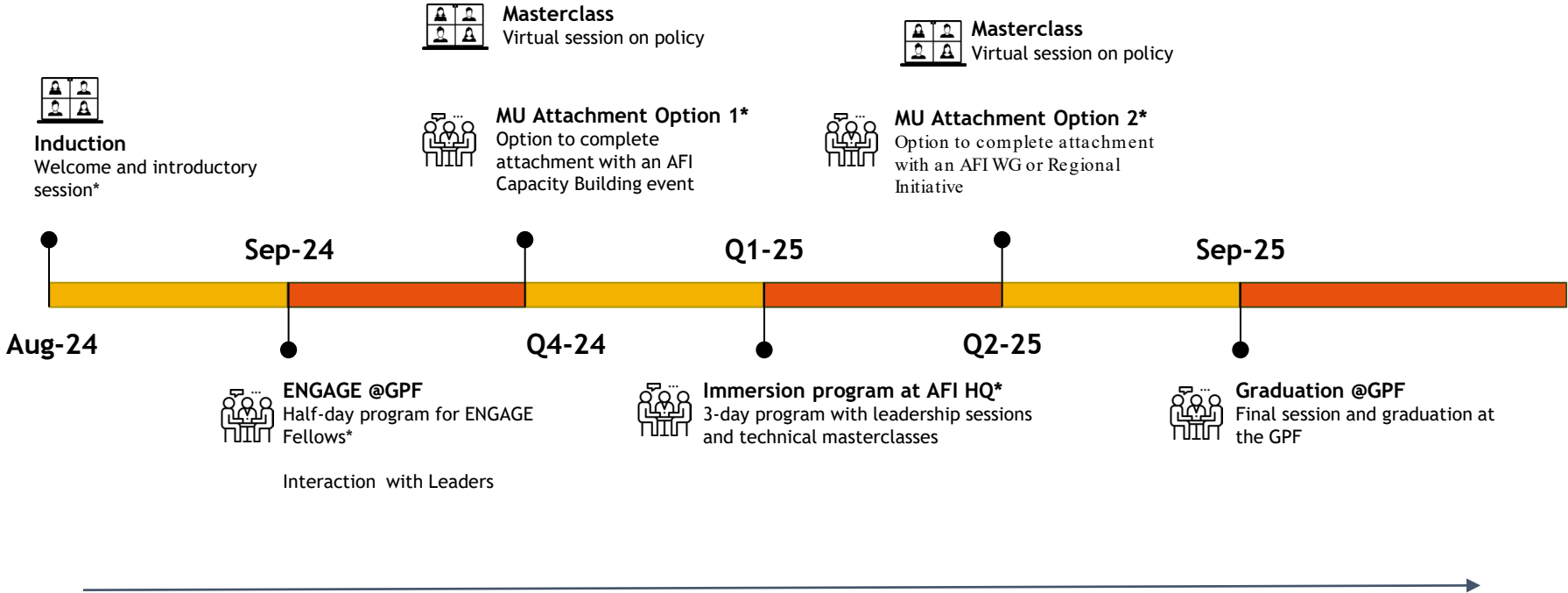
Leadership

“The Art of Leadership”: sessions focused on cultivating essential leadership skills and exploring pertinent leadership themes.

Attachment to AFI MU

Collaborate with the AFI Management Unit (MU) team to execute a targeted initiative, such as a capacity-building event, working group or regional meeting, In-Country Implementation (ICI) project, or knowledge products **OR** **Deliver an impactful practical project** within your country that align with AFI's mission and contributes to tangible results.

2024-2025 Program (Tentative)



#afiGlobal
 www.afi-global.org

- AFI Coaching
 - CEFI OR AFI Educate courses (optional)

* Compulsory participation

Who is eligible to participate?

01	Age	38 years or below (at the time of application submission deadline)
02	Experience	Minimum of four (4) years of professional experience Must be a full-time employee of a paying AFI member institution
03	Previous engagement with AFI	The program is open to staff working in any department of AFI member institutions. Previous engagement with AFI may be an advantage but is not necessary
04	Language skills	Proficiency in English is required. Program activities will be in the English language, and interpretation will not be provided
05	Other criteria	Participants should demonstrate leadership potential Women policymakers who meet the criteria are especially encouraged to apply. The program target is 50% women participants



Graduation requirements

i. Participation in activities marked ‘compulsory’

AND

ii. completion of an attachment with AFI MU OR an in-country project is required to receive the program graduation certificate.

AFI MU shall share written updates to respective member institutions of participants on progress and completion of the program.



1. Overview

2. Program Design

3. Process

Application
Selection
Costs

4. Contact Us



How to apply?

One (1) staff per member institution can apply for the program.

Applicants can download the **Application Form** provided on the AFI Engage webpage [here](#).

The applicant should submit the filled-out Application Form along with supporting documents to the AFI Management Unit by the stipulated deadline at the following address: afiengage@afi-global.org.

The Application Form requires sign-off from the Head or Deputy Head of member institution.

Late or incomplete submissions will not be considered.



Selection process

Phase 1: Application submission

Phase 2: Review and Selection

Phase 3: Induction

May-24 Nominated staff submit Application Forms via email to AFI MU.

Jun-24 Review of applications by AFI MU and shortlisting

Jul-24 Interviews and recommendations by Selection Panel

Aug-24 Selected participants are informed

Aug-24 (virtual) Induction Session and kick-off of program activities

Up to 15 participants will be selected for the 2024-2025 cohort



Commitment from Participants

Member institution

Members that nominate staff commit to permitting staff to participate in program activities, making allowances for time required and any travel required.

Participants

Participants are expected to proactively participate in program activities (estimated commitment of minimum of 25 days over 12 months).

Participants commit to:

- being AFI ambassadors who add financial inclusion perspective to their work and share information about AFI in their organization.
- contributing back to the AFI Engage program in the future as program alumni.



Costs for Participants

Costs of Participation

- **The 2024-25 cohort is a pilot year for the program.** Hence, AFI shall cover the financial costs of participation in the program as per AFI's travel and sponsorship policy. Staff will be responsible for securing necessary approvals from their employer and covering additional costs (such as visa, vaccination, ground transportation).
- **From next year as the program is scaled up,** AFI shall offer the program on a cost-sharing basis with the members.

Please note this program will be offered subject to availability of resources and funding. Program scope and activities may be adjusted based on the available resources from year to year.

1. Overview

2. Program Design

3. Process

4. Contact Us

If you have questions, please email us at afiengage@afi-global.org

To download the Application Form and to check program updates and details, please visit the AFI Engage webpage [here](#).

