

Investing in Namibia's talent

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M&G Investments

At M&G Investments, we are dedicated to increasing the numbers of talented individuals in Namibia's financial services industry and cultivating and nurturing that talent. We strongly believe that this commitment, year after year, will contribute to the overall strength of the industry, while making it more open and accessible to everyone. After all, saving and investing can offer tremendous benefits for those who can access these services, but the industry, by its complex nature, has a history of presenting barriers that can make it inaccessible for many.

Given the growing talent shortage and the need to address gender and race disparities, we are focused on fostering talented young graduates by providing them with the necessary skills and practical experience to launch successful careers in financial services.

One of our key initiatives is the M&G Investment Analyst Graduate Programme, which was launched in 2021. For this programme, we actively recruit and empower aspiring investment professionals through direct, hands-on exposure to the investment management profession.

During the two-year programme, participants rotate through various roles within the portfolio management team. This allows them to gain practical experience while also developing their knowledge and analytical skills. They also have the opportunity to network and learn from our experienced and collaborative investment team globally, which boasts over 400 years of cumulative experience.

While most of the learning on the programme is through on-the-job training, there are also structured learning components. Pursuing a Chartered Financial Analyst (CFA) qualification is a requirement for admission to the programme. This enables participants to blend practical experience with theoretical insights and become accomplished analysts in their field and paves the way for progression to becoming a portfolio manager. To support this endeavour, we provide support, funding and study leave during their tenure. On successful completion of the programme, most candidates stay with M&G Investments in permanent roles, while others join the wider financial services industry as work-ready candidates.

For the programme this year, we welcome Colleen Kalimba and Daniella Ferreira to our team in Namibia as well as Fanele Mngoma and Sibusisiwe Khuzwayo who join us in South Africa.

Colleen had this to share about the programme: "I chose M&G's Investment Analyst Development Program because of M&G's alignment with my values as well as the rigorous and holistic approach of the programme. The opportunity to go through different rotations such as equity, fixed income, quants, and more, while integrating sustainability principles resonated with me. As a trainee analyst, I aspire to deepen my understanding of financial markets, enhance analytical skills, and build industry connections. Contributing to positive change through consistent investment practices that are underpinned by integrity is a privilege. I'm excited about the opportunity to grow with M&G, known for its excellence in asset management and commitment to responsible investing".

Daniella also shared her perspective: "I chose this program for its strong reputation in providing comprehensive and

rigorous practical training in investment management. The opportunity to work with a diverse team of professionals who are leaders in their respective fields was incredibly appealing. I believe that this programme will allow me to learn from industry experts and gain hands-on experience in a dynamic and fast-paced environment. Additionally, M&G's commitment to fostering talent through structured development programs also stood out for me. In completing this programme, I aim to acquire a thorough grasp of investment management principles, develop strong analytical and decision-making skill and establish a professional network in the industry. I see this program as a stepping stone towards a successful career in investment management".

Building a diverse talent pipeline

In summary, the M&G Analyst Graduate Programme is a strategic investment in cultivating future talent within our investment team and ultimately having a positive impact on building the talent pipeline in the industry. We provide these young professionals with extensive exposure to the investment management profession, with no obligation for them to stay with us for the longer term. We believe that this investment will continue to bolster the industry, such as narrowing the growing skills gap, fostering more diversity, as well as making the industry accessible to all.

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