



## **SUSTAINABILITY EARLY CAREERS BOARD** **Terms of Reference**

### **Purpose**

The Sustainability Early Careers Board will provide a productive platform for meaningful engagement between early career members of the actuarial profession and the IFoA Sustainability Board. The purpose of the Sustainability Early Careers Board will be to harness the voices of early career members on sustainability issues and integrate the thoughts and views of early career members within the structure of the IFoA Sustainability Board. The Sustainability Early Careers board will support the IFoA objectives by adopting and promoting the values of Community, Integrity and Progress.

### **Key Responsibilities**

#### **1. Strategy**

Promote, support and champion the interests, activities, and objectives of the IFoA Sustainability Board.

Learn about sustainability related issues to advance the objectives of the IFoA Sustainability board and work with the Board to positively address key challenges.

#### **2. Planning and reporting**

Be the voice of the Actuary of the future and contribute to the work of the Sustainability practice area.

Learn about opportunities to embed Sustainability in the workplace by developing best practices from peers and experienced actuaries working in Sustainability.

#### **3. Oversight**

Build a community of highly engaged early career members on matters relating to sustainability.

Increase the representation of early career members of the actuarial profession on sustainability to increase diversity of perspectives.

#### 4. Other responsibilities

The Sustainability Early Careers Board will seek to align its long-term objectives to the 2021/22 Chair themes focusing on the key proposals:

1. Mainstream climate change into actuarial thinking, including net-zero and Just transition.
2. Accelerate action on biodiversity – so that nature positive sits alongside net zero.
3. Empower individual actuaries to take action on sustainability and inequality to deliver system change.

#### **Membership**

Membership of the Board will comprise between 8 and 10 members with the composition of the Board being:

- Co-Chairs (to feedback early career perspectives to the IFoA Sustainability Board)
- Between 6 and 8 other members
- Support from IFoA staff team

Typically Sustainability Early Careers Board members will have less than 6 years post qualification experience or identifying as an early career member.

#### **Specific Procedural Rules**

None.

#### **Last Reviewed**

August 2021