



# The NSSF Graduate Development Program

Endless Possibilities to Shape Our Future.







As an employer, the National Social Security Fund is a uniquely exciting workplace. We aim high, we expect the best, and we succeed. We do so because we continue to attract exceptional talent like you! We hope to demonstrate the value we place on exceptionally talented people whose passion, intellect, and attitude are the basis of our continued success.

Our Graduate Development Program allows you to gain valuable work experience and puts you on an accelerated path to future leadership opportunities within the Fund. Our program is built on a work-based approach to learning, and you will gain and appreciate an understanding of Social Security and Pension Management.

The Programme combines a real job with structured development through an ongoing focus on learning and training. It will give you a chance to make an impact on our business and, ultimately, if successful, set you up for a successful career within the Fund.

Communication from the Managing Director, Richard Byarugaba:

Our Graduate Programme is the bedrock of our business strategy, focusing on the skills and jobs of the future. We are committed to selecting and empowering the next talent that can enable us to serve the new generational member of the Fund.

You are the future leaders that will create opportunities for our business and, consequently, for the next generation of our customers. We will provide you with the vision, leadership, support, and opportunity you need to be exceptional as you develop your career journey.

*'Everyone has a unique talent, but a few explore it.'* Sandhu and with the Fund, the discovery starts.





Communication from the Deputy Managing Director, Patrick Ayota:

When you join the National Social Security Fund, you become part of an organization where exceptional performance is recognized. It's an environment full of opportunities waiting to be discovered and a culture which believes that anything is possible.

Communication from the Chief People and Culture Officer, Milton Owor:

The Fund has realised that at the end of the day, you bet on people, not on strategies. Therefore, our Graduate Training Program will enable you develop talent to achieve the organization's strategy.

The structured program will enable you to discover your potential with exposure to the innovative and high-performance culture of the Fund. The Fund will find a path that promises to stretch your capabilities, build awareness of your strengths, and optimise your exposure to on-the-job challenges and internal and external development programs, including our demand-driven e-learning. We know that continuous learning is the key to success in a constantly changing and ever-demanding environment. We will meet our part by supporting and facilitating your learning and development throughout your career. Above all, you will have the prospect of career progress that fully reflects your achievements and continuing contribution.



## Why Join the NSSF Graduate Development Program



**Support and Encouragement:** You will be attached to coaches in different functions. These will work with you and guide your assignments to ensure you reach the standard and progress at a rate that reflects your potential. Within each function you get deployed to, you will find a wide range of growth opportunities giving you the choices you need to develop your career path. Our promise to you is an environment that will enable blossom on your career path.



**Gain Experience:** Once you have completed the program, you will possess highly in-demand skills and valuable hands-on experience



**We drive Diversity, Fairness, and Inclusion:** The identified candidates go through a competitive assessment process, and the overall best candidates are and considered.



**Great Employee Value Proposition:** Our practices in Remuneration and benefits aim to support our goal of attracting and retaining the best talent for the organization- both now and in the future. We will continue to offer competitive benefits and Remuneration to secure high-calibre talent. We provide competitive salaries and benefits whilst ensuring that our pay practices demonstrate a clear, link with responsibility and performance.



**A Challenging and Exciting Career:** Every step of the way, we'll support you through structured training, informal on-the-job learning, regular check-ins, and inspiring mentors. Whether experiencing different areas of our business or significant projects, you will always have opportunities to develop and grow. Above all, we will help you nurture rock-solid foundations for a challenging and exciting career.





**Coaching and Mentoring:** At the outset, you will be assigned a senior Leader to help guide your progression. They will agree on a planned course of action with you and provide all the means necessary to achieve your career goals.



**New Roles and Project Assignments:** You will have the opportunity to shadow two or three functions, each offering a broad range of challenging responsibilities.



**Formal Training:** : To enhance your practical training, you will be enrolled on formal learning courses specific to your area of expertise. These may include off-site or on-site learning, with accreditations at societies or qualifications.



**Progress Checks and Assessments:** You will receive regular formal progress checks and assessments to ensure we do everything possible to support your learning journey before completing the programme.



**Strong Brand, High-performance Culture:** We inspire people with a can-do attitude, leadership-bold inspiring, innovation is our corporate identity.

## Meet the Fund's Program Alumni's



### Festo Nyakana

My Graduate Training journey at the Fund started in Jan 2020. Joining the corporate work-world for the first time and unsure of what to expect, a plethora of opportunities awaited me! Given the rotational deployment in the different departments, I was quick to understand and appreciate the nature of the Fund's business, establish a career path, and it also gave me chance to find out the roadblocks that were being encountered and craft solutions to the same to make our service delivery as a company better.

Despite the pandemic that ravaged us for two years, the journey was nothing less than successful. With the mentorship programme, good work environment, amazing teams in the different departments and study opportunities, I learned and unlearned so much but most importantly, I was able to finally identify my career path in project management. I am now fully deployed in the Strategy and Performance department as a Monitoring and Evaluation specialist.

I owe a lifelong appreciation to the Fund for this life-changing opportunity! To say the least, I have grown into a much better person in many areas... I would never hesitate for a second to recommend anyone to do Graduate training with the Fund; an organisation that is equitable, cares for and values its people.

Patricia Ainembabazi

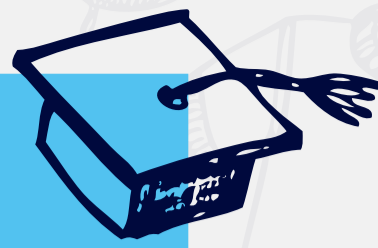
My first experience at NSSF was in 2018 when I enrolled for a 2 months' Internship period in the Human Resource and Administration Department. It was great though short lived. Upon graduation with a Bachelors degree in Commerce (2020), I was selected to join the Fund's Graduate Training Program.

The Training Program was rotational in the first year. This presented an enormous opportunity to work in different departments, attaining an all-round exposure to diverse people and organizational processes. A year later, I was retained in the Strategy Department on the Hi-Innovator program where I obtained cutting edge Project Management plus Monitoring and Evaluation skills.

In July 2022, I was appointed as a Monitoring and Evaluation Specialist in the Strategy Department. In this exciting role, my tasks include expenditure monitoring, financial reporting, due diligence, coordinating hub activities, review of accountabilities for use of funds, supporting businesses under the Hi-innovator program with business development initiatives among others.

Besides work, the Fund has accorded me opportunities to advance my pursuit to be a Certified Professional Accountant (i.e currently at Level 2, CPA). In the Project Management discipline, NSSF has funded highly specialized international courses i.e Prince 2 and Project Management Professional (PMP) that have accorded me accelerated career growth. The effective knowledge in human resource management, finance & accounting, project management, monitoring and evaluation that I have gained from the Fund attest to the efficiency of the Graduate Training Program. I am "the Fund's Product."

Are you looking out for a transformational life time career opportunity? Look no further; The NSSF Graduate Training Program is here for you.



Evace Ruth Kyomuhendo

The National Social Security Fund is a great place for anyone driven by success and ambition. Working with NSSF has been and is still an amazing and rewarding experience for me.

My journey at the Fund started in 2018 as an intern in the Data Quality unit under the Operations Department where I worked for a period of 3months and thereafter returned to university. Upon completion of my bachelor's degree in Statistics, I was recalled in 2020 and enrolled on the NSSF Graduate Trainee program. In the first year of the program, I underwent a functional rotation that was meant to keep me abreast with the various functions of the Fund. I obtained vast knowledge in Data Analytics, Data Visualization, Business Reporting, People Management, Process Automation, and workplace collaboration. I was engaged in process automation projects that were aimed at bringing about efficiency. The learning experience was invaluable and positively challenging. These have been steppingstones and very beneficial in my current role.

Today I am a proud member of staff under the Business Intelligence Unit as a Business Intelligence Specialist and very grateful to have been apart of the NSSF Graduate trainee program.



## Graduate Development Structure

1. Recruitment and On-Boarding
2. Rotation and Coaching
3. Mentorship and Networking
4. Training and Development

### What It Takes To Get Short-listed:

Ensuring our graduate trainees have the correct qualifications, competencies, and values is key to the success of our graduate program:

#### The applicants must possess the following key requirements:

- Candidates should have CGPA of atleast 4.0 at the time of graduation.
- Candidates should have bachelor's in mathematics, Statistics, Computer Science, Computer Engineering, and Software Engineering.
- Must have completed undergraduate program utmost two years.
- Must be a Ugandan Citizen
- The applicants must be 20- 25 years and below at the time of application

## Graduate Training Application Process

We believe in making dreams possible and connecting the brightest talent to meaningful opportunities they need to build their skills, ignite their ambitions, and get closer to their purpose.

The eligible applicants will be required to send copies of academic credentials, application letter and detailed CVs addressed to the Chief of People & Culture on [recruitment@nssfug.org](mailto:recruitment@nssfug.org) not later than **Friday October 21,2022**.

Please note that canvassing or lobbying will lead to automatic disqualification of the candidate.