



The Institute of
Chartered Accountants
of Pakistan

CA
PAKISTAN

UNLEASH YOUR POTENTIAL



ICAP MENTORSHIP PROGRAM

Providing Inspiration & Direction to Protégé for Personal
& Professional Development



111-000-422 (Ext: 393)



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ICAP Mentorship Program

ICAP Mentorship Program aims to promote and contribute to the growth and development of ICAP members and affiliates consequently adding value to the organizations they work for. The program facilitates ICAP members and affiliates to think clearly and be able to define their professional development goals and determine the right strategies to achieve these goals. This objective is met with the guidance and support of senior and experience mentors from diversified backgrounds- industry, practice and academia.

Eligibility Criteria

The program is for all ICAP Members and Affiliates

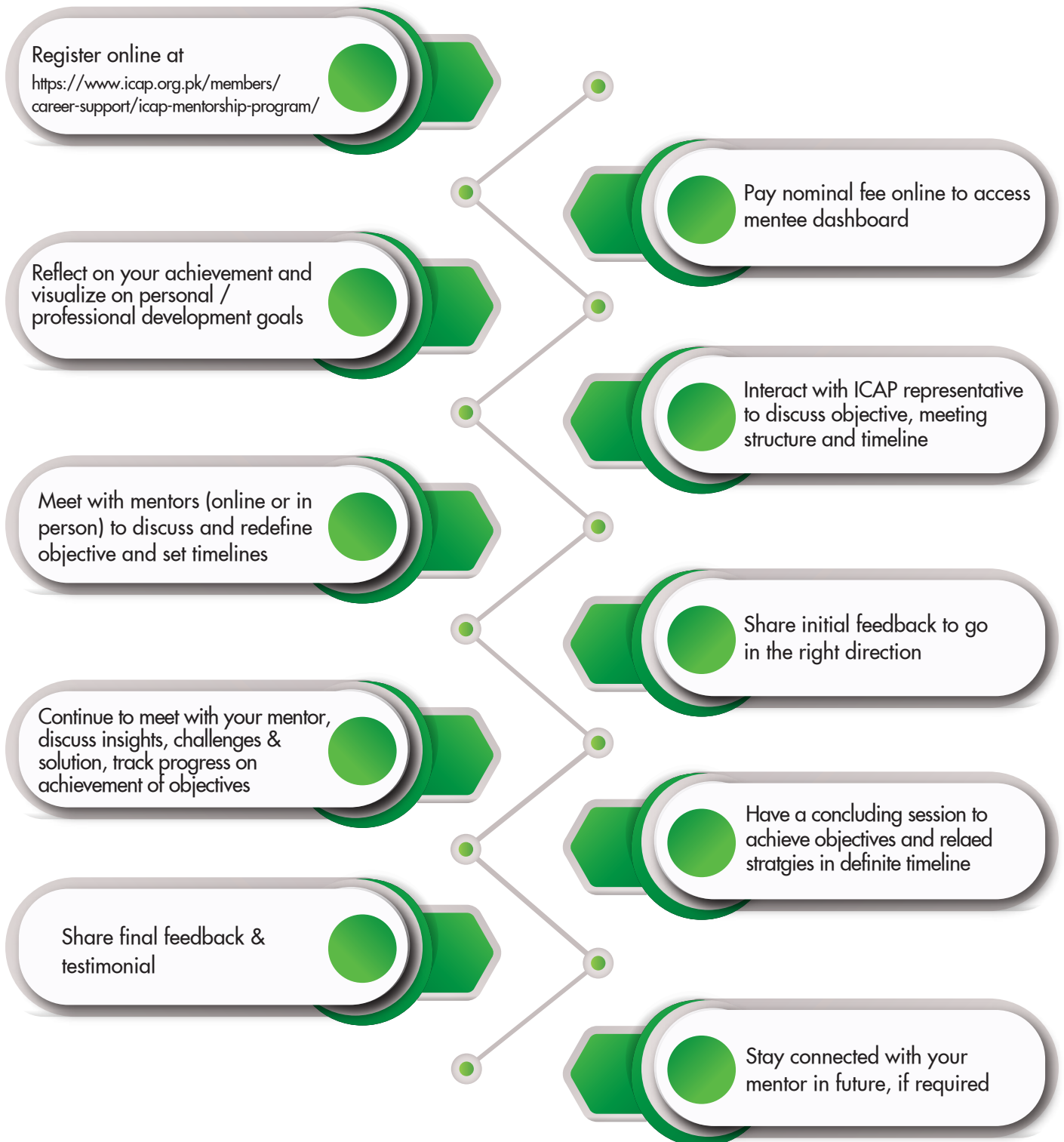
Key Benefits



Key Guidance Area



ICAP Mentorship Program Walkthrough



* Mentee dashboard is the area through which a mentee can accept or request meeting with mentor, update meeting status & share feedback

How the Mentorship Program Benefitted our Members



Mr. Faiq Aziz, ACA, CIA

Senior Internal Auditor
TASNEE, Riyadh, Saudi Arabia

“Soon after passing CA final exams, I registered with ICAP Mentorship Program back in 2017 to review and plan for my professional career. I found this program very structured and professionally designed to identify your strengths and areas for improvement. It helped me to assess and plan for my professional development, handling challenges in the current job, and utilize my skills to excel in the profession.

I strongly recommend Chartered Accountants to register in ICAP Mentorship Program and discover your hidden potential with experienced industry professionals.”

“I signed up with ICAP’s Mentorship Program hoping to get the career counselling but I got more than that, my mentor not only guided me through choices and preferences, but also helped me to eliminate the fear of rejection due to career break. My mentor pushed me through my adversity faster. After the sessions, I felt more confident and composed and now I am a proud mother, a happy wife and a hardworking colleague. Thanks to ICAP for starting such a brilliant program for members and students. I hope everyone understands its importance and try to get benefit from the availability of successful professionals around us.”



Ms. Sana Ishtiaq, ACA

Accounting & Finance, Audit



Mr. Saad Ali, ACA

Lahore

“My long awaited dream came to life when I received mentorship under this program from my mentor who guided me on how to explore new avenues in practice and enlightened me about the integration of the work of CA firms and banks. This certainly has been a life changing experience for me.”

“Mentorship Program is the only forum where a young chartered accountant can share his challenges and get professional advice from experienced professional and define a pathway for future endeavour.”



Mr. Naeem Maqsood, ACA

Karachi

Message from Chairman PAIB



Samiullah Siddiqui, FCA

Chairman PAIB Committee &
Council Member, ICAP

The Institute of Chartered Accountants of Pakistan (ICAP) is keen on the professional development of its members and affiliates. ICAP's Professional Accountants in Business (PAIB) Committee besides of other varied learning opportunities encourages all its members to opt for Mentorship Program. Our Mentors are volunteers whom we have engaged to guide you on the path of professional development, career progression, and being confident in whatever industry you join.

Such confidence and clarity of goals in life are key to success! Hurry to opt for your Mentor from ICAP's website and engage to benefit from their wisdom and experience.

Message from our Mentor



Mr. Syed Moin Uddin

Certified Coach Neuro Leadership Institute,
MBTI & BSC Practitioner
Advisor to CEO, Geo Tv Network & Country
Partner Cascade Strategy

Great Mentors Focus on the Whole Person, Not Just Their Career Rick Woolworth in a recent HBR article concludes that by mentoring the whole person and not limiting your conversations to career matters, you will have even greater impact and will be felt by your mentees - and everyone they influence - for years to come.

Most people have experienced mentoring in one form or another at some point in their lives. I have been fortunate to have mentors at different times of my life, through family, friends and at each level of my professional career. Mentors can have a powerful impact in supporting us to navigate change or challenge and unleashing our potential. It must be appreciated that mentoring needs evolve over time and we must consider what kind of a mentor we need now, and why it is crucial.

There is serious realization at global level that accounting & finance function is undergoing transformation from accounting for balance sheet to accounting for the business value creation. Results of ICAP survey on Finance Function for 2025, concludes that 87% of Chartered Accountants believes that expectation from finance functions will change significantly with time, due to newer expectation and evolution of profession. It is also realized that Chartered Accountants establish their foothold due to exceptionally high technical competences, but their true potential may be hindered due to behavioral competences. Being cognizant of these developments, IFAC has made it mandatory to maintain & improve professional competency throughout the career of the professional account. Besides education and training, learning & development includes mentoring, coaching, reflection, and other learning opportunities.

This is my privileged to be part of the ICAP PAIB team, which launched pilot ICAP Mentorship Program in 2017, after detailed study and benchmarking with accounting institutes of UK, USA, Canada and Australia. As pre recent feedback of mentees and mentors, significant improvements in the program were made. These include development of a mentee portal, diversifying pool of mentors and training of mentors by an international mentoring organization. The next step is orientation of potential mentees and evolution of program to become an integral part for personal and professional development of Chartered Accountants.

I am thankful to ICAP for providing me this opportunity and to several Chartered Accounts for trusting me as mentor and sharing their success with me. I consider that mentorship could be a mutually rewarding experience if the mentee has burning desire to excel and converts that desire into tangible actions.

Mentor Testimonials



Asad Feroze

Partner Junaidy Shoaib Asad
Council Member, ICAP

A mentor is a person who sees the talent of the mentee. He is the one who looks into the hidden potential of a person, understands abilities and the talent of a mentee. A mentor is a person who can walk ahead of the mentee and who can walk alongside a mentee. The role of an effective mentor counts a lot in our profession. We have seen so many qualified, established and great Chartered Accountants of the past, all of them had some great mentors. I had the privilege to work as a mentor in ICAP mentorship program, where we have experts from industry to practice and also from academia.

The idea of this program is to nurture the potential and the abilities of Chartered Accountants. Our majority of chartered accountants are young and they require certain refinement. Mentees also have certain questions that need to be answered. We at ICAP through the mentorship program, provide the opportunity to the young Chartered Accountants to harness their skillset. We provide guidance so that mentees grow professionally. Our program include brilliant mentors from Pakistan and outside Pakistan.

These mentors help the mentees to achieve their professional goals and reach the zenith of the professional career. I would urge all young chartered accountants to join the mentorship program of ICAP. Especially, if our young colleagues feel that there are certain area that you need to discuss with an elder or senior or seasoned professional, this mentorship program of ICAP is a place where you can come and resolve your concerns or issues with a very positive frame of mind and success will be yours in years to come.

“Mentorship program is a remarkable initiative and I am happy to be part of it. It gives me extreme satisfaction in guiding and motivating the youth of our fraternity aspiring for greater success in life. Till now, I have mentored a number of young CAs who approached me through this program regarding their perceived difficulties or obstacles.

According to Stephen Spielberg, “The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves”.

True to this spirit, the young minds are shown possibilities that they were ignorant of and provided the required confidence boost. I strongly recommend all our fledgling CAs to utilize and make the most of this opportunity provided by our alma mater ICAP”.



Ms. Moneeza Usman But

Partner, KPMG Taseer Hadi & Co.
Member Southern Regional Committee,
ICAP

Karachi

ICAP Mentorship Program offers its Members and Affiliates an opportunity to connect with experienced professionals from diversified industries such as pharmaceutical, financial services, oil and gas, education, FMCG, media, investment and management consultancy etc.

Mr. Asad Ali Shah, FCA

CEO, Asad Ali Shah Associates

Mr. Asif Mehmood, FCA

Director, State Bank of Pakistan

Dr. Zeeshan Ahmed

Dean, Al Qadir University Project

Mr. Feroze Cawasji, FCA

CFO & Company Secretary, Habib University Foundation

Mr. Muhammad Humair

CFO, Empiric AI

Mr. Jalil Tarin, FCA

Chairman of the Board, MEPCO

Mr. Muhammad Junaid Shekha, FCA

Principal Consultant, Novus Consulting

Mr. Moneeza Usman Butt, FCA

Partner, KPMG Taseer Hadi & Co.

Mr. Rashid Masood Alam, FCA

SVP - Fundamental Credit Review
(Risk Management Group)

Mr. Samiullah Siddiqui

CFO, Oxford University Press

Mr. Shakaib Arif, FCA

CEO, Naymat Collateral Management Company Limited.

Mr. Sohail Zindani

Researcher, Keynote Speaker, Happiness Activist, Leadership, Talent and Performance Consultants, The Sohail Zindani Company Founder & CEO, Learning Minds

Mr. Syed Imran Haider, FCA

Former, Group CFO, Salama Islamic Arab Insurance Company UAE

Mr. Syed Khalid Noor, FCA

Director Finance,
HR and IS Macter International Limited.

Mr. Syed Moinuddin, FCA

Advisor to CEO, GEO TV & Jang Group

Mr. Zafar Iqbal Sobani, FCA

Independent consultant and Entrepreneur

Mr. Zaid Kaliya, FCA

CFO, TATA Textile Mills Limited

Lahore

Mr. Abdul Ghaffar, FCA

Partner Yusuf Saeed & Co. Chartered Accountants

Mr. Asad Feroze, FCA

Partner, Junaidy Shoaib Asad

Mr. Muhammad Awais, FCA

Managing Partner & Tax Market Segment Leader,
EY Ford Rhodes Chartered Accountants

Mr. Iffikhar Taj, FCA

Director Governance & Strategy,
Crowe Hussain Chaudhury & Co.

Mr. Jafar Hussain, FCA

Principal, Professional Academy of Commerce

Mr. Muhammad Maqbool, FCA

Partner, Tariq Abdul Ghani Maqbool & Co.

Mr. Mustafa Ahmed Khan, FCA

Managing Partner, Mustafa Khan & Company

Mr. Qamar Ul Islam, FCA

Ex. Managing Partner EY Ford Rhodes

Mr. Rashid Rehman Mir, FCA

Managing Partner-Rehman Sarfaraz Rahim Iqbal Rafiq, Chartered Accountants

Mr. Shahid Jamal Kazi, FCA

Vice Chairman, Pakistan Prosperity Trust

Mr. Muhammad Shahzad Sadiq, FCA

Chief Commercial Officer, Finance Microfinance Bank Limited

Mr. Naeem Aktar Shaikh, FCA

Senior Partner, UHY Naeem & Co

Mr. Naeem Ghouri, FCA

Head of Finance, OMV Petroleum and Exploration GmbH

Mr. Shaukat Hussain

COO, Din Textile Mills Limited

Mr. Usman Tahir Farooqi

Partner, Head of Consulting, Mustafa Khan & Company

Overseas

Canada

Rai Mazhar

Financial Controller
DGC Events

Mohammad Sharif Awan, FCA

Owner/Partner,
Awan CPA/ Awan & Co CA

UAE

Dr. Shahid Hadi, FCA

Founder and Managing Partner
Alliot Hadi

Khalid Mehmood, FCA

Senior Partner
Crowe UAE

Muhammad Adnan Qaisar, ACA

Finance Director,
Total Solar Shahid Chartered Accountant

Qatar

Shafiq Ur Rehman, FCA

Finance Manager
GAC Group

UK

Ali Tariq

Regional Director Corporate Audit
Unilever

Shomyl Ahmed Brohi, FCA

Group Treasury Manager
Premier Oil PLC

Australia

Izhar Nabi Khan, FCA

Head of Operation Finance
Stanley Black and Decker

Singapore

Muhammad Rehan, FCA

VP Finance/Regional CFO
Siemens Smart Infrastructure

Ireland

Mr. Hammad Khan, ACA

Accounting Manager
Google, Dublin, Ireland

Saudi Arabia

Abdul Rauf Junjua, FCA

Senior Risk Management Analyst
Islamic Development Bank Jeddah

Salman Ahmed

Member Audit Committee
Orix Leasing Saudi Arabia

Abdullah Din, FCA

CFO
Arabian Trading Supplies

Abida Abbas, ACA

Senior Manager
PwC ME

Anas Masood, FCA

CFO
Mistubishi Electric Saudi Limited

USA

Abida Anum Abbas, ACA

Senior Manager PWC New York

About ICAP

ICAP is a prestigious regulating body that promotes, develops and support more than 9,000 Chartered Accountants. ICAP professional are spread across the globe and are in high demand due to their professional competence, integrity and drive for professional excellence.

As leaders in accountancy, our members have the knowledge, skills and commitment to maintain the highest professional standards and integrity. Together we contribute to the success of individuals, organization, communities and economies.

About PAIB Committee

Professional Accountants in Business (PAIB) Committee constitute over 70% of ICAP membership. They work in various roles as business and finance leaders, strategic partners and advisors to create sustainable value for their organizations. The PAIB committee of the institute endeavors to serve this large membership segment- by engaging them, helping them in their professional development and highlight their great contribution to the economy as creators, enablers, reporters and preserves of the value for the organization they work for.

ICAP PAIB committee, currently chaired by Mr. Samiullah Siddiqui, FCA was formed in 2009 and has reached to great heights since then.

The committee comprising of competent and dedicated ICAP members strives to provide meaningful professional support and guidance to the members of the institute through leadership, conferences, workshop and various other engaging platforms.

Registration

Register online at:

<https://www.icap.org.pk/members/career-support/icap-mentorship-program/>

Investment

There is a nominal fee of PKR 700/- to cover administrative expenses of the program only. All Mentors are giving their time voluntarily for this program

For queries please contact

 Mr. Muhammad Sameer

 mentorship@icap.org.pk

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