

NAIC PARADIGM CHANGERS

Undergraduate & Graduate Internship Program



Did you know that ONLY...

17% of ALL PRIVATE EQUITY EMPLOYEES are WOMEN?*

9.9% of SENIOR ROLES at private equity firms are occupied by women?*

Tapping into a deeper talent pool, crafting a truly inclusive approach to recruiting requires a paradigm shift in thinking and action. The **NAIC PARADIGM CHANGERS Undergraduate and Graduate Internship Program** is designed to build a pathway for the next generation of women to access careers in alternative investments. Providing private equity and hedge fund internship opportunities, and education, the program sources diverse undergraduate and graduate women from various academic disciplines including business, law, healthcare, technology, mathematics and engineering, among others, for careers in alternative investment.



Who We Are & Our Focus

Established in 1971, the National Association of Investment Companies (NAIC) is the trade association for diverse- and woman-owned private equity firms and hedge funds. We are proud to partner with the **American Investment Council** and the **Robert Toigo Foundation** on this trailblazing initiative to increase the number of women, particularly women of color, in the alternative investment industry.

The **NAIC PARADIGM CHANGERS Program** is deliberately narrow in its focus on advancing pathways for women interested in exploring careers with private equity firms and hedge funds. With NAIC's and Toigo's strong track record of elevating with professionals of color and our robust networks, we believe that the Paradigm Changers program is uniquely positioned to attract and capture an inclusive cadre of high-potential talent, establishing a sustainable pipeline of traditionally underrepresented women into the alternative investments industry.

Timeline

- Application Period Opens**
January 25, 2021
- Application Period Closes**
March 31, 2021
- Cohort Kickoff and Matching**
June 2021

The Undergraduate track is open to sophomores and juniors currently enrolled or transferring to a four-year U.S. university, offering students a unique and highly sought-after summer internship opportunity.

The Graduate track will be accepting women who are applying to or have been accepted to an accredited, US-based graduate school program, providing valuable graduate and pre-graduate program internships in advance of matriculating into their graduate school programs in Fall 2021.

How To Get Involved?

The **PARADIGM CHANGERS Internship** is committed to engaging differently and with a new set of prospective candidates who represent excellence in leadership and capability and bring to bear valuable transferable skill sets. It will be critical for hosting firms to provide context and content to the **PARADIGM CHANGERS** interns to further their understanding of our industry and to fully mine the tremendous talent they bring to bear.

We are excited to invite NAIC and AIC member firms to participate in hosting the inaugural cohorts of the **NAIC PARADIGM CHANGERS** Internship Program by reserving internship positions at the undergraduate and/or graduate levels.

If you are interested in hosting a **PARADIGM CHANGERS** intern, [CLICK HERE](#) to complete a Intern Host Questionnaire.

For more on the core pillars of the broader Women in Alternative Investments Initiative, [click here](#).

Commitment Levels

Per Undergraduate Intern
\$5,000

Per Graduate Intern
\$6,000

Please note that all summer internships provided by NAIC and AIC firms should be paid positions, with rates of compensation at the discretion of participating host firms.

*According to an analysis by Prequin of the 280K+ professionals in its database.

THANK YOU TO OUR KEY PARTNERS:

