

A large, stylized green leaf or flame icon is centered on the page. It has a grey outline and a solid green fill. The icon is composed of several geometric shapes: a diamond at the top, a horizontal bar in the middle, and a downward-pointing triangle at the bottom.

**COMPLIANCE INSTITUTE, NIGERIA  
FRAMEWORK FOR FELLOWSHIP  
CONFERMENT**

**NOV 2025**

This document is owned by the undersigned who will be responsible for ensuring that the policy is reviewed in line with the requirements of policy approvals, broadcast, and administration framework.

Name	Role	Date	Version
Registrar	CEO Compliance Institute, Nigeria	08-11-2025	1.0

### Document History

Prepared By	Date	Version	Comment
<b>Bawo Egbakhumeh</b>	<b>08-11-2024</b>	<b>1.0</b>	<p>The Fellowship Policy of Compliance Institute Nigeria (CIN) establishes the criteria, process, and privileges associated with attaining the prestigious <b>Fellow (FCIN) status</b>. It outlines two distinct routes to Fellowship:</p> <ol style="list-style-type: none"> <li><b>Associate Route</b> – Open to Associate Members (ACIN) that have been an associate for at least 5 years who applies and meet meet professional experience, leadership, and contribution requirements.</li> <li><b>Honorary Route</b> – Conferred on distinguished individuals of high standing who have made significant contributions to the compliance profession or related industries as determined by a Fellowship committee.</li> </ol>

### Document Information

<i>Document Review / Approval</i>				
	Name	Designation	Signature	Date
<b>Prepared By</b>	Bawo Egbakhumeh	Registrar	B.E	08-11-2025
<b>Concurrence</b>	Oluyemisi Olukoya	Chairman, Membership	O.O	30-11-2025
<b>Concurrence</b>	Obinna Okafor	Chairman, Programs	O.B	30-11-2025
<b>Concurrence</b>	Pattison Boleigha	President	P.B	30-11-2025
<b>Approval</b>	EXCO			01-12-2025

## 1.0 PREAMBLE

The Fellowship of the Compliance Institute, Nigeria (CIN) represents the pinnacle of professional recognition in the compliance field. It signifies exceptional professional stature, integrity, and achievement, underscoring a steadfast commitment to excellence, ethics, and professionalism. The criterion for Fellowship acknowledges the diverse sectors in which our members operate and recognize dedicated service and commitment to the Institute's objectives.

## 2.0 EXPECTATIONS FROM FELLOWS

A Fellow is expected to:

- **Uphold the highest professional standards**, serving as a role model and mentor for others in the compliance profession.
- **Actively promote, support, and represent** the Institute and the compliance profession in their industry and beyond.
- **Demonstrate unwavering integrity**, maintaining fitness and propriety in all professional and ethical engagements.

## 3.0 BENEFITS

**Benefits of Being a Fellow of the Institute:**

- **Prestigious Recognition:** Acknowledgment of dedication and contribution to the compliance field, particularly in education, training, and professional development.
- **Exclusive Professional Designation:** Authorization to use the title '**Fellow, CIN (FCIN)**' on business cards, stationery, and professional profiles.
- **Access to an Elite Network:** Membership in an exclusive and influential group of senior compliance professionals and industry leaders.
- **Distinguished Recognition:** Special acknowledgment at Institute events, programs, and official gatherings.
- **Exclusive Fellow's Insignia:** Privileged use of the Fellows' badge/medallion, setting them apart within the profession.

## 4.0 ROUTES TO FELLOWSHIP ELECTION

The Board of Directors has approved that the following categories of persons are automatically conferred with the fellowship of the Compliance Institute, Nigeria and are free to use the designation "FCIN" Fellow of the Compliance Institute, Nigeria by virtue of being:

1. An individual member of the board of Directors of the Institute.
2. A pioneer Board member of the Institute.

3. **Director Nominees from the Association of Compliance Officers of Banks in Nigeria (ACCOBIN)**, duly appointed to serve on the Board of the Institute in accordance with the Institute's governance framework.

This conferment recognizes their leadership, contribution to the establishment, governance, and advancement of the objectives of the Compliance Institute, Nigeria.

The Board of Directors has also approved the following routes to Fellowship:

- **Associate Route**
- **Honorary Route**

#### **(A) Associate Route**

Fellow of the Compliance Institute, Nigeria – FCIN Candidate shall qualify for the award of the Fellow of the Compliance Institute, Nigeria and shall be free to use the designation "FCIN" (i.e., Fellow of the Compliance Institute, Nigeria) by effluxion of time of 5 years from when the candidate obtained the ACIN certification and upon application and approval by the board of directors to have met the following conditions:

1. A candidate with more than ten years of cognate experience in the field of compliance gained from either the Public or Private sector where compliance is practised
  2. A candidate who applied to the Board of the Institute for the conferment of the fellowship status in addition to the conditions in bullet point (3) above.
  3. **Demonstrate Integrity & Ethics** – Uphold professional ethics, with no record of misconduct or regulatory sanctions.
  4. **Maintain Regulatory Compliance** – Be in good standing with CIN and relevant industry bodies.
  5. **Show Leadership & Contribution** – Exhibit leadership, mentorship, and advocacy in compliance.
  6. **Be Financially & Professionally Compliant** – Have no outstanding dues and fulfill all membership obligations.
  7. **Exemplify Good Character** – Maintain a reputable standing with no criminal record or conduct harmful to the profession.
8. Have earned a minimum of 25 Mandatory Continuing Professional Education (MCPE) units annually over a period of three years.

#### **(B) Honorary Route**

Fellow of the Compliance Institute, Nigeria – FCIN Candidate shall qualify for the award of the Fellow of the Compliance Institute, Nigeria and shall be free to use the designation "FCIN" (i.e., Fellow of the Compliance Institute, Nigeria) .

This exclusive route to Fellowship is open to distinguished professionals of high standing, including non-members, who occupy senior management positions in their organizations and have made significant contributions to compliance, ethics, and governance in their respective industries. Candidates for the Honorary Fellowship must meet the following criteria:

1. **Executive Management Position** – Must hold a Executive role in their organization.
2. **Professional Integrity** – Must be deemed fit and proper for election into the Fellowship of the Institute, in line with established guidelines on professional ethics and conduct.
3. **Industry Contributions** – Must have demonstrated leadership and impact in any sector through active involvement in sub-sectoral associations, regulatory committees, or industry-wide initiatives that promote compliance practices.

This category of Fellowship is reserved for individuals who have significantly advanced in the field of compliance and ethics and whose professional achievements align with the Institute's mission and values.

## **5.0 APPLICATION PROCESS**

The application process for election into the Fellowship of the Institute varies depending on the route: Associate Route (for existing Associate Members) and Honorary Route (for distinguished individuals invited by the Institute). The process ensures transparency, fairness, and adherence to the highest professional standards.

### **5.1 Associate Route – Application Process**

This route is open to Associate Members who meet the eligibility criteria and wish to apply for Fellowship.

#### **Step 1: Application Form Submission**

1. **Fill the Form:** Eligible candidates must fill the official Fellowship application form from the Institute's website.
2. **Complete the Form:** The form must be accurately filled out, providing all required personal, professional, and academic details.

#### **Step 2: Submission of Supporting Documents**

Applicants must submit the following along with their completed application form:

- A detailed curriculum vitae (CV) outlining professional experience, qualifications, and contributions to the industry.

- Recommendation letter from 2 current fellows of the Institute.

### **Step 3: Review and Evaluation**

- The Institute will conduct a preliminary screening to ensure compliance with eligibility criteria.
- Applications that meet the initial requirements will be reviewed by the Fellowship Committee, which will assess the candidate's qualifications, contributions, and professional standing.
- Candidates may be invited for an interview or further clarification if necessary.

### **Step 4: Board of Directors / EXCO Approval**

- The final decision on each application rests with the Board, which reviews recommendations from the Fellowship Committee.
- Successful candidates will receive an official notification of election into Fellowship, while unsuccessful applicants will not be engaged in further correspondence regarding their applications.

### **Step 5: Induction and Conferment**

- Elected Fellows will be required to participate in a formal induction ceremony, where they will be officially conferred with Fellowship status.
- Details of the induction, including date, venue, and other requirements, will be communicated to successful candidates.

## **5.2 Honorary Route – Invitation Process**

This route is reserved for distinguished individuals of high standing in their respective fields who have made significant contributions to compliance, risk management, or related industries.

### **Step 1: Nomination and Approval**

- The Board of Directors, through recommendations from the Fellowship Committee, identifies and nominates individuals who meet the criteria for Honorary Fellowship.

### **Step 2: Official Invitation**

- Selected individuals will receive a formal letter of invitation from the Institute, outlining the reasons for their selection and the process for conferment.

### **Step 3: Acceptance and Induction**

- The nominee must confirm acceptance of the honorary title in writing.
- The Institute will provide details of the induction ceremony, where the honorary Fellow will be officially conferred with the Fellowship status.

### 5.3 FCIN Fees

The Fellowship conferment fee is set at ₦250,000 for candidates from the public sector and ₦300,000 for candidates from the private sector, which includes the following components.

Category	Base Fee (₦)	Breakdown	Total (₦)
Public Sector	₦250,000	<ul style="list-style-type: none"> <li>• Fellowship Conferment Fee – ₦175,000</li> <li>• Induction Materials &amp; Insignia – ₦50,000</li> <li>• Annual Subscription – ₦25,000</li> </ul>	₦250,000
Private Sector	₦300,000	<ul style="list-style-type: none"> <li>• Fellowship Conferment Fee – ₦225,000</li> <li>• Induction Materials &amp; Insignia – ₦50,000</li> <li>• Annual Subscription – ₦25,000</li> </ul>	₦300,000

These fees will be reviewed by the Board and executive council from time to time.

**Exemption Policy Clause**

Prospective candidates shall be eligible to obtain exemption in respect of only one stage of the Compliance Institute, Nigeria (CIN) certification examinations. Exemptions shall not, as a matter of policy, be granted for more than one certification stage. Notwithstanding the foregoing, the Institute reserves the exclusive right, in exceptional and demonstrably meritorious circumstances, to exercise its discretion to confirming the Fellowship of the Compliance Institute of Nigeria (F.C.I.N).

**NOTE:** All Fellows are required to earn at least 25 MCPE points per annum to maintain their Fellowship annually.