

# FAQ-Mentoring Programme

*7th edition*

## Can I be mentor and mentee in one edition?

Many people have a lot of experience to share but would also benefit from guidance of more experienced human rights professionals. To accommodate this, the GCA Mentoring Programme **allows one person to register as mentor as well as mentee** by filling in the **two different registration forms**.

## Who is doing the matching?

Following the closing of the registration period (15 December for the 2020-21 edition), the Mentoring Task Force compiles all profiles received. Mentors and mentees then are given access to a pool of alumni, allowing them **to browse through the different profiles and to reach out according to their personal and professional preferences**. This approach makes it possible for participants to find a mentor/mentee that truly meets their needs and expectations, to the extent possible, and according to their availability and commitment to the Mentoring Programme. Depending on the number of available mentors and mentees, upon agreement, it is possible one mentor to be matched with more than one mentee.

## What if things don't go as I expected?

The goal is to establish good professional and productive relations which will meet your personal expectations and the essence of the Mentoring Programme. Yet, occasionally it might happen that the mentoring relations are not working due to different reasons. If you find yourself in this situation, **please contact the Mentoring Task Force to discuss possible solutions**.

## Is seniority a prerequisite for successful mentoring?

**It is possible that mentors and mentees have similar years of experience or are at a similar stage in their respective careers**. This does not necessarily have to be an obstacle to establish fruitful mentor-mentee relations. People often have very different backgrounds, especially in a global and international network as the GCA, and may have gone through very different experiences. Therefore, the Mentoring Task Force recommends you to keep an open mind and not to exclude people with the same years of experience or from the graduation year in their search for a good match.

## Can I have mentor-mentee from different Regional Masters?

Whereas the Regional Masters of the Global Campus are quite different in their structures, they are similar in their outlook. The experience from the previous five editions of the Programme has shown that **teaming up with someone from another Regional Master can be very exciting, interesting, and beneficial for both mentor and mentee**. This does not

exclude having mentor-mentee coming from the same Regional Master if the match is the most suitable one.

### **Does participation in the Mentoring Programme require travel?**

Mentoring sessions are **mostly organized online**. Sometimes, when mentors and mentees live in the same country or city, they may choose to organize face-to-face meetings. It is up to mentors and mentees to agree on the format that works best for them.

### **What is the duration of the Mentoring Programme?**

The Mentoring Task Force generally asks mentors and mentees to commit to **at least six months** to make the Programme worthwhile. Mentor-mentee matches decide themselves how often to meet and how long each meeting lasts. The Mentoring Task Force can provide assistance in the first six months of the Programme.

### **Do I have a chance to be employed?**

When deciding to participate in the Mentoring Programme, it is important to do so with the right mindset. **Mentees should not expect that a mentor will present them with a job**. On the other hand, mentors will be able to give you a better picture of what kind of job opportunities are available and how you can pursue them. Mentors might also have some timely and updated information on the job market and area mentees are interested in.

### **Can current students of the Regional Masters participate in the Mentoring Programme?**

Given that the Mentoring Programme is a flagship project of the Global Campus Alumni, current students are not eligible to apply for the Programme. **Mentees must have graduated from one of the Regional Masters in order to participate in the Programme**. Current students can sign up at any of the editions of the Mentoring Programme launched following their graduation ceremonies.

### **What kind of expertise do mentors have?**

**Mentors are professionals with an interest and expertise in human rights**. They may have graduated from one of the Regional Masters of the GCA, but it is not a prerequisite for participation in the Mentoring Programme. Mentors have experience and/or work in various international organizations, governmental bodies, NGOs, academia etc. in different world regions. They volunteer their time and energy to this Programme, offering an opportunity for personal and professional growth of the GCA alumni.

### **Are there any rules or guidelines I should follow?**

There are a couple of things that can really help to turn a mentoring relationship into a very productive one, allowing mentors and mentees get the most out of the experience. Therefore, the Mentoring Task Force provides all participants in the Mentoring Programme with a **Guide for Mentors and Mentees**. It includes useful tips and tricks for time management, productivity and other personal and professional aspects.

### **What are my responsibilities as mentor or mentee?**

Under the Mentoring Programme, the responsibilities for the mentors and mentees will be agreed upon the matching, formally by signing the **Mentoring Agreement**. The Agreement will arrange all technicalities, practicalities and the plan for development between the mentor and the mentee. Upon finding suitable match, the Mentoring Agreement will be provided by the Mentoring Task Force to all participants in the Programme. Nevertheless, the mentors and mentees should respect the general aims of the mentoring process and the Guidelines provided by the GCA Mentoring Programme. Additionally, short evaluation form for the mentors and mentees needs to be filled out at the end of the process to receive valuable feedback for improving the Programme and the experience for the next Mentoring editions.

### **Is there any remuneration for mentors or mentees?**

Mentoring should be seen as a win-win situation from which both mentor and mentee will gain a lot of experience, satisfaction and inspiration. At GCA, we believe that any form of education should be free and accessible for everyone. Therefore, the GCA Mentoring Programme **is strictly volunteer based. No payment is involved for mentors or mentees.**

### **Am I going to be awarded a certificate?**

After completion of the Mentoring Programme and submission of the short evaluation form, **upon request** of the mentors or mentees GCA can **award a certificate for participation.**

### **Whom should I contact if I have any questions or queries?**

The Mentoring Task Force composed by GCA alumni from several Regional Masters from the GC is responsible for support and coordination of the Mentoring Programme. The Mentoring Task Force is facilitating the mentorship process and assures the best possible match and experience for every participant. Please note, the GCA is not providing a mentorship service, rather it facilitate the process of connecting and sharing between the GCA alumni.

**If you have any questions or queries please send us an email at: [secretary@globalcampusalumni.org](mailto:secretary@globalcampusalumni.org)**