



Quick Guide

Water Research Australia aspires to build capability of individuals and organisations through our Research Leadership Program. Our members are spread across the country and we offer unparalleled education and networking opportunities. One of our main offerings is our Mentoring Program.

Our Mentoring Program builds one-to-one relationships between professionals with different levels of experience. This gives individuals the opportunity to grow and develop through the sharing of professional skills and experiences, including aspects such as work-life balance and career advancement.

Our program does not impose a rigid format. Instead, WaterRA helps the mentees and mentors create a flexible structure to suit their own objectives, needs and experiences. Our program complements internal mentoring programs providing the opportunity for cross-organisational and sectoral relationships to form.

MENTORS

The principal role of a mentor is to:

- Support mentees in discovering and defining their own research, career pathways and goals
- Share expertise and experience to help mentees develop their talents
- Foster independent learning
- Provide a safe space for mentees to raise and talk about their challenges
- Help mentees reflect and view issues from a variety of perspectives including research, industry and community
- Enable mentees to gain confidence and help facilitate problem-solving, decision-making and strategic planning processes in relation to work or career matters to become effective, decision-makers
- Provide advice on career progression and leadership development
- Maintain confidentiality

Mentoring can involve acting in a variety of capacities depending on the needs of the mentee and purpose of the mentoring arrangement. During the course of a mentoring relationship a mentor may act as:

- A catalyst by being a sounding board, confidante or role model
- A broker by opening doors, helping the mentee network or acting as a sponsor
- A solutions-based guide by listening, facilitating or advising
- A problem solver by tutoring, training, coaching or teaching

Mentors need to be able to:

- Spend time with mentees
- Be accessible and positive
- Give and receive constructive and honest feedback
- Be non-judgemental
- Respect confidences

MENTEES

The principal role of mentees is to:

- Take responsibility for identifying and achieving their own development goals
- Define their learning needs and communicate these to their mentor
- Set objectives, plan and implement strategies to achieve those objectives
- Initiate meetings with the mentor, manage meeting dates and times and set the agenda for the partnership
- Share their own expertise and experience with their mentor
- Listen, clarify, reflect back and, when called for, challenge
- Be open to and appreciate different perspectives
- Learn how to utilise guidance and advice to be able to find their own solutions
- Maintain confidentiality

Mentees need to be able to:

- Spend time with their mentor
- Be accessible and positive
- Give and receive constructive and honest feedback
- Respect confidences

COMMITMENTS



Mentors should expect to contribute between 4 to 6 hours a year into the program and be in contact with their mentee approximately once every three months.



Mentees should expect to contribute between 8 to 12 hours a year into the program and meet with their mentor once every three months in order to realise the full benefit.



Our Mentoring Program runs for 3 years with mentors meeting with mentees between 4 to 6 times a year.



Mentors and mentees may engage by means suitable to their situation (face-to-face, phone or video calls) but it is preferable to have at least one face-to-face meeting in the year.



Occasionally mentoring relationships are not a suitable fit. If this is the case, the mentor or the mentee can contact WaterRA to exit the relationship.