

WHAT IS MENTORING?

Mentoring in the workplace describes a learning, interactive relationship in which more experienced colleagues (mentors) pass on their greater knowledge and understanding of the work or workplace to support and guide the specific and individually “tailored” learning of less experienced members of staff (mentees), or whose performance requires strengthening.

ABOUT THE PROGRAMME

Since 2019 GNC runs a mentoring programme to support nutrition clusters members and partners establishing the requisite skills, knowledge and experience and to motivate all involved in the nutrition in emergency response to learn and take up new challenges. It also aims at building a culture of collaboration, respect, and excellence thus creating an enabling work environment for the success of the Cluster. The GNC Mentoring programme is conducted every year. Learn more: [GNC Capacity Strengthening webpage](#).

TARGET AUDIENCE

The primary beneficiaries from the Mentoring programme are the personnel of the nutrition cluster, cluster partners and all involved in the nutrition in emergency response in need tailored, real-time support to meet their professional development goals.

DURATION

Overall effective time commitments for a mentor can go up to 8 full days for a period of 5 months.

WHAT MENTOR DOES?

- Provides relevant guidance and gives specific feedback, e.g. helps GNC mentees analyse complex situations, examine emerging challenges, and identify approaches to tackle them. A mentor is not expected to deal with or fix substantive issues, but rather to guide mentee(s) into doing so themselves or perform better.
- Gives feedback and direction regarding identified leadership, management or technical competencies.
- Offers constructive critiques considering mentee’s personal experience and professional knowledge.
- Provides a trustworthy environment for mentees to discuss their personal and professional challenges.

Learn more what means to be a mentor from David Clutterbuck in this [VIDEO](#).

BENEFITS OF BEING A MENTORS

- **Training:** learn about the mentoring models and how to encourage people grow is a know-how one can apply in any job.
- **Develop and refine skills:** Mentors will learn to be organized, share information clearly, and guide mentees to grow personally and professionally. Mentors also build their sense in leadership and management.
- **Give back:** Lending a hand can feel gratifying and meaningful. Plus, it’s a big compliment to be someone’s source of wisdom.
- **See what’s next:** The knowledge-sharing in this relationship goes in both directions. Not only do mentors get access to the concerns and priorities of younger workers, but they might get a hands-on look at new technology or ways of operating.

MINIMUM REQUIREMENTS TO APPLY

The person providing the mentoring is typically recognised by their peers within the sector to be an expert or experienced to a high level in the subject matter that they are mentoring on.

- **Experience:** have at least five years of experience in emergency nutrition response, with at least three years’ field experience.
- **Knowledge on the IASC Transformative agenda,** humanitarian principles and core standards, and principles of partnership OR have covered the [Cluster Coordination Orientation package online](#).
- **Enthusiasm:** be keen to share their experience from the sector to support others to develop professionally and work more effectively.
- **Commitment:** be committed to the methods the schedule of the GNC programme (e.g. participate in the training, preparing for and holding mentoring sessions regularly, participate in mentoring review, etc.)

PREPARE IN ADVANCE

- Curriculum Vitae
- E-learning certificates (if any).

HOW TO APPLY?

Submit [Application](#)

Contact us at gnc_cs@uniceg.org