



THE WOMEN IN INTERNATIONAL AFFAIRS NETWORK

Annual Mentorship
Programme

Digital Brochure

ABOUT THE PROGRAMME

With a membership community of over 1000 women, the WIAN mentorship programme provides our members the opportunity to develop their skills, and discover their career path through their 1-1 relationship with their allocated mentor. Participants received soft and hard skills training for 7 months from their mentors to support them as they pursue a career in international affairs.

Mentorship can have a significant on the development of *both* the mentor and the mentee. Through the scheme, both parties benefit in a practical way, improving skills, knowledge and behaviours. The WIAN mentorship scheme is a virtual programme, where mentees and mentors are aligned according to their level of experience, skills and desire, or sector they would like to develop in.

Our mentorship programme has a strong global reach, with mentors and mentees based around the world and across 6 continents, including:



Europe



Australia



Africa

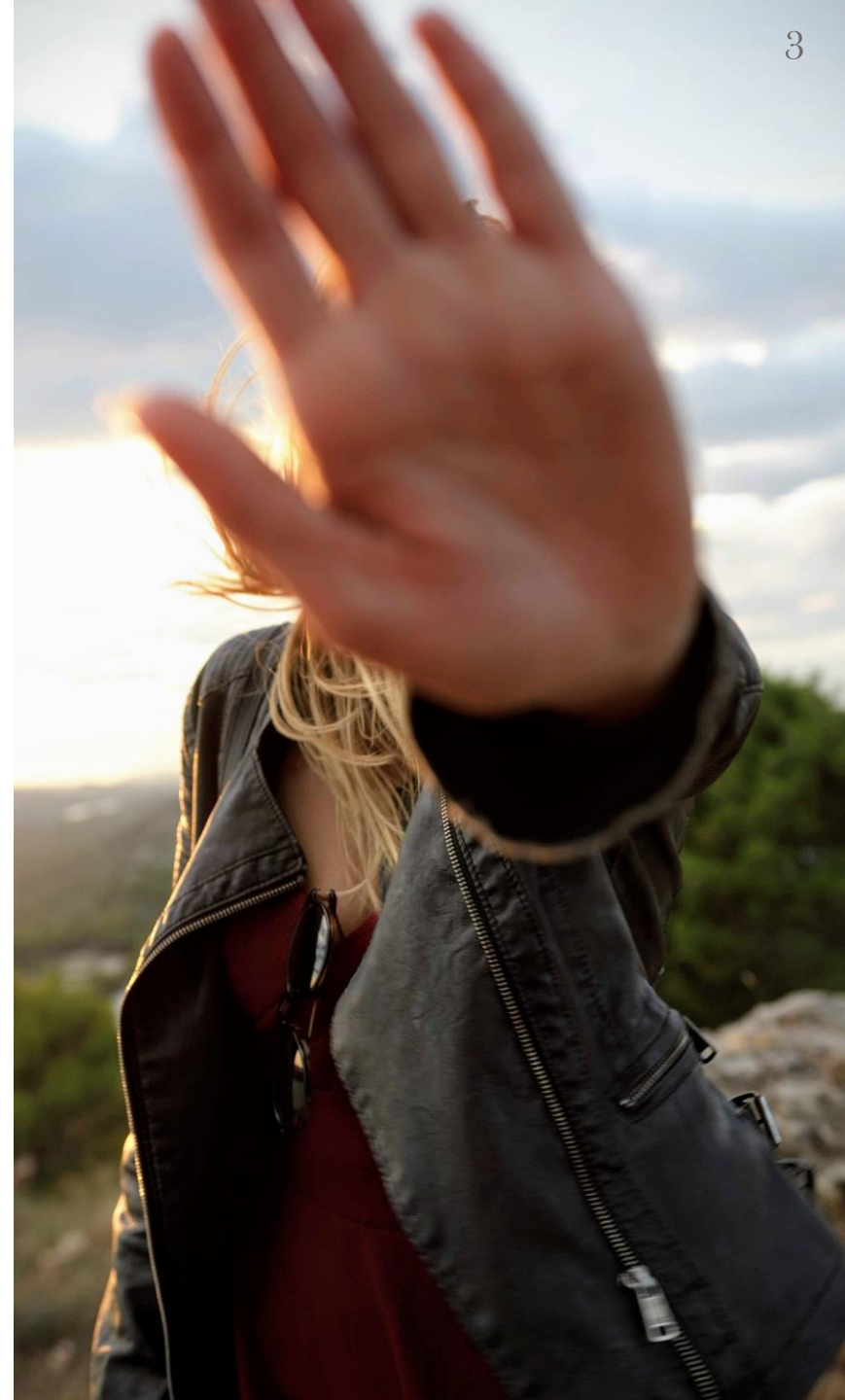


North America

THE PROBLEM & WHY WE STARTED

This programme was established to help students, graduates and early career professionals with limited work experience navigate the international sector, which can be both confusing and frustrating. Entry level candidates receive little support in getting their foot in the door, with qualified students and graduates often left with little guidance, information and even less confidence.

WIAN aims to remedy this by uniting experienced and early-career women from across disciplines in international affairs. Using our platform, participants spend 7 months engaging with one another and sharing their experiences within a safe space. With particular attention on connecting women and facilitating relationships, our programme aims to foster a culture of information sharing, boost confidence, encourage and empower the next generation of female leaders, and create a vital network of women from different backgrounds, interests, sectors and generations.



THE PROFESSIONALS

Cohorts build connections with professionals working in some of the most highly esteemed, influential and competitive international organisations in the world. Our mentors were professionally diverse and held positions within government, academia, the third sector, the medical field and business, to match the diverse needs and aspirations of our cohort. Amongst others, our mentors have represented the following organisations:



Timor-Leste Ministry of Finance
Goodbye conflict, Welcome development.



Québec

FORWARD

The activities they carried out with their mentees included: goal setting; helping them with job applications; conducting practice interviews; instilling confidence and providing advice on navigating the workplace.

THE PROFESSIONALS

We asked our mentors what they felt the greatest impact they had on their mentees was:

“I believe that I assisted my mentee to be more assertive at work, to be positive with unfavourable situations and to reflect more about herself.

Nadine, 18-19 programme

“I’ve helped her through writing applications, reviewing resumes, updating her LinkedIn profile and prioritizing goals. Also encouraging her in career choice and path and reassuring her to prevent mental breakdown/burnout through stress or carrying out too many activities.

Emeh, 18-19 programme

“From her feedback to me, the most positive impact I have had has been more providing a sound board for ideas, giving practical advice for approaching difficult conversations with managers, interviews, applications and working through different options and weighing up skills, ambitions and next steps. Giving more detailed advice about my own experiences working internationally and how that has shaped how I approach situations was also a useful point of comparison and further contemplation.

Vivian, 18-19 programme

THE BENEFITS

As a result of the scheme, beneficiaries have reported higher career prospects, increased confidence and greater industry awareness and knowledge. In their own words...

“I'm really happy with the relationship I developed with my mentor, and I got what I wanted from the programme which was guidance and direction when entering the international development sector.


Anneka, 18-19 Graduate Programme

“I wasn't sure what to expect from the programme but feel as though I have been very fortunate to be paired with my mentor, Sharon, who has been a great balance between supportive and straight talking. I feel as though she was very engaged with the programme and took her role as a mentor very seriously, offering not only great employment/job-searching advice but interesting conversation regarding the field of International Development and the future of the sector and I hope to continue this relationship going forward.

Anna, 18-19 Undergraduate Programme

“I joined the programme with the intentions of increasing my confidence professionally and to be exposed to different types of careers within international affairs. After a productive meeting with my mentor who suggested useful job search sites and helped me with my CV, I now know where to look for relevant jobs, how to write a high quality CV and cover letter and do not feel as intimidated by job descriptions where I may not necessarily meet all of the requirements.

Samiat, 18-19 Undergraduate Programme



PARTICIPATE

Heard enough? Ready to start your mentoring journey?

Visit our website to register as a mentee or mentor, and begin your journey to your starting your career path in international affairs, and giving back to the next generation of female professionals. Discover more on our page, at

www.wianetwork.com/mentorship.

Still have questions? Contact the Programme Coordination team to find out more, at

mentoring@wianetwork.com.

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