

Concept for mentors in the context of the female internship initiative

Overall Objective

The female internship initiative pursues three goals:

- Enhance gender equality within GIZ Pakistan by balancing the staff composition;
- Support Pakistani qualified women in finding entry points for employment;
- Increase GIZ's access to prospective employees.

In order to achieve these goals, female interns receive cross-cutting accompanying services and offers, including at least

- Overall induction/onboarding to GIZ
- Capacity building, e.g. application trainings
- Mentor
- Backbrief at the end of the internship.

Mentor's Role

The objective of an individual mentorship in this context is to offer feedback, guidance and exchange on cross-cutting issues of developing a professional personality such as highlighting individual strengths and weaknesses, developing an individual professional long-term vision, professional code of conduct, work ethics, etc.

The mentor's role is to be distinguished from the project supervisor's role who is responsible for the job-related deployment, guidance and performance of the intern. Whereas the supervisor serves as a guide and point of contact for all subject matter-, project- and job-related issues, the mentor takes a broader view regarding the prospects of the intern on the future labor market.

Mentor and supervisor might face overlap in their work with the interns and should consult each other closely.

Mentor's Tasks

In detail, the mentor has the following tasks:

- Conduct an initial meeting with an intern, explain the overall purpose of the mentorship and elicit whether cooperation matches from both sides
- Agree on a rhythm of meetings with the intern and offer availability on demand
- Elicit topics of mutual interest to focus on during the mentorship

- Seek third party perspectives on performance/behavior of the intern regarding the selected topics
- Provide guidance, advice, feedback and support to the intern
- Provide final backbrief together with the supervisor

Mentor's Approach

The mentor acts similar to a coach and as such

- Observes and listens carefully
- Encourages self-help and self-reflection capacities
- Encourages reflection processes through questions rather than ready-made solutions
- Gives constructive feedback and does not shy back from mentioning topics beyond the comfort-zone, but always in a respectful manner