



A FOCUS ON NATURE MENTORING



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AN INTRODUCTION TO THE **A FOCUS ON NATURE** MENTORING SCHEME:

Our mission at AFON is to connect, support and inspire young people interested in nature and conservation: our **Mentoring scheme** plays a key part in this. We connect young people in the early stages of their conservation careers with mentors who have a wealth of experience in the sector.

The Mentoring scheme is open to anyone over the age of 18, free of charge. This is thanks to the generous voluntary commitments of our AFON mentors.

I'm Connor, the Mentoring Officer at A Focus On Nature.

I am responsible for pairing mentees with their preferred mentors and making sure both parties are happy with their mentoring partnerships.

If you have any questions about the mentoring scheme, please get in touch at:

MENTORS@AFOCUSONNATURE.ORG



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This booklet provides some information on the AFON mentoring scheme to help inform your decision about whether having a mentor is right for you. I advise that you read this booklet, the **Mentoring Agreement** and the resources on our **Careers Hub** before making the decision to apply for an AFON mentor.

MENTORING SCHEME AIMS:

To provide **long-term support** to passionate and committed young people looking to work in the conservation sector by connecting them with **experienced professionals** currently working within conservation.

To tackle the lack of **formal development** opportunities and **clearly defined career paths** within conservation; and to promote the **transition of skills and knowledge** between experienced and early career conservationists.

To maintain young people's enthusiasm and drive for conservation; and to increase the diversity of ages represented in the conservation sector.

To provide support to **all** young people regardless of income, background, or education – all you need to benefit from the mentoring scheme is access to the internet, a **passion for nature** and commitment to the scheme.

A NOTE ON OUR MENTORS:

Our AFON mentors give their time freely to support young people. They are all busy, working conservationists and we are **incredibly grateful** for their commitment to mentoring.

If you are assigned a mentor with AFON you are agreeing that you will respond to all contact from your mentor in a **timely manner** and will let them know when this may not be possible.



MENTORING SCHEME PROCESS

Explore the **resources** available on our **Careers Hub**, read this **Mentoring booklet** and our **Mentoring Agreement** and decide if having a mentor is right for you.

READ

RESEARCH

Think about what **you** want to get out of the mentor scheme and what areas of conservation you are interested in. Head to our **Mentors webpage** and use the profiles and the resources there to identify the **three mentors** you would most like to be paired with.

Complete an **application form** and send it to:

MENTORS@AFOCUSONNATURE.ORG

APPLY

ADMIN

The **Mentoring Officer** will let you know your application has been received and start contacting your requested mentors **in the order of preference** to see if they are available for mentoring.

The **Mentoring Officer** will send an introductory email to you and your mentor and will supply the **Mentoring Support booklet**, which provides more information on how to get the most out of mentoring. It also contains a **Kickstarter survey** for you to answer and take to your first meeting, and a **long-term development plan** to work through with your mentor.

These are both optional but may help direct your mentoring support.

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It is then **up to you** to arrange meetings with your mentor and direct the support and advice they offer you. Try to respond to mentors in a **timely manner** and let them know of any reasons you may be unresponsive. Report any issues or desired changes to the **Mentoring Officer**.
We recommend that mentoring should last at least 6 months.

There is no limit on how long you can stay in contact with your mentor, but if you decide you **no longer wish to be part of the mentoring scheme**, please **inform your mentor** and the **Mentoring Officer** so we know that. *We may ask you to complete some feedback to help improve the scheme.*

END