



WHAT IS MENTORING?

A learning, interactive relationship in which a more experienced colleague (mentor) shares their experience, knowledge and understanding of the work or workplace to support and guide the less experienced members of staff (mentees), or whose performance requires strengthening.



ABOUT THE PROGRAMME

The Global Nutrition Cluster (GNC) Mentoring Programme is part of the *advanced level* of the capacity strengthening framework. The programme covers soft skills and advanced competencies in three areas: 1) cluster coordination, 2) cluster information management and 3) nutrition in humanitarian context. Through mentoring, mentees receive tailored, real-time on-the-job support to perform effectively in their role, learn and take up new challenges, and build a culture of collaboration, respect, and excellence.

Learn more: [GNC Capacity Strengthening webpage](#).

TARGET AUDIENCE

Nutrition cluster coordinators, including deputies, sub-national and roving cluster coordinators, co-leads, UNICEF nutrition programme staffs assuming coordination role, personnel of the nutrition cluster partners, including local and national actors.

DURATION

The GNC Mentoring programme is a yearly programme. Overall effective time commitment for one mentoring cycle can go up to 8 full days during a 3 to 5 month period.



ROLE OF MENTORS

- **Support and guide** mentees to analyse complex situations, examine emerging challenges, and identify approaches to address them. A mentor is not expected to deal with or fix substantive issues, but rather act as a guide for mentee(s).
- **Give feedback and direction** on identified needs, while supporting growth in leadership, management or technical competencies.
- **Offers constructive feedback** considering mentee's personal experience and professional knowledge.
- **Provides a trustworthy environment** for mentees to discuss their personal and professional challenges.

Learn more from David Clutterbuck in this [VIDEO](#).



BENEFITS OF BEING A MENTOR

- **Training:** Gain expertise in mentoring models and techniques that can be applied to any job.
- **Develop and refine skills:** Improve organization, communication, leadership, and management skills while guiding mentees.
- **Give back:** Experience personal fulfillment by offering support and sharing wisdom.
- **Fresh perspective:** The knowledge-sharing in this relationship goes in both directions. Not only do mentors hear the concerns and priorities of mentees, they stay updated on new ideas and methods through mentee insights and priorities.



MINIMUM REQUIREMENTS TO BECOME A MENTOR

- **Experience:** at least *five years* experience in emergency nutrition response, with at least three years' field experience.
- **Knowledge of the IASC Transformative Agenda**, humanitarian principles and core standards, and principles of partnership OR have covered the online eLearning modules included in the [Orientation for new Nutrition Cluster Partners](#).
- **Enthusiasm:** be keen to share experiences and support others in their professional development and how to be more effective in their roles.
- **Commitment:** be committed to the methods and the schedule of the mentoring programme (e.g. participate in the training, preparing for and holding regular mentoring sessions, conduct mentoring reviews, etc.)

PREPARE IN ADVANCE

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

HOW TO APPLY?

- Submit an [application](#) or
- Contact us at gnc_cs@unicef.org