

Position Description - Mentor

Title

Mentor for the Young Love program.

Primary Function

To mentor your allocated mentee by being a positive role model at the weekly meetings and workshops, once completing the compulsory Young Love Training Program. The definition of mentoring is the development of a one-on-one relationship where a more experienced person helps a less experienced person to identify and achieve their goals.

Selection Criteria

Genuine interest in the wellbeing of young people
Ability to develop a partnership with a young person and act as a positive role model
Minimum of 25 years of age
Ability to meet the minimum requirements for contact
Willingness to undergo the Young Love selection process including appropriate security checks

Reporting Structure

Young Love mentors report to the Program Counsellor, who in turn reports to the Director. Our mentors are also supported by a team of qualified and experienced professionals on our Advisory Panel.

Roles and Responsibilities

Attendance and participation at training, weekly meetings, weekly debriefing and network meetings
Develop a mutually co-operative, supportive and fun partnership with their mentee
Act as a positive role model and encourage new experiences and opportunities
Encourage a young person to reach their potential
Respect the young person's dignity and right to privacy
Consider the safety of the young person and establish appropriate boundaries/limits for behaviour
Help mentee to identify and achieve goals
Build mutual respect and instil trust
Focus on building and encouraging self esteem
Maintains confidentiality and sets clear boundaries in line with Young Love Policies
Complete required documentation within the Young Love Evaluation Process
Work with other members of the Young Love team
Report under the Duty of Care Policy where required
Operate within guidelines of the Young Love Policy Manual
Is an additional link in an already established chain of support for the mentee (school counsellor etc)
Not expected to be an expert, authority or supervisor
Not expected or encouraged to meet mentee outside of program guidelines

Key Performance Indicators (KPI)

Attendance at 100% of annual Training Program
Commitment to participate in the program for a twelve month school year period
Quarterly evaluation of mentee's achievement against their goals
Attendance at most weekly mentoring sessions in term time
Attendance at most weekly debriefing sessions in term time
Annual evaluation of mentee in line with Young Love's policy

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Skills and Experience

No formal qualifications are required
Previous mentoring experience is helpful (ie, teaching, nursing, counselling, business, etc)
Exceptional listening skills
Exceptional questioning skills
Good communication skills

Personal Attributes

Kind, patient, caring, sensitive
Reliable, committed and dedicated
Punctual and trustworthy
Non judgemental, unconditional and open-minded
Shows honesty and integrity, and leads by example
Shows respect of mentee's privacy and confidentiality
Empathetic and positive
Shows self awareness and knows own limitations
Able to genuinely listen and understand

Remuneration and Benefits

This is a volunteer position, and as such there is no formal remuneration
Benefits will potentially arise throughout the program
Free Training Program (only cost involved is the compulsory Working With Children Check)

Mentor's Rights

Integrity and honesty
A safe environment, free from physical or verbal abuse
Mutual respect
Clear guidelines on expectations through policies which are well communicated
Confidentiality
Valued and accepted by the Young Love program
Debriefing and counselling support from qualified professionals, where required
Ability to discontinue if legitimate circumstances require it