



# YOUNG PROFESSIONALS COUNCIL

## 2026 Mentoring Programme Information Pack





## YOUNG PROFESSIONALS COUNCIL

Welcome to the 2026 SAIMM Mentoring Programme!

The Mentoring Programme is part of the SAIMM CARES initiative, which aims to promote a community of caring within the Institute.

The Programme is an initiative of the Young Professionals Council (YPC). By linking young professionals with experienced and knowledgeable mentors to provide consistent support, guidance, and concrete help on a one-to-one basis to enhance their career development, the initiative is the embodiment of the YPC “**Potential Meets Opportunity**” ethos.



# KEY BENEFITS TO PARTICIPANTS

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## **Networking**

Give participants (mentors and mentees) the opportunities to broaden and expand their networks.

## **Knowledge and Skills Transfer**

Provide mentees with opportunities to develop specific skills and abilities, and mentors to share their experiences and contribute to the success and development of others.

Mentors get exposure to fresh perspectives, ideas and approaches.

## **Career and Professional Development**

Help mentees gain insight into the best ways to begin their careers, transition to new areas, and pursue rich experiences to enhance their career progress.

Mentees get “real-world knowledge” and learn how to apply academic education to real business issues in a value-added way.

Development of mentors’ personal leadership and coaching/mentoring styles.

## **Situational Guidance**

Enable mentees to gain coaching and guidance on how to handle workplace projects, duties, dilemmas, and problems.

# CRITERIA FOR SELECTION FOR ALL PARTICIPANTS



## To be eligible for selection:

- Members must be in good standing
- Members must have sufficient time available to commit to the programme, including a commitment to attending all compulsory training sessions
- Be trustworthy, reliable and ethical
- In the case of mentees:
  - qualified young professional (35 years old and younger) working in the mining and minerals industry
  - a desire to learn how to navigate a career in the interesting times we live in
  - agreement to be willing to learn and to ask for, give and receive feedback
- In the case of mentors:
  - a genuine interest in growing others and that this desire is primarily for the benefit of the mentee and not for any other ulterior motives
  - a person of good standing in the mining or related industries with demonstrable levels of wisdom, experience, knowledge and expertise (minimum of seven years' working experience)
  - have sound interpersonal skills
  - be a person who sets high personal standards

## KEY ROLES & RESPONSIBILITIES

### MENTOR

The Mentors main responsibility is the ongoing, planned partnership that focuses on helping the mentee reach specific goals over a designated period.

### SAIMM YPC

Facilitating the mentorship relationship and providing guidance on how to ensure a mutually beneficial engagement between Mentor and Mentee.

### MENTEE

Mentees are expected to play an active lead role in their own development by identifying their own needs, making those needs specific, soliciting mentor assistance, and making effective use of the time the Mentor spends with them.

***“Mentoring is a brain to pick, an ear to listen, and a push in the right direction.”***

*- John C. Crosby*

# COMMITMENTS FOR ALL PARTICIPANTS

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## Specific elements that require your full commitment to participating in this programme:

1. You commit to attending the **compulsory** training and check-in sessions that will be scheduled.
2. At least six mentoring interactions with your mentor / mentee over a period of 9 months starting March 2026.
3. Adhere to the mentorship Code of Ethics.
4. Provide periodic feedback to SAIMM YPC on the progress of the relationship.
5. Complete a survey after the programme has ended.
6. If required permit SAIMM YPC to record an on-camera interview as part of the feedback process.
7. For online mentoring relationships, we ask that you make sure you can have access to a sufficient quality internet connection to attend training sessions with your video switched ON.

Mentors and mentees must adhere to the following ethical principles:

- Maintain strict confidentiality on all aspects of the mentor-mentee relationship.
- Refrain from discussing the mentor/mentee with any third party.
- All interaction between the mentor and the mentee should be at a professional level and thus, mentor/mentee should not exploit the mentoring relationship for any personal gain to the mentor/mentee.
- Mentors should distance themselves from any possible issues of conflict between companies in relation to mentees.
- Mentor and Mentee should try to raise awareness of any cultural differences (generational, ethnic, religious etc.), to help facilitate productive communication and cultivate a positive environment.

# PROGRAMME IMPLEMENTATION AND EVALUATION



DEC-JAN

## 1. REGISTRATION

The Young Professionals Council invites members to participate in the Mentoring Programme as either a mentor or a mentee or both. Interested members register online.



EARLY  
FEB

## 2. MATCHING

The Mentoring Programme Advisory Committee convenes at the end of the registration period. The committee looks over the responses from the registered participants and based on a Mentee -Mentor Matching Criteria guideline, allocates suitable mentee-mentor pairs.



LATE  
FEB

## 3. ORIENTATION

The Membership Coordinator will contact you to introduce you to your mentor/mentee and to invite you to an orientation session. The orientation session is the official programme kick-off. We will outline and clarify the policies and procedures of the programme.



MAR-NOV

## 4. MENTORSHIP

At this stage we hand over to the mentee-mentor pairs. The mentee will be expected to initiate the first meeting that will kick-off the mentoring relationship.



DEC

## 5. GRADUATION

To formally mark the closure of the formal mentoring relationships. Every mentee and mentor will be recognised with a certificate celebrating the success of their relationship.



## YOUNG PROFESSIONALS COUNCIL

### PROGRAMME MANAGEMENT TEAM

#### **Programme Champions**

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