



## Pacific Wayfinders mentoring program

Volunteer mentors (health professionals and business/organisational leaders)  
Placement information

**Volunteer role:** Mentors - **Health professionals** (including but not limited to prosthetist/orthotists, physiotherapists, podiatrists, nurses, exercise physiologists, medical practitioners) **and business/organisational leaders**

**Dates:** Nov 2020 – Jun 2021

**Location:** Online/remote via video teleconferencing

**Load:** 2-3 hours per month over an eight-month period

**Scope of role:** As an experienced practitioner in your field, we invite you to share your knowledge and expertise by providing professional mentoring to a health worker or health service manager in a Pacific Islands country (PIC).

The structured mentoring program will allow mentees in PICs to access mentoring from professionals in Australia and New Zealand, building their confidence and skills professionally, developing their networking skills, providing them with career guidance, giving them insights and different perspectives on their work and growing their leadership capabilities.

**Thank you for your interest in Motivation Australia's project work.**

Motivation Australia is seeking applications for a range of health professionals and business/organisational leaders to be mentors in the *Pacific Wayfinders* mentoring program.

### 1. Project background

#### 1.1 Pacific Wayfinders project

Pacific Wayfinders is an initiative of Motivation Australia (MA) with financial support from the Australian Government and other donors. Pacific Wayfinders responds to a need for targeted continuous professional development (CPD) for Pacific region personnel providing rehabilitation and assistive technology.

The Pacific Wayfinders project aims to harness the expertise of experienced health professionals and business/organisational leaders from Australia and/or New Zealand to deliver continuing professional development (CPD) opportunities to strengthen the existing health workforce in Fiji, Papua New Guinea, the Solomon Islands, Tonga and Vanuatu.

## 2. Project objectives

The broader objective of the Pacific Wayfinders project to improve the capacity of health workers to deliver rehabilitation and mobility device services for people in their community.

### 2.1 Mentoring program

More specifically, this assignment focuses on building the capacity of health workers in Fiji, Papua New Guinea, Solomon Islands, Tonga and Vanuatu through mentoring. The mentoring program will be delivered remotely, allowing mentees in the Pacific Islands to connect and build mentoring relationships with health and business leaders in Australia and New Zealand.

The mentoring program pairs health workers in PICs with experienced health professionals and business/organisational leaders in Australia and New Zealand. Giving the mentees an opportunity to meet, communicate, interact with and learn from leaders in their field.

Through the structured program, the mentee will be encouraged to drive the mentoring process and discussion, enabling them to gain insights and perspectives from experienced mentors, assisting them to establish and work towards career goals, build confidence and develop their professional and communication skills.

## 3. About the role(s)

Drawing upon your professional experience, you will form a professional mentoring relationship with a mentee health worker or health service manager working in a PIC. You will provide mentoring to the mentee over an eight-month period. Specifically, you will be available for monthly online video meetings, and for regular communication through email and preferably via an online messaging application.

The mentoring relationship will be mentee-driven, allowing the mentee to drive discussion topics and enabling you to provide them with advice, coaching, counselling and guidance in areas including, but not limited to:

- Professional, career and self-development
- Career goals and progression towards achievement of career goals
- Organisational values, expectations and practices
- Professional topics and skills
- Conflict resolution and workplace situations.

### 3.1 What is Motivation Australia looking for in a mentor?

A mentor can be thought as a coach, advisor or counsellor; they are someone who can provide advice, insight and perspective on a wide range of topics to help the mentee achieve their goals or better understand professional situations, workplace culture, leadership and goal setting.

Mentors are usually people who have lived experience, and can share their experiences and the lessons learnt along their journey with the mentee to help them develop the skills and knowledge to achieve success in whatever form the mentee desires.

To be able to form a successful mentoring relationship and give the relationship the best chance to grow, MA are looking for mentors who:

- Have a high level of communication and listening skills and understanding of relationship building

- Have a high level of expertise, knowledge and skills in the same field or desired field of the mentee
- Are committed to the mentoring program and have a genuine interest in the development and growth of the mentee and their field of work
- Are able to encourage exploration of ideas, critically analyse issues and situations, challenge the assumptions of the mentee and provide constructive feedback to the mentee
- Are able to assist the mentee to identify individual needs, values and goals
- Are committed to forming a trusting relationship with the mentee by dedicating their time and availability throughout the program.

#### 4. Terms of assignment

This assignment is a volunteer opportunity.

MA team members will provide support to you before, during and after the completion of the program. This will include an induction session, professional development opportunities during the program and post program briefing.

#### 6. Minimum participation requirements

The following minimum participation requirements exist for this program:

- The mentor must attend an induction session with MA on the advised date and time
- The mentor must prepare for, and participate in, at least 8 meetings together over an approximate eight-month period
- The mentor must openly communicate their program expectations and boundaries with the mentee
- The mentor must submit reflections after each meeting (reflection template provided)
- The mentor must be willing to provide program feedback and evaluation after the program has ended.

#### 7. Position Requirements

- A recognised Bachelor degree or higher in your relevant profession
- At least 3 years' experience working as a health professional or business/organisational leader
- National Police Check (working with children option) from countries of citizenship
- National Police Check from any country in which you have lived for an accumulated period of 12 months or more in the last 5 years

**Motivation Australia is an equal opportunity employer, and will provide equality in employment for all people employed or seeking employment or volunteer opportunities with us.**

**If you are interested in applying for this placement please fill out the form on the [placement post on our website](#), including your CV with two current references.**

**Any other questions, please email [danielnoll@motivation.org.au](mailto:danielnoll@motivation.org.au)**