



UAA/USAID MENTORING PROGRAM

AN EXCITING OPPORTUNITY
TO INVEST IN THE NEXT GENERATION OF
AGENCY LEADERS

WHY DO WE NEED YOU?

The UAA/USAID Mentoring Program has a proven record of success connecting field-based Foreign Service Officers (mentees) with UAA-member retired FSOs (mentors) to offer valuable advice and guidance for personal and professional growth. With over 12 years of broad-ranging experience, benefiting over 350 FSOs to date, we are looking to expand the program further. Mentors and mentees typically engage in regular discussions (often through Zoom or Google Meet) on an agreed schedule, such as bi-weekly, every three weeks, or monthly, for about an hour. The Mentoring Program supports the Agency's leadership priorities to fortify the workforce and UAA's objective to foster the next generation of development leaders. We are seeking more mentors to enhance the program and contribute to the Agency's future leadership strategy.

WHY YOU?

UAA members possess a wealth of knowledge and experience that can greatly benefit development leaders, regardless of their background. Mentees highly value knowledgeable, approachable, available, and responsive mentors. The program is driven by the needs of mentees, often focusing on areas like management, career development, and personal growth. UAA members bring diverse expertise in team, office, and mission management, navigating collaborations with the USG interagency team, government counterparts, and implementing partners. For a successful mentor-mentee engagement, both parties commit to regular, agreed-upon communication, which is crucial for building trust and setting clear objectives to guide their relationship.

RECRUITMENT TIMELINE

The formal Mentoring Program kicks off in August/September each year with discussions between the UAA Mentoring team and USAID/HCTM to identify the backstops and bureaus to be included in that year's Cohort. To facilitate the matching process, both mentors and mentees complete online profiles. In September, mentor recruitment takes place, followed by mentee recruitment in October. The number of mentees who can be accommodated is based on the number of mentors who sign up. Mentees and mentors are then informed of their respective mentors and mentees. Mentees initiate contact with mentors in early January, and UAA provides training for both mentors and mentees later in January. The formal mentoring relationship spans six months, from February to July, although many relationships extend beyond that period.



JOIN US TODAY!

This is an enriching opportunity to invest in the future of the Agency and its emerging leaders. We welcome retirees to join us by reaching out to the UAA Mentoring Program Co-Chairs, **Denise Rollins (denise.rollins52@gmail.com)** and **Sharon Pauling (sharonpauling@hotmail.com)**, to express your interest in participating in the upcoming Cohort. We eagerly await your response!

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