



IAS Mentorship Programme

FREQUENTLY ASKED QUESTIONS (FAQs)

What is the IAS Mentorship Programme?

The purpose of the IAS Mentorship Programme (IASMP), an initiative of the IAS Educational Fund, is to enhance the exchange of knowledge and build relationships that foster personal and skills development between early-career and established professionals to empower the next generation of the HIV workforce and create the leaders of the future in the HIV response. It will provide a forum for experienced and younger members to develop an ongoing relationship by meeting regularly and discussing matters relating to the area of HIV within an organized and supportive framework.

What are the benefits of the programme?

For mentees:

- Develop new skills and training to contribute to their career development
- Build a network and connect at an early stage of their careers with established professionals in the area of HIV
- Create a long-lasting relationship with their mentors
- Get career advice to manage needs and expectations
- Receive support and guidance to achieve career goals
- Participation in AIDS 2022 and a two-year IAS membership

For mentors:

- Contribute to the development of the area of HIV and HIV professionals
- Transfer skills and knowledge
- Create a long-lasting relationship with their mentees
- Expand networks
- Recognition of skills, knowledge and commitment to the HIV workforce
- Increased visibility and identity as professionals
- Participation in AIDS 2022 and a two-year IAS membership

Are mentors and mentees remunerated or do they have to pay to take part in the IAS Mentorship Programme?

Neither. The IAS Mentorship Programme is free of charge and is fully volunteer based. Therefore, no remuneration will be given to participants.



Will the IAS Mentorship Programme include face-to-face components or will it be only virtual?

The IAS Mentorship Programme is fully virtual. Participation in AIDS 2022, the 24th International AIDS Conference, will be in person if possible, unless participants prefer to attend virtually.

Do I need to be an IAS Member to take part in the IAS Mentorship Programme?

Not necessarily. The IAS Mentorship Programme team encourages applicants who are not members to also apply. However, at least half of the spaces for mentors and mentees will be allocated to IAS Members.

What is the time commitment for this programme?

The time commitment breakdown is as follows:

Mentees:

- One hour of self-paced training for mentees before the start of the programme
- One hour for the virtual kick-off meeting
- At least three hours of one-on-one sessions with a mentor, with 30 minutes of preparation before each meeting
- Approximately three hours of mandatory Virtual Learning Courses and two hours of mandatory Mentoring Circles
- Approximately two and a half hours for the closing meeting, with one hour of preparation for the closing presentation

Total: Approximately 15 hours over six months (two hours and 30 minutes on average per month)

Mentors:

- One hour of self-paced training for mentors before the start of the programme
- One hour for the virtual kick-off meeting
- At least three hours of one-on-one sessions with a mentee, with 20 minutes of preparation before or after each meeting
- Approximately two hours of elective Mentoring Circles
- Approximately two and a half hours for the closing meeting, with 30 minutes of support for the mentee's preparation

Total: Approximately nine hours over six months (90 minutes on average per month)

What are Virtual Learning Events? Who needs to take part in them?

Virtual Learning Events of the IAS Mentorship Programme are presented in different formats, such as short online courses, videos, webinars and virtual workshops, and cover a variety of topics. Mentees are required to participate in at least three Virtual Learning Events throughout the course of the mentorship programme to secure their registration for AIDS 2022. Mentors can take them on a voluntary basis but are not required to do so.

What are Mentoring Circles?

Mentoring Circles are events where one or multiple mentors and several mentees discuss a specific topic (for example, the mentorship experience and career development, as well as more focused topics, such as gender equality and community engagement). These will be delivered in



the format of open discussions. At the beginning of the programme, they will take a format of team building and/or "speed dating" for participants to get to know each other more informally.

Mentors and mentees are required to participate in at least two Mentoring Circles. However, they are encouraged to attend more.

I do not hold a senior position in an organization. Can I still apply to be a mentor for the IAS Mentorship Programme?

We strongly encourage professionals with proven extensive experience in the area of HIV to apply to be mentors in our programme. We aim to connect mentors and mentees of all levels of experience and believe that mentorship can be beneficial to both parties, regardless of the mentor's seniority.

Is the IAS Mentorship Programme only for clinicians or professionals working specifically in the medical field?

No. The workforce involved in the HIV response is very diverse and the IAS Mentorship Programme aims to reflect this reality. We strongly encourage mentors and mentees from all areas of expertise fields (including policy makers, social workers, clinicians, peer navigators, psychologists, lawyers, activists and community advocates) to apply for this programme.

I hold a doctorate and I wish to engage in the HIV response workforce in a non-academic institution. Am I eligible for this programme as a mentee?

Yes. Any mentee who is between 18 and 35 years old and has less than three years of experience as a professional in the HIV area is eligible to apply, regardless of their level of education.

Will I be offered a position after the end of the IAS Mentorship Programme?

The purpose of the programme is not to help people find work through their partnership. It is noted that using the programme for job seeking or recruitment purposes is a breach of the programme code of conduct.

If you have other questions, please contact us at: iasmentorship@iasociety.org