

Deaf Leadership Mentor Program



Mentor position description

Position title:	Mentor Deaf Leadership Mentor Program
Department:	Information
Position location:	Mentor workplace & various
Position reports to:	Program coordinator
Hours of work:	2 hours per fortnight - approximate

Organisational information

*Vicdeaf....Leading the Way in Social Justice and
Equity for Deaf and hard of hearing people*

The Victorian Deaf Society (Vicdeaf), a non-profit organisation, is the primary source of reference, referral, advice and support for deaf and hard of hearing adults in Victoria. Vicdeaf aims to improve the quality of life for deaf people. We do this by breaking down communication barriers and improving access to services, increasing the status and participation of Deaf people in society and providing specialist support and community services.

Objective of program

To provide Deaf people with the opportunity to become leaders.

Who are mentors?

Mentors are experienced and highly regarded women and men. They are leaders within their field with a strong desire and capacity to share their leadership knowledge and experience.

This program offers mentors an unique opportunity to develop their own leadership capabilities and to be proactive in extending their networks with current and future leaders.

Responsibilities

The mentor will:

- Develop a mentoring agreement with the mentee and fulfil commitments as agreed
- Support the mentee in their leadership development plan
- Develop a trusting relationship and show respect for the mentee

- Observe confidentiality and professional boundaries
- Host the mentee in the workplace or similar for at least eight meetings
- Assist with evaluation with the program coordinator
- Participate in any training sessions and meetings called by the program coordinator
- Act as an advocate for the program

Role

The role of the mentor is to:

- Be a good listener – be open minded, non-judgmental
- Be challenging – identify assumptions and offer alternatives
- Be inspiring – provide vision, encourage and motivate
- Be supportive and patient
- Share – both personally and professionally
- Promote understanding of leadership options and outcomes
- Recognise potential and encourage the mentee to fulfil it
- Provide guidance
- Provide information, especially knowledge based on personal experience – both good and bad
- Give positive feedback and constructive criticism

Time commitment

The program will run from the end of March to mid-November, 2009.

Attendance at training, relationship-building and other meetings are required – check program timetable.

Cost

Vicdeaf will reimburse reasonable travel costs on public transport for all meetings, training and relationship-building sessions. This includes travel to and from regional areas.

Catering will be provided at training and relationship-building sessions.

