

The AAS Mentorship Scheme

Through The AAS mentorship scheme, African rising research leaders receive guidance and support from experienced professionals towards achieving their desired career development goals.

The AAS Mentorship Scheme matches early and mid-career research leaders with experienced mentors who guide and support them to become thriving science leaders in Africa.

The scheme equips our mentors and mentees to be courageous, collaborative, and open-minded in pursuing exceptional science career paths. Mentors are trained and motivated to support mentees in their career development endeavours while mentees learn how to articulate their goals, ask questions, and reflect on their learning and growth.

The Academy's considerable experience in building the capacity of African science leaders offers a wide network of scientists from which interested individuals are enrolled, trained and supported to mentor early and mid-career postdoctoral researchers.

The AAS envisages that by mentoring Africa-based scientists, we will increase the pool of high quality and influential science leaders motivated to mentor future scientists on the continent.

Mentors are experienced scientists or professionals with the ability to guide the mentee's career growth. The mentors commit to dedicate at least one hour per month for online mentoring sessions and are able to attend an annual face-to-face meeting of mentors and mentees

Mentees are early to mid-career scientists who have completed their PhDs and are working in an Africa-based higher education or research institution at the time of application. They are supported to address a range of career development needs including scientific expertise; career pathways advice; policy engagement; leadership development; interdisciplinary collaboration;



communication; entrepreneurship & innovation; publishing; fundraising & grant management; networking; well-being at the workplace; visibility; research management; science outreach; student supervision; and managing administrative duties. The scheme will initially enrol mentees from The AAS postdoctoral programme and thereafter from her partner institutions. Interested mentees can email mentoring@aasciences.ac.ke.

A distance mentoring approach is adopted to ensure a wider pool of mentoring opportunities are provided, mentors and mentees are drawn from all over the world and can participate in a manner flexible and suitable to their working environments.

Enrolment to the scheme is through The AAS Ishango system. Those with accounts may log in with their user-name (email address) and password.

Matching of mentees with mentors will account for the synergy between mentor's areas of strength and mentee's mentoring needs; any shared interests; alignment to one's purpose; the willingness to develop a mutually beneficial mentoring relationship; and the availability of the mentors.

Training of mentors and mentees is mandatory to ensure that the principles of mentoring are understood, mentoring goals are well articulated, and expectations are managed. The training resources can be accessed upon enrolment on The AAS Ishango system will take about 30 minutes reading time.

A Mentoring Agreement will guide the mentoring relationship by outlining mentoring goals, timeframe for the relationship, modes of communication, and reporting.

KEY BENEFITS OF MENTORSHIP

- An expanded network of peers and role models in African science and development
- Gaining new skills and competences e.g. on leadership, active listening, role modelling etc.
- Learning first-hand of the challenges encountered by early- and mid-career researchers in Africa
- Re-energizing the mentors' career and gives one a personal satisfaction of contributing to scientific citizenship
- Recognition and respect amongst peers
- Widening one's perspectives on career development pathways
- Strengthening one's interpersonal and communication skills
- Boosting one's confidence to explore the diversity in science careers

TEN STEPS TO JOINING THE AAS MENTORSHIP SCHEME

1. Identify your mentoring strengths/needs
2. Enrol as mentor/mentee
3. Read/watch required training resources
4. Await matching with mentee/mentor
5. Attend your first mentor-mentee meeting
6. Discuss mentoring goals & sign Mentoring Agreement
7. Engage & nurture the mentoring relationship
8. Review and provide feedback on the relationship
9. Attend annual mentorship retreat
10. Transition to mentor other scientists

Partner with us:

- Nominate mentors from your pool of experienced scientists/professionals
- Co-host mentorship activities in an African institution/country
- Support face-to-face meetings of mentors and mentees
- Collaborate in tracking impact of career mentorship schemes in Africa

Visit <https://www.aasciences.ac.ke/mentorship-scheme> to find out more
or email mentoring@aasciences.ac.ke

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