

<b>Volunteering role</b>	<b>Career Mentor</b>
<b>Role synopsis and primary focus</b>	<p>Mentorship involves a two-person partnership with the intention of developing, improving, and reaching personal and professional goals. As an IET Career Mentor you'll guide and encourage the professional development of other IET members.</p> <p>As a role model for professionalism and excellence, you'll inspire, attract and develop the next generation of engineers, and enhance public trust in the engineering and technology profession.</p> <p>You'll do this by providing one-to-one support to IET members to help them develop their knowledge, skills and confidence and help them to achieve their professional career goals.</p>
<b>Person requirements</b>	<p>A mentor is a person who has enthusiasm for sharing their sought-after expertise to provide an individual with the tools, guidance, support and feedback they may need to thrive in their career.</p> <p>Communication and listening are two vital elements of mentoring because, as a mentor, you need to be able to truly understand your mentee before delivering support and recommendations. It means you have to reflect on the challenges they face to provide constructive feedback in helping them find the most effective solution.</p> <p><b>Essential criteria: you must be a member of the IET</b></p>
<b>What you can gain from this role</b>	<p>One of the benefits of mentoring is the opportunity to develop new relationships that could lead to unique opportunities and insights. Whether you're already a leader within your organisation or looking to develop your leadership skills for future job roles, being a mentor can help you enrich your skill set and gain personal satisfaction by helping others within the engineering and technology sectors.</p> <p>This role will help you to build your relationship management and communication skills and provide an opportunity for you to widen your own professional network.</p>
<b>Main duties and responsibilities</b>	<ul style="list-style-type: none"> <li>- Volunteering time to take a personal interest in others</li> <li>- Active listening</li> <li>- Questioning and finding out what is important to others, by exploring their skills, aptitudes and aspirations</li> <li>- Challenging assumptions and acting as a soundboard</li> <li>- Recognising when the mentee should be identifying a need for other sources of help (such as the IET's benevolent Foothold)</li> <li>- Guiding mentees in identifying opportunities and making choices that enable progression</li> </ul>
<b>How this role supports our vision and mission</b>	<p>Inspires practitioners and contributes directly to Engineering Excellence. It ensures we develop people through skills, learning and networking to support the wider engineering and technology profession.</p>

<b>Period of appointment</b>	The logistics and practicalities of a good mentoring relationship will look different depending on the mentors and mentees. Some mentors and mentees may decide to agree a time scale for a certain challenge to be overcome or skill to be learnt, while others may not. It is completely up to the mentor and mentee to agree how often they'll meet, the format of these meetings and the time scale of their relationship. Once a relationship ends, it is up to the mentor if they wish to embark on another mentoring relationship with another mentee. The period of appointment in this volunteer role is at the discretion of the IET volunteer team.
<b>Time Commitment</b>	Approximately five days per year, depending upon the number of pairings undertaken.  You'll work with your mentees as and when they contact you – with regular (monthly or quarterly) meetings as they work towards their goal.
<b>Appointment method</b>	Register your interest for the role by completing our <a href="#">Volunteer form</a> or by emailing <a href="mailto:volunteer@theiet.org">volunteer@theiet.org</a> for more information
<b>Induction (if relevant)</b>	All IET Volunteers are required to read/sign our Volunteer Code of Conduct and a set of legislation-related policies and complete a Safeguarding training module. This mandatory activity is undertaken through a web-based e-learning system.  Other volunteer policies and guidance are provided on IET EngX®  Upon engagement you will be provided with: <ul style="list-style-type: none"> <li>- Volunteers' Handbook</li> <li>- Access to IET EngX® online volunteering community</li> </ul>
<b>Training (if relevant)</b>	Training and guidance information will be provided on the dedicated mentoring platform for all volunteers to read and understand before undertaking their role.

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Date Updated: September 2025

