

# Mentorship Committee (Ad Hoc) v1

## Committee Charter

The purpose of the Mentorship Committee ("Committee") is to make Mentorship program recommendations to the NANOG Board for consideration and final approval. General criteria for the Committee includes:

- The Committee consists of at least one NANOG Board Member and at least two NANOG Members in good standing, all of whom are appointed by the Board.
- Once the Committee will appoint and train members of the NANOG Community to serve as Mentors.
- All Committee members, and any one working with the program, will be required to sign the appropriate NANOG nondisclosure agreements.
- It is advisable that at least one member of the Committee has documented experience administering mentoring programs.
- Committee members must establish a regular meeting schedule that is sufficient to meet the program's objectives.

## Program Vision

Working together to build the Internet of tomorrow is an essential part of what NANOG aspires to do. Key to building the "Internet of tomorrow" is to engage and inspire those who will build tomorrow's Internet. Mentorship is an essential component of fulfilling that mission. Although mentorship has always taken place within our community, it has never been formally practiced. The aim is to develop a simple, straightforward program that will ensure consistent results.

Mentoring is a formal or informal relationship between two or more people, a Mentor and Mentee(s), are an essential component of professional development. A successful Mentorship Program relies upon the Mentee to drive the relationship, as their desire to learn and grow is a key part of the relationship.

## Scope of Work

This goal is to develop a program designed to cultivate individuals looking to pursue careers as network professionals. A successful program should be beneficial to both mentors and mentees.

### **Deliverables**

- Define the ideal candidates for the program.

- Establish time commitments and expectations for Mentors and Mentees.
- Determine metrics for success.
- Create evaluation criteria for all participants.
- Ascertain how often should Mentors and Mentees meet.
- Create a participation agreement for both mentors and mentees.
- Ensure that the program is a safe environment that promotes diversity.
- Design a strategy for identifying potential internships and employment opportunities.
- Develop a recruitment process for Mentors and Mentees.
- Create a training program for Mentors.
- Establish a system for matching Mentees to Mentors.
- Define a detailed plan for phase one and a rough timeline for the next stages.