

NSW Government Graduate Program

Goals

To develop and maintain a mentoring relationship with the graduate that:

- supports, enhances and extends their knowledge and skills development
- maintains their enthusiasm for a career in the NSW Public Service
- keeps them connected to their 'home agency' while out on placement
- contributes to long term talent management and developing future sector leaders

Requirements

- Clerk Grade 9/10 (or equivalent) level or above
- Not in the graduate's direct reporting line and ideally not in their work unit
- Located in the same region as the graduate
- Commitment and capacity to mentor a graduate throughout the 18-month graduate program cycle

Role

- Be a role model of professionalism
- Acknowledge the graduate's strengths and opportunities, encouraging development of their capabilities
- Assist in developing strategies and actions to achieve their career goals
- Share knowledge and professional and personal experiences
- Actively listen and provide support and encouragement
- Assist the graduate to respond appropriately to workplace situations and requirements in line with the core values of integrity, trust, service and accountability
- Link the graduate to resources and information
- Respect normal lines of authority and supervision or intervene on the graduate's behalf
- Liaise with the Agency Coordinator if difficulties arise or support is required

Commitment

- Mentorship throughout the 18-month graduate program cycle
- Attendance at a 2 hour face-to-face Mentoring Workshop in March 2023
- Attendance at 2 virtual workshops
- Maintain regular contact, a minimum of 30-60 minutes monthly, with additional contact as agreed
- Participate in program evaluation by providing feedback through short surveys

Benefits

- Increased self-awareness and insights through sharing personal and professional learning
- Enhanced capacity to empathize, observe different perspectives and provide career guidance
- Encourage cross-generational relationships and opportunities for collaboration and development
- Develop mentoring skills that can be applied in the workplace, community or personal life
- Make a difference in the career of a graduate and potential future leader