

Criteria for Mentor of The Year Award

The Mentor of The Year Award recognises and celebrates the outstanding personal commitment of our mentors to mentoring CIWM members, enhancing their career prospects by sharing their knowledge, skills and experience. It acknowledges mentors who have gone above and beyond in supporting their mentees to grow.

Mandatory Criteria

Nominees must fulfil all of the following criteria:

- Must be a member of CIWM.
- Must be a registered mentor on the CIWM Mentoring Platform, OR provide evidenced mentoring to another CIWM member, for example, as an interview panellist.
- Mentored for at least 6 months.
- Must be a volunteer at the time of the award.
- Consistently demonstrates CIWM values of collaboration, creativity, adaptation, determination and consideration.
- Cannot have won award in the last 12 months.

Service Criteria

Nominees must demonstrate (with appropriate evidence) one or more of the following criteria:

Commitment to Mentee Development

- Providing technical and industry-related knowledge, advice and guidance to mentees.
- Help mentees identify, refine, and achieve their career goals.
- Help mentees develop soft business skills such as confident communication, adaptability and resilience.
- Provides practical advice/constructive feedback that helps mentees grow professionally and personally.

Ability to Inspire and Lead

- Support mentee to identify and develop in specific focus areas.
- Demonstrate leadership and active involvement within the sector.
- Champion sector issues such as diversity and inclusion.
- Willingly share knowledge, insights and best practice.
- Be a role model by exhibiting high standards, professionalism and integrity.

Consistent Support

- Maintaining regular communication, responsiveness, and commitment to meetings.
- Help mentees develop clear and manageable plans to achieve their professional goals.
- Connect the mentee with appropriate sector networks and signpost other relevant resources, such as technical journals or blogs.
- Exhibits patience and understanding, recognising that growth takes time.
- Offers continued encouragement and support while being aware setbacks are part of a learning curve.

Communication Skills

- Ability to listen actively and understand the mentee's challenges.
- Adaptive communication approach to best suit mentee's learning style and abilities, ensuring clarity in articulating ideas and offering guidance.