Mentorship Role Description

Intergenerational Mentorship Pilot, January to March 2027

This is a volunteer role. A small honorarium will be provided upon completion of the pilot.

Science Atlantic is strongly committed to being a welcoming and inclusive organization. We encourage candidates to voluntarily self-identify; please see Equity, Diversity, Inclusion, and Accessibility (EDIA) below.

About Science Atlantic

Science Atlantic is a charity founded in 1962. We support 17 post-secondary institutions and 10 science divisions which organize student conferences and speaker tours. Science Atlantic's mission is to grow and connect the post-secondary science communities in Atlantic Canada while promoting inclusiveness, leadership, responsiveness, community, and sustainability.

About the Mentorship Pilot

The objective of the Intergenerational Mentorship Pilot is to connect senior and retired STEM faculty with early-career faculty and students, fostering a stronger sense of belonging, deepen connections across generations, and facilitate the sharing of valuable knowledge and experience in Atlantic Canada's post-secondary Science, Technology, Engineering, and Mathematics (STEM) communities.

The pilot will match senior and retired STEM faculty with students (undergraduate to PhD) and early-career faculty (post-doctoral fellows to those in their first three years of teaching).

This pilot will assess the need and viability of an ongoing intergenerational mentorship program. Feedback collected throughout the pilot will help us evaluate its value and impact.

Pilot Timeline and Time Commitment

The pilot runs from mid-January to March 31, 2027, and includes an orientation. Mentors and mentees are expected to meet approximately one hour per week virtually, or in person if preferred by both parties. A brief check-in with the program coordinator once a month will be scheduled at the participants' convenience, and evaluation surveys will be conducted to collect feedback on the pilot.

Applications will be reviewed as received, with interviews and selection happening on a rolling basis.

Who You Are

You are a motivating, people-driven person who enjoys supporting others. You are encouraging and approachable, and take the time to understand others' experiences, perspectives, and goals. You are willing to share your knowledge, insights, and expertise, and you enjoy helping others grow and develop. You are open-minded and respect that each person has their own unique goals, experiences, and career path. You are committed, dependable, and able to build positive and meaningful mentoring relationships. You are, or have been, a senior or retired STEM faculty member.

Responsibilities: Mentorship

- At the start of the program, develop goals and areas of focus with the mentee.
- Create a safe and confidential space where the mentee feels comfortable sharing ideas and challenges.
- Be culturally aware and integrate Equity, Diversity, Inclusivity, and Accessibility (EDIA) practices.
- Provide helpful and constructive feedback.
- Listen actively to understand the mentee's experiences, ideas, and goals.
- Ask open-ended questions to encourage critical thinking and finding answers independently.
- Share your knowledge and experience to help the mentee navigate their field and explore career and educational opportunities.
- Provide encouragement and motivation to build the mentee's skills and confidence.
- Connect the mentee with helpful resources, professional networks, and opportunities.
- Support and advocate for the mentee's ideas and professional growth.
- Practice two-way mentoring by remaining open to new academic realities, emerging technologies, and other generational perspectives.

Confidentiality, professional boundaries, and two-way mentoring will be discussed in interviews and orientation.

Responsibilities: Program Participation

- Be responsive to your mentee(s) and to the program coordinator.
- Attend scheduled meetings and follow through on commitments.
- Maintain appropriate professional boundaries.
- Refer to appropriate external resources as needed.
- Complete program evaluations, surveys and check-ins as requested.

Required Competencies

- Experience and knowledge in your field, with the ability to share real-world insights and perspectives.
- Able to share lessons learned from your experiences, including challenges and opportunities, and to provide a realistic and practical perspective on career development and professional growth in STEM.
- Understand the importance of continued growth, effort, and development in achieving success.

Equity, Diversity, Inclusion, and Accessibility (EDIA)

Mentors may voluntarily self-identify if they are members of traditionally underrepresented communities, including womxn, First Nations, Métis or Inuit persons, persons with disabilities, members of racialized communities, and people who identify as 2SLGBTQIA+. This information will be used only for matching purposes, with your permission, and will not affect selection. Mentors are asked to practise cultural awareness and to integrate EDIA practices into their participation, as set out under Responsibilities above.

Questions and Applications

Questions or suggestions? Contact special.projects@scienceatlantic.ca.

Download the mentor application form.

Please send your completed application to special.projects@scienceatlantic.ca. Applications will be reviewed as received.