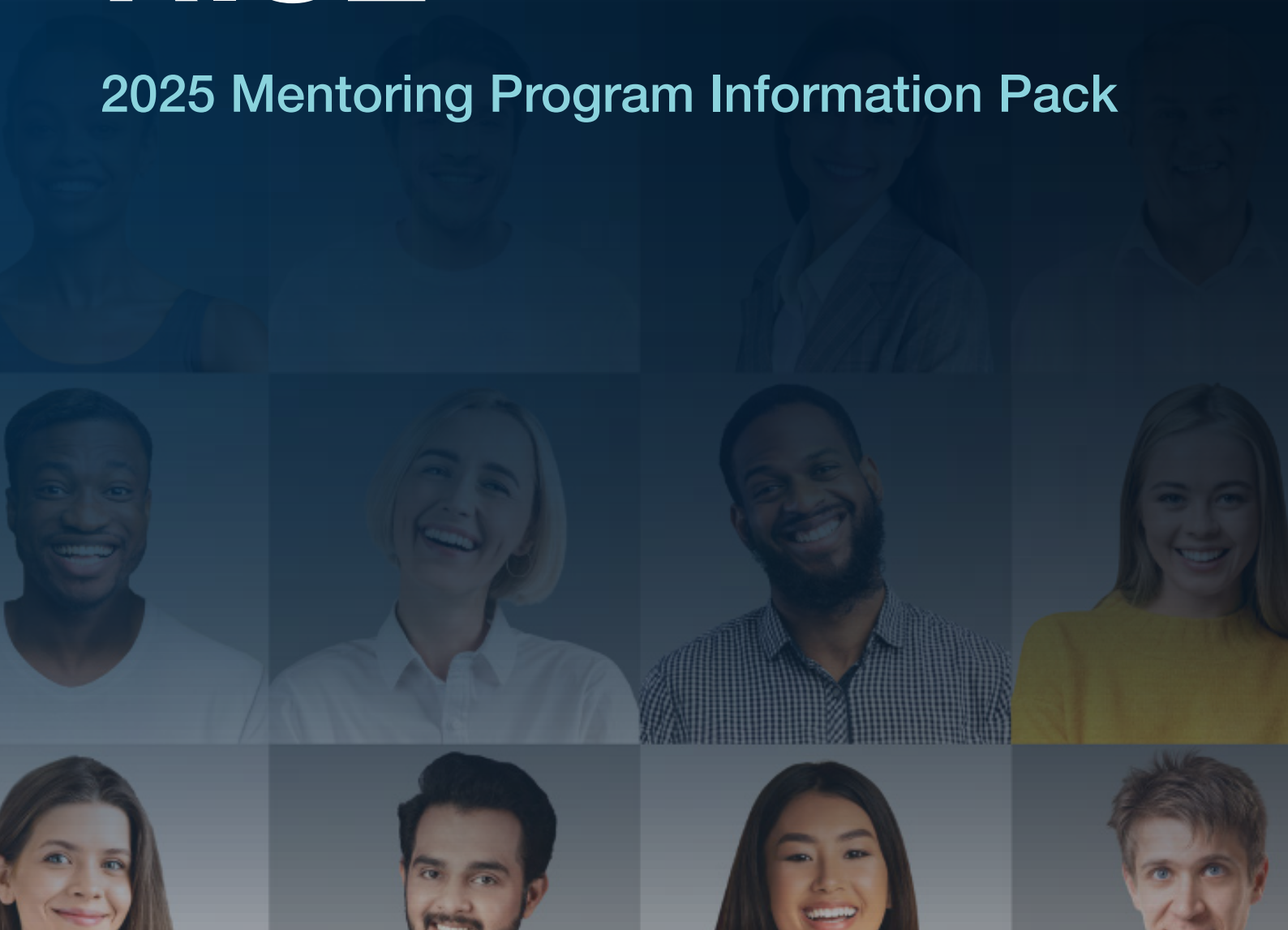




RISE

*Leading sustainability, today
and tomorrow*

2025 Mentoring Program Information Pack



Mentee Experience

“My experience with the ISC mentorship program was great! My mentor wove his wisdom into engaging stories that challenged my thinking and boosted my confidence in adding value. The program’s guidance helped me establish an effective mentoring relationship with ongoing progress. The most rewarding part was gaining a new perspective on my career, thanks to the personalized mentorship and tailored advice that helped me navigate my career path and develop a strategic approach to my long-term goals”

- RISE 2024 Participant



Why mentoring?

Mentoring can provide both mentees and mentors with:

- An opportunity to explore issues and concerns in a confidential and supportive relationship.
- Guidance for your personal and professional development as a next generation leader in the sustainability profession, from someone with a wealth of experience.
- Development of sustainability and leadership capabilities through knowledge sharing and mentorship.
- Satisfaction from contributing back to the profession and making a difference to someone else.
- A chance to enrich your leadership and interpersonal skills.

The Infrastructure Sustainability Council RISE Mentoring Program aims to:

- Support the attraction and retention of sustainability professionals in leadership throughout the infrastructure industry
- Develop sustainability as a key capability of future infrastructure leaders through knowledge sharing and mentorship.

The program is also intended to give participants a better, more comprehensive viewpoint of understanding sustainability. This is true for both mentors and mentees.

The RISE Leadership Mentoring Program matches established sustainability professionals (mentees) who are seeking guidance and support, with experienced leaders (mentors), who are willing to commit time and energy to the professional development of another practitioner/sustainability professional.

Mentee Experience

“The most valuable aspect of this program has been the friendships I’ve formed with other mentees. We share similar experiences with our mentors and share similar backgrounds, which helped us connect on a deeper level.”

- RISE 2024 Participant



What is mentoring?

Mentoring is a developmental relationship in which one person (the mentor), usually more experienced or senior, assists the career, professional, or personal development of another (the mentee). A mentoring relationship is built on trust, where knowledge, experience, and goodwill are exchanged.

Examples of what mentors can assist with:

- Providing industry insights and professional guidance.
- Recommending career development options and resources.
- Helping mentees navigate professional challenges.
- Discussing workplace-related issues and ethical considerations.

This program provides a unique opportunity for mentors and mentees to share experiences, reflect on professional challenges, and build long-lasting professional relationships.

Why is mentoring important?

The RISE Leadership Mentoring Program offers a unique opportunity to develop and sustain a satisfying professional career participation. These include:

Participants in mentoring programs report a number of benefits from their participation:

- improved confidence
- self-awareness
- clearer career direction
- better communication skills
- listening skills
- feedback skills
- more assertive communication
- enhanced leadership skills

Benefits of the program

For Mentees:

- Explore issues and concerns in a supportive relationship.
- Experienced guidance and support in the sustainability infrastructure industry.
- Learn from the real-life experience of others.
- Explore your career development plan.
- Receive feedback and developmental guidance.
- Network and to learn about effective networking.

For Mentors:

- Be recognised as a leader and use your years of experience to give back to the industry.
- Further enrich your mentoring and leadership skills.
- Gain intellectual challenges and new perspectives.
- Expand your professional network.

Requirements

Applicants will complete a short form to assess eligibility and provide details about what they are looking for in a mentoring partner. Matches will be based on industry sector, career stage, professional goals, and areas of expertise.

Who can apply?

Mentee Criteria:

- Commit to the structure and time requirements of the program.
- Be employed by an ISC Member Organisation.
- Have at least two years of full-time work experience.
- Secure employer agreement to participate.
- Pay \$350 AUD (+GST) upon being matched.
- Have an interest in or willingness to develop leadership capability.

Mentor Criteria:

- Commit to the structure and time requirements of the program.
- Have at least four years of experience as a line manager with P&L responsibilities.
- Have an interest in or willingness to develop sustainability knowledge.

Both mentees and mentors must also be willing to attend program webinars and complete the online training and respond to program surveys.



Mentee Experience

“This program gave me the chance to build a professional mentor-mentee relationship with an experienced industry professional. Learning from someone with that level of experience and getting their insights was invaluable. These relationships can be hard to find, especially for someone like me who is still fairly new to the Australian infrastructure industry. It was also helpful because some things can be difficult to discuss with your own manager.”

- Mervin Nair Ramesh Karnan
Tunnelling Solutions



What’s involved?

The RISE Leadership Mentoring Program is a 9-month program, commencing in June 2025. Mentors and mentees will be matched according to application details and are required to attend three key virtual events, and undertake relevant surveys which will measure progress and engagement:

- ▼ Program Launch.
- ▼ Initial Survey.
- ▼ Progress Review Survey & Webinar.
- ▼ Program Close Survey & Webinar.

Mentors and mentees are expected to connect at least once a month, either virtually or in person, depending on location and availability.

Mentees and first-time mentors must complete the Art of Mentoring online training module to prepare for the mentoring relationship.

Participants will receive ongoing communication and resources throughout the program to support their journey.

There will also be opportunities to attend additional events webinars hosted by the ISC and Gamuda.

Key Dates and Activites

Activity	Time Required
Training, reading and workshops	Up to 1 - 2 days total
Preparation and time spent in mentoring conversations & follow-ups	1-2 hours per month
Program surveys	1/2 hour in total

Mentee Experience

“There are plenty of great people in these programs and as a mentor sometimes I think we see it as “giving back” but you gain so much from it I think the ledger is pretty even!”

- Byron Davy - ARCH Artifex



Key Dates

Applications open	Tuesday 1 April 2025
Applications close	Friday 9 May 2025
Matches notified	Tuesday 27 May 2025
Program Launch Webinar	Thursday 5 June 2025 1:00PM – 2:00PM (AEST)
Progress Review (Mentees)	Mentees: Tuesday 23 September 2025 11:00AM – 12:00PM (AEST)
Progress Review (Mentors)	Mentors: Tuesday 23 September 2025 1:00PM – 2:00PM (AEST)
Program Close Webinar	Friday 5 February 2026 11:00AM – 12:00PM (AEST)

Program materials

Once you apply and are matched, all the materials you need will be available for you online. The online mentoring platform will allow you to access your parner’s details, communicate with the program manager, and access training and resources.

What do I do next?

Please submit your application by 9 May 2025, by completing the application here or by using this URL: <https://www.iscouncil.org/rise-mentoring-program/>

mentees will be asked questions about their background, and what they would like to achieve by working with a mentor. mentors will be asked about the areas in which they feel comfortable mentoring. Please give as much information as you reasonably can as it will assist the matching process.

You will be advised if there is a suitable match by late May 2025.

What if I am not selected?

We will endeavor to match all mentees or mentors that apply, provided that we have a suitable mentor. Some mentors may not be matched if their expertise/ experience is not suitable for any applicants. If we don’t have a suitable match for a mentor, we won’t pair you for the sake of putting you in the program.

Frequently asked questions

How long will the mentoring program run for?	The RISE Leadership Mentoring Program will run for 9 months from June 2025 – February 2026.
Is the program open to ISC members and non-members?	Only employees of a member organisation can participate as mentees.
What's the cost?	There is no cost for mentors. A fee of \$350 applies for matched mentees.
How many people can participate in the program?	A maximum of 20 mentees will be matched with 20 mentors. So, complete your application as soon as possible if you wish to take part.
How do I apply?	Go to https://is-council.aomapps.au/rise-mentoring-program-2025
Why do you need me to provide so much information on my application form?	The information you provide will help us 'match' the right mentee with the right mentor, based on experience, skills and what you both want to achieve from the program.
When will I know if I've been successful, and if so, who I've been matched with?	<p>We will contact you via email to confirm whether you've been accepted into the program and who has been selected as your mentoring partner.</p> <p>It's important to note we won't 'match for matching sake'. If a suitable match is not available, you may be able to apply or transfer to future programs.</p> <p>You will hear from us by early June 2025 as to whether you have been matched.</p>
What will I have to do if my application is successful?	<p>If your application is successful, you will need to attend three events - Program Launch, Mid-Program Review and Program Close – all of which will be delivered via Webinars. Please see key dates table.</p> <p>You will also be asked to complete the Art of Mentoring online training. The training will take 60 – 90 minutes and will help provide you with the knowledge and skills to have a successful mentoring relationship.</p> <p>It will be up to each pair to establish their own timetables for their one-on-one meetings, which would probably take place at least monthly throughout the program.</p>
Will discussions between mentees and mentors be confidential?	Absolutely! Great mentee/mentor relationships are based first and foremost on trust. Your participation in the program is confidential and you will agree with your mentoring partner how you will handle confidentiality between you.
Will I be able to claim CPD points in my role as a mentor or mentee?	Yes, if your organisation recognises ISC training and events. All mentors and mentees can claim 2 structured points for participating in the mentor/mentee training.
Who do I contact for more information?	If you're interested in finding out more about the program, please visit the RISE mentoring platform https://www.iscouncil.org/rise-mentoring-program/

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