

The HR mentoring program

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Applications for the 2024 NSW Government HR Mentoring Program closed on Tuesday, 23 April.

This is a structured 6-month program that uplifts the strategic capability of sector HR professionals.

The program pairs HR professionals seeking guidance and support with more experienced HR leaders who are willing to commit time and energy to the professional development of future HR Leaders. Pairs will be matched based on **HR capability development** needs and mentor expertise.

Benefits of participating

You will expand your public sector network and increase your awareness of the HR programs, initiatives and practices in other agencies and departments.

As a mentee, you will get to:

- consider and define your career pathway
- identify capability strengths and gaps and personalise your HR capability development in your chosen area/s
- receive support and guidance to achieve your learning and career development objectives
- build your network across the sector

- learn from and share information across agencies.

As a mentor, you will get to:

- gain a wider understanding of opportunities and challenges experienced across the HR profession
- further develop your mentoring, coaching and facilitation skills
- contribute to the development of the HR profession.

Who can apply?

To apply as a mentee, you must be:

1. currently working as an NSW Government HR professional in a non-executive role up to clerk grade 11/12 (or equivalent)
2. be interested in developing your HR capabilities
3. be willing and able to commit time and energy to the program and actively participating in monthly mentoring discussions.

To apply as a mentor, you must be:

1. currently working as a NSW Government HR professional in roles at Grade 9/10 to Senior Executive (or equivalent)
2. willing to commit time and energy to support the development of a more junior HR professional.

There is no cost to participants or agencies, the program is funded by the PSC.

Program timeline and activity

Timeline

Activity	Date
Applications open	Thursday 21 March 2024
Applications close	Tuesday 23 April 2024
HR Agency Lead Endorsement due by	Wednesday 08 May 2024
Successful applicants contacted	Wednesday 15 May 2024

Program launch–opening workshop	Tuesday 28 May 2024
<i>Optional: Lunch & Learn Information Session</i>	(Mentor) Wednesday 29 May 2024
<i>Optional: Lunch & Learn Information Session</i>	(Mentee) Wednesday 29 May 2024
X2 Workshops	Jun / Sep 2024 (Dates TBC)
Program close event	Wednesday 27 November 2024

Activities

Activity	Time required
Meeting preparation (Research, readings and follow-up)	Approx. 45 minutes for each mentoring session
Mentoring sessions (At least 6 mentoring sessions recommended)	Approx. 60 minutes per session
Events and workshops	Up to 5 hours in total
Program surveys	Approximately 1 hour total

All participants will receive a mentoring toolkit, including suggested session plans, a resource list for each of the suggested session topics and a mentoring journal to help embed all learning.

Application and selection process

Successful applicants will be notified by Wednesday 8 May 2024.

Pairs will be matched based on chosen HR capability development areas and mentor expertise. All applications will be shared with the respective HR Director for endorsement prior to being considered for matching.

Places are limited (80 mentees and 80 mentors) and will be allocated equitably across the sector.

Apply for the HR mentoring program

Access and complete the following online application form to apply for the HR mentoring program.

[Apply for the program](#) →

Contact us

For enquiries about the mentoring program, contact the PSC Capability Design team by [completing our contact form](#).

Stay up to date with the latest news on the mentoring program and connect with HR people from across the sector by joining the [HR Community of Practice](#).