

Grad Girls Tech 2026

Group Mentoring Volunteer Process

MENTOR COMMITMENT

Group mentors play a key role in supporting Grad Girls Tech participants throughout the program. By volunteering as a mentor, you commit to:

- Hosting six (6) facilitated 60-90 minute group mentoring sessions across the program.
- The program runs February – October, and sessions are spaced across the program as generally once a month, starting from March. We don't host sessions in June due to mid-year exams for students.
- Delivering sessions primarily online, using the program's nominated virtual platform.
- Note - In-person sessions may be organised at the mentor's discretion only if all participants are local and agreeable.
- Supporting a small group of 5 - 6 Grad Girls Tech participants, allowing for meaningful discussion, consistency, and relationship-building over time.
- Creating a safe, inclusive, and supportive environment where participants feel comfortable sharing, learning, and asking questions.
- Completing a short check-in form after each session, confirming mentor attendance, participant attendance, and highlighting any issues or support needs.
- Be comfortable facilitating online sessions and using basic collaboration tools (Teams, Zoom, Slack, MS Forms).

WHO CAN BE A MENTOR

We welcome mentors from a range of academic and professional backgrounds, including:

- 3rd–4th year university students, mentoring 1st–2nd year participants.
- Recent graduates and early-career professionals from the Women 4 STEM network.
- Grad-specific mentors, such as university tutors or academic support staff.
- Mentors with experience supporting senior students returning to study tech as a second or third career.

Mentors do not need to be senior industry leaders. Lived experience, relatability, and willingness to support others are highly valued.



WHAT THIS ROLE IS (AND ISN'T)

- This is group-based mentoring, not 1:1 ongoing coaching.
- Providing supportive guidance, not academic assessment or counselling.
- Mentors are not expected to be technical experts or have all the answers.

MENTOR REGISTRATION

Mentors register via an online registration form: <https://forms.office.com/r/KUW6pEkRV1>.

The form collects information to support effective matching, including:

- Motivation and goals for volunteering as a Grad Girls Tech mentor.
- Previous mentoring experience (formal or informal).
- Areas of confidence and specialisation (e.g. study support, career pathways, technical skills, networking).
- Preferred mentoring style and personality indicators (e.g. introverted / extroverted).
- Availability, location, and any relevant constraints.
- Acknowledgement they will commit to the full program of six sessions.
- Acknowledgement they agree to follow the Grad Girls Tech Mentor Guide, including safeguarding, conduct, and escalation policies, provided during onboarding.

Upon submission, mentors receive an acknowledgement email outlining next steps.

Interested mentors can register by emailing: mentors.gradgirls@women4stem.com.au.

Successful mentors will be onboarded and supported throughout the program.

HOW WE COMMUNICATE WITH MENTORS

Email is the primary channel for all official communication, including program updates, key dates, and resources.

Mentors will also be invited to a dedicated Slack channel, which will be used to:

- Support mentor-to-mentor connection.
- Share ideas, resources, and best practices.
- Ask questions and seek informal peer support.



HOW MENTORS AND MENTEES ARE MATCHED

Mentor-Mentee matching is coordinated centrally by the Grad Girls Mentor Coordinator team. Matching decisions are informed by information collected during registration from both mentors and Grad Girls, including:

- Goals and motivation.
- Areas of confidence and specialisation of Mentors.
- Prior mentoring experience.
- Mentoring style and personality indicators.
- Participant needs and cohort balance.

The aim is to create well-balanced, supportive groups, rather than exact technical matches. Matching will be completed by early February 2026, in preparation for Program Kick-Off. Once matching is finalised, mentors will receive:

- Their assigned group of participants.
- The mentoring session calendar.
- The Mentor Guide and key resources.
- Contact details for Mentor Coordinator support.

HOW WE SUPPORT MENTORS

The Mentor Coordinators are the first point of contact for all mentor support and issues – via dedicated [Slack channel](#), and dedicated email: mentors.gradgirls@women4stem.com.au

Mentors are encouraged to raise concerns relating to:

- Attendance or engagement challenges
- Group dynamics or conflict
- Technical or logistical issues

Information collected through session check-in forms is used to:

- Monitor attendance and engagement
- Identify mentors or groups that may need additional support
- Ensure accurate reporting and graduation eligibility

Escalations are managed in collaboration with Student Engagement and Program Leads where required. Additional guidance will be provided to support mentors throughout the program.

