



backing local change.

## POSITION DESCRIPTION

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# First Gens Mentor

### POSITION TYPE

Volunteer

### REPORT TO

First Gens Program Manager

Mentors will be responsible for providing technical and entrepreneurial guidance to entrepreneurs participating in the First Gens Program. This can be delivered through the facilitation of masterclasses, a once-off mentoring session, and an ongoing mentorship relationship (preferred).

This program supports migrant and refugee led social impact ventures that are improving the lives of people living in disadvantage in Australia.

## ABOUT YGAP

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Ygap is an international development not-for-profit with an innovative approach to alleviating poverty.

We back innovative impact ventures led by local people in some of the world's toughest communities.

This is the most effective and sustainable way to tackle poverty; local impact entrepreneurs deeply understand the unique challenges of their communities and are best placed to develop impactful solutions.

Ygap provides the opportunity, training, funding and the ongoing support to grow social impact ventures and lift communities out of poverty.

We work across Africa, SE Asia, the Pacific and Australia. To date, we have improved the lives of close to 600,000 people living in poverty.

## OUR RECRUITMENT GUIDING PRINCIPLES

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We have three guiding principles by which we approach our hiring process:

1. We embrace working remotely and flexibly: it is about the quality of work and how best to achieve this
2. We encourage applicants from all cultures, ethnicities and backgrounds.
3. We have a strong focus on diversity, inclusion, gender equity and gender equality across all our operations.

## OUR VALUES

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### Humility

It's not about us, it's about the people we serve.

### Empathy

We genuinely care about the work we do

### Integrity

We work like everyone is watching

### Effectiveness

We make decisions and then get things done

### Innovative

We challenge assumptions, test new ideas and take smart risks

## QUALIFICATIONS

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There are no formal qualifications required to become a mentor. That being said, for those providing technical expertise we look for a minimum of two years experience in your indicated area of expertise. For those providing entrepreneurial mentorship, the candidate should have created and managed at least one of their own businesses in the past.

## SKILLS

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- A strong belief that social entrepreneurship has the capacity to drive positive change
- High proficiency level and knowledge in all aspects of business creation
- Thorough understanding of business management and organisation
- An understanding of the challenges associated with new business start-ups
- Strong business acumen and demonstrated business analysis skills
- Have a strong understanding of teaching skills and ability to form one-to-one coaching strategies
- Experience engaging with and working alongside people of varying backgrounds
- Outstanding written and verbal communication skills
- Enjoy working in a benevolent capacity

## WORKING CONDITIONS

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We encourage a mentor-mentee relationship that works for both parties. Accordingly, there may be a small amount of travel required to meet the mentees in a mutually beneficial location.

For the delivery of a masterclass, the expectation is the delivery of a three hour workshop.

For a once-off mentor session, the expectation is one meeting of approximately 60 minutes.

For ongoing mentorship, the expectation is meetings of up to 60 minutes for at least three meet ups. Continuation of this relationship beyond the stipulated three meetings will be subject to mutual agreement between both parties.

## APPLICATION PROCESS

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If you're interested in becoming a mentor for the First Gens Program, please submit this [Expression of Interest form](https://form.jotform.co/80771547079870) - <https://form.jotform.co/80771547079870>. If you have any questions regarding the mentorship program, please email [simon.lee@ygap.org](mailto:simon.lee@ygap.org).