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Arctic Mayors' Forum Mentorship Program

The mentorship program is established as part of the 2024-2027 EU funded project "Youth Together for Arctic Futures". The Arctic Mayors' Forum Secretariat coordinates the mentorship program. The program has also received support through GALI funding.



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Mentee Daniel Lyberth Hauptmann & mentor Joël Plouffe
Photographer: Kári Fannar Larusson

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Introduction



Group photo during kick-off event for cohort 1 in Akureyri October 2024
Photographer: Kári Fannar Larsson

➤ About

The goal of the program is to connect early-career Arctic and European youth aged 18-35 with mentors across Arctic communities in the fields of Arctic policy development, advocacy, and communications. The aim is to provide youth with the experiences and tools they need to effectively advocate for policy changes on issues important to the livelihoods of youth in the Arctic and in Europe.

➤ Program in brief

During the program participants will join both in-person and digital networking events. A deliverable will also be produced in each mentor/mentee pair which will boost mentor/mentee portfolios, and can lead to further networking opportunities.

This deliverable could include a conference session, academic paper, video, or a series of social media posts.

Who we are looking for



Mentor Asisaun Toovak & mentee Annie Naanuu Sun Riley
Photographer: Kári Fannar Larusson

➤ Mentors

The mentors for the first two cohorts of the program have been selected by the Arctic Mayors' Forum Secretariat, and are a diverse and skilled group of professionals who are deeply committed to Arctic issues, peoples, and communities. All mentors have years of experience in policy development, advocacy, and/or communications work in the Arctic region. Many of the mentors are from Arctic communities, or have lived in the Arctic. If you are interested in being a mentor to a future cohort of mentees, please contact the Arctic Mayors' Forum Secretariat.

➔ **How to apply**
[Contact the AMF Secretariat](#)

➤ Mentees

We are looking for enthusiastic young people 18-35 who have lived experience in the Arctic, or are interested in working on Arctic issues. Mentees should be able to demonstrate their commitment to the Arctic region and Arctic peoples. No experience is required, and we encourage anyone interested in policy development, advocacy, or communications in the Arctic region to apply. The program coordinators will pair each mentee with an appropriate mentor in one of these fields based on the interests and experiences of the mentee. We encourage people of all backgrounds, ethnicities, genders, and abilities to apply. Participants must be able to participate in discussions and activities in English. Mentees must be nationals or residents of an Arctic or EU country.

➔ **How to apply**
[Open call posted on program webpage.](#)

Program timeline



The mentorship program has **two cohorts**, running for **18 months** each.

The first cohort of up to 6 pairs began **autumn 2024**, the second cohort of up to 8 pairs begins **autumn 2025**. Each cohort has an in-person kick-off event in an Arctic or European town/city in the beginning of their 18-month program period.

Knowledge sharing between mentor/mentee pairs, and across the cohorts, is expected. The sunset event will be a joint in-person event for both cohorts in 2027.

Mentors

➤ Objectives

Mentors will act as advisors and guides to their assigned mentee within their fields of expertise and guide mentee in development of their program deliverable. In some cases, when possible, more than one mentor may be assigned to work with one mentee, but in such cases one main responsible mentor will be appointed. Mentors will also participate in knowledge sharing and networking with other mentors/mentees in the cohort and report on the program to AMF.

➤ Benefits

Being a mentor is an opportunity to get to know early-career professionals and guide them in the beginning of their career path.

Mentors will improve their leadership, facilitation, teaching skills, and gain valuable alternative perspectives and insights from working with youth in this international project. Mentors will join the in-person mentorship program kick-off events, interact with the rest of the cohort, and learn different perspectives from other communities in the Arctic and in Europe. The program will also facilitate networking opportunities with other mentors.

Mentees will contribute fresh perspectives and inspiration to mentors through their ability to look at issues with a different lens. Job shadowing and tasks assigned can benefit mentors as they prepare for events, meetings, collect data or draft documents.

The program deliverable will be an opportunity for mentors to showcase their contribution to the mentorship program, and, depending on format, can provide further networking opportunities.

Mentors

Mentor positions are unpaid. Travel support will likely be provided for mentors to attend the in-person kick-off and sunset events.

↗ Expectations

1 Participate in 2 events

→ Cohort kick-off event (in-person), and joint sunset event (in-person). [Read more about events.](#)

2 Meet with mentee

→ Minimum 1 hour a month (in-person or online).

3 Join 2 sharing circles

→ Quarterly online events, 1 hour. Organized by the AMF Secretariat, for mentor/mentee pairs, and some just for mentors.

4 Guide mentee

→ Particularly as they develop their agreed program deliverable.

5 Brief mentee on field of expertise

→ Give advice on career path. Provide opportunities for job shadowing if possible.

6 Reply to questions and assign tasks to mentee

→ Reply to questions in a timely manner. Assign clear tasks to mentee and give feedback. Ensure that task volume is suitable for mentee capacity.

7 Report on mentorship

→ Twice during program period. Questions will be provided by the AMF Secretariat, responses can be submitted in writing or as short videos.

Mentees

➤ Objectives

Mentees will work together with their mentor(s) to learn and practice skills within the fields of expertise of the mentor(s) and produce a program deliverable with guidance from mentor(s). Mentees will observe the work of their mentor(s) and complete tasks assigned to them, as well as offer other input to mentor(s). Mentees will also participate in knowledge sharing and networking with other mentors/mentees in the cohort and report on the program to AMF.

➤ Benefits

Being a mentee is an opportunity to learn from skilled professionals in the fields of Arctic policy development, advocacy, and communications.

Mentees will gain valuable insights into the fields of expertise of their mentor(s) through training sessions and possibly job shadowing. Mentees will also put their new skills into action and receive feedback to enhance learning. In addition, mentees have the chance to give direct input to their mentor(s) on issues which are important to Arctic and European youth.

Mentees will receive travel funding to join the in-person mentorship program cohort kick-off event, as well as the joint sunset event. Mentees will also interact with the rest of the cohort, meet mentors and mentees with other kinds of expertise, and learn different perspectives from other communities in the Arctic and in Europe. This can lead to meaningful relationships with other youth which can enhance careers and friendships.

The program deliverable will be an opportunity for mentees to boost their CV/portfolio and showcase their contribution. Depending on format, it can also provide further networking opportunities.

Mentees

Mentee positions are unpaid. Travel funding will be provided for mentees to take part in the in-person kick-off and sunset events.

↗ Expectations

1 Participate in 2 events

→ Cohort kick-off event (in-person), and joint sunset event (in-person). [Read more about events.](#)

2 Meet with mentor

→ Minimum 1 hour a month (in-person or online).

3 Join 2 sharing circles

→ Quarterly online events, 1 hour. Organized by the AMF Secretariat, for mentor/mentee pairs, and some just for mentees.

4 Agree on a deliverable

→ Deliverable produced during the program with guidance from mentor.

5 Share expectations and goals

→ Clarify goals for mentorship experience and capacity to mentor early in program.

6 Communicate and complete tasks

→ Communicate with mentor in a timely manner. Participate in job shadowing if offered and complete tasks assigned by mentor.

7 Report on mentorship

→ Twice during program period. Questions will be provided by the AMF Secretariat, responses can be submitted in writing or as short videos.

Code of conduct

All mentors and mentees must agree to;

- 1 Behave respectfully**
Behave respectfully towards their personal mentor/mentee and all other program participants. Expected behavior includes: maintaining a positive and welcoming environment for all participants, not engaging in conduct that is unfair or abusive towards others, respecting cultural, religious, and personal differences, not discriminating against any other participants, and not engaging in bullying or harassment of any kind.
- 2 Confidentiality**
Treat discussions they have with their personal mentor/mentee during the program as confidential, and agree not to share information publicly unless there is consensus to do so.
- 3 Privacy**
Respect personal boundaries, such as preferred communications channels, working hours, and privacy.
- 4 Join meetings and complete tasks**
Join meetings and events as agreed and complete tasks on time. If there is a need for rescheduling or adjusting tasks, communicate this clearly to mentor/mentee, or the AMF secretariat if relevant, as soon as possible.

Contact the **AMF Project Coordinator** if there are any issues contacting your personal mentor/mentee.

Report any breach of the code of conduct to the **AMF Project Coordinator**. The AMF Secretariat will examine the issue and take appropriate action based on the circumstances. If the breach is severe, or continues despite warnings, participants may be excluded from the program.





Photo: Canva.com

Contact information

 Program webpage	www.arcticmayors.com
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 Social Media	LinkedIn / Instagram
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