



SAICA Mentorship Programme 2026



Contents

1.	Selection criteria for all participants: Mentors and Mentees	3
2.	Benefits to Participants	3
2.1.	Benefits to mentors	3
2.2.	Benefits to mentees	3
3.	Commitments	4
3.1.	Specific commitments for all participants	4
3.2.	Other general commitments and conditions	5



1. Selection criteria for all participants: Mentors and Mentees

To be eligible for selection:

- Members must be in good standing.
- The programme is open to CA(SA)s, AGAs, and trainees in the final two years of their training contract.
- Participants must have sufficient time available to commit to the programme.
- In the case of mentors, typically a minimum of five years' post articles experience with a philosophy of giving and commitment to developing others.
- In the case of mentees, generally less than seven years' post articles experience and a desire to learn how to navigate a career in the interesting times we live in.
- The narrative in your responses to this application (mentors and mentees) is a key selection criterion.
- Ability and commitment to attend all training sessions.
- Agreement to be willing to learn and to ask for, give and receive feedback.

As part of the selection process, you will be asked if you are prepared to commit to attend all of the sessions.

An important element of the programme is the training that you are being offered. If you want to join the programme it is important to confirm that you are willing to commit to attending the training sessions as described below.

2. Benefits to Participants

2.1. Benefits to mentors

- Professional and leadership development
- Exposure to fresh perspectives, ideas and approaches
- Establish and extend professional development record
- Opportunity to reflect on one's own goals and practices
- Development of personal leadership and coaching/mentoring styles
- Opportunity to contribute to the success and development of others, and the profession as a whole
- As the programme develops there is a potential for the participants to collaborate in ways that can transform the professional reputation of the accounting profession
- Opportunity to learn from fellow mentors and expert facilitators at practical skills and supervision sessions
- Participation counts towards SAICA CPD requirements
- Opportunity to gain credits towards a formal coaching/ mentoring qualification

2.2. Benefits to mentees

- Exposure to new ideas and ways of thinking
- Advice on developing strengths and overcoming weaknesses
- Guidance on professional development and career advancement
- The opportunity to develop new skills and knowledge
- Peer interaction, learning from fellow CAs about career and professional development



- As the programme develops there is a potential for the participants to collaborate in ways that can transform the professional reputation of the accounting profession
- Participation counts towards SAICA CPD requirements

For more information about the background, approach and philosophy of the programme see the following article in the June 2021 edition of the ASA magazine,

<http://magazine.accountancysa.org.za/articles/saica-s-mentoring-programme>

In the following ASA article 2020 SAICA Mentoring Programme participant, Mandisa Mpulo, describes how the programme works, the benefits it offers to members and the role played by some of the people involved in delivery of the programme, which includes former participants known as Ambassadors. The Ambassadors play a key role in ensuring that the programme is a sustainable and relevant, member-led project

<https://www.accountancysa.org.za/advice-finding-your-own-north-star/>

Mandisa continued the thread in the following article

<https://www.accountancysa.org.za/advice-pathways-to-possibility/>

3. Commitments

3.1. Specific commitments for all participants

The primary focus of this programme is training for all participants, whether mentee, mentor or ambassador related to career and professional development. There are two main elements that require your full commitment to participant in this programme:

1. **Training:** You agree to commit to the following trainings, pod groups and the associated prep work. You will be allocated to one of these cohorts. You may request to change cohort if necessary.

- a. **Prep Work:** Watch pre session videos, read material and complete exercises for each stage of the programme

- b. **Main Programme Sessions**

All Cohort Sessions are 2.5hrs and Mentor Skills session are 2hrs

Round 1

Cohort 1	15h00 Mon 23 rd Mar
Cohort 2	09h00 Wed 25 th Mar
Cohort 3	09h00 Mon 30 th Mar
Cohort 4	15h00 Tues 31 st Mar

Mentor Skills Round 1 Option 1	15h00 Mon 13 th Apr
Mentor Skills Round 1 Option 2	09h00 Wed 22 nd Apr



Round 2

Cohort 1	15h00 Mon 1 st Jun
Cohort 2	09h00 Wed 27 th May
Cohort 3	09h00 Mon 1 st Jun
Cohort 4	15h00 Tues 2 nd Jun

Mentor Skills Round 1 Option 1	15h00 Mon 8 th Jun
Mentor Skills Round 1 Option 2	09h00 Wed 17 th Jun

Round 3

Cohort 1	15h00 Mon 13 th July
Cohort 2	09h00 Wed 15 th July
Cohort 3	09h00 Mon 27 th July
Cohort 4	15h00 Tues 28 th July

Mentor Skills Round 1 Option 1	15h00 Mon 10 th Aug
Mentor Skills Round 1 Option 2	09h00 Wed 12 th Aug

Round 4

Cohort 1	15h00 Mon 5 th Oct
Cohort 2	09h00 Wed 14 th Oct
Cohort 3	09h00 Mon 19 th Oct
Cohort 4	15h00 Tues 20 th Oct

- c. **Pod Learning Groups:** Attend 6 to 8 compulsory Pod Learning groups – dates to be set by each ambassador with their group participants (1.5 to 2 hours)
2. **Mentoring** – at least six mentoring interactions with your mentor / mentee over a period of 6 months starting April 2026

3.2. Other general commitments and conditions

- As the programme will be online again this year, we ask that you make sure you can have access to a sufficient quality internet connection and sufficient data to be present on trainings with your video switched **ON**
- Adhere to mentorship guidelines - read the [guidelines](#)
- Provide periodic feedback to SAICA as to the progress of the relationship
- Complete a survey after the programme has ended
- If required permit SAICA to record an on-camera interview as part of the feedback process