



SAICA Mentorship Programme 2025

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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.

Programme commitments to be made by all mentors and mentees. 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 in the link on programme commitments.

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 – dates shown for each cohort

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. You agree to commit to the following trainings, pod groups and the associated prep work. You will be allocated to one of these cohorts.
 - a. *Watch short pre–event videos for context and content*
 - b. *4 Compulsory Main training events (2.5hr Events all times SA time)*
 - (i) **Cohort 1:** Mondays at 09:00 – 11:30
31st Mar, 26th May, 21st Jul & 29th Sep
 - (ii) **Cohort 2:** Tuesdays at 10:00 – 12:30
1st Apr, 20th May, 22nd Jul & 30th Sep
 - (iii) **Cohort 3:** Wednesdays 15:00 – 17:30
2nd Apr, 28th May, 23rd Jul & 1st Oct
 - (iv) **Cohort 4:** Tuesdays 16:00 – 18:30
8th Apr, 13th May, 29th Jul & 7th Oct
 - c. *Practical Mentor Skills Sessions - mentors only (2 hr events all times SA time)*
 - (i) **Option 1:** Tuesdays 10:00 – 12:00
8th Apr, 3rd Jun & 29th Jul
 - (ii) **Option 2:** Wednesdays 15:00 – 17:00
23rd Apr, 4th Jun & 6th Aug

- d. *6 to 8 Compulsory Ambassador Pod Tutorial Groups – dates to be set by each ambassador with their group participants (1.5/2hr hr events)*
2. Mentoring – at least six mentoring interactions with your mentor / mentee over a period of 6 months starting April 2025

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