

Women Do Cyber Mentoring: June 2024 to Feb 2025

Information for interested mentors

What is the Women Do Cyber programme?

Women do Cyber (WDC) is an industry-led programme to upskill and reskill women to progress towards entry level cyber security positions and provides accessible entry to a graduate apprenticeship in cyber security. It is a fully funded, flexible, beginner/entry level cyber programme that has been carefully designed to support women to start their journey into the cyber and tech industry.

WDC is a partnership between Glasgow Caledonian University (GCU), Scotland Women in Technology (SWiT) and Cisco. The academic programme runs from May 2024 through to February 2025 and is taught via GCU Learn (online) by a cyber security academic team from GCU.

Participants on the programme will be supported by SWiT and Cisco via opportunities to learn about and connect with Scotland's cyber and tech industry. This will include information about cyber careers and pathways, opportunities to hear from women working in cyber and employers, and to build their network and connections.

Why Do We Need Mentors?

The role of the mentor will primarily be to provide one-on-one coaching so that the conditions are right for the participant to thrive on the WDC programme, be confident in everything they do and complete the programme.

WDC participants are from varied backgrounds across Scotland, and many will be new to technology and cyber. They are likely to have limited networks and understanding of the Scottish tech ecosystem, may not know where to go to find information or advice, and will need support to navigate the world they are about to enter.

Participants are likely to find the programme challenging and at times may struggle to balance the demands of the coursework next to family life and full-time jobs. We know they may struggle with self-belief and could benefit from the help and encouragement of a friendly supporter, and a safe space to discuss any concerns, fears and challenges they may be facing.

To be able to provide this we are looking for mentors who have the skills and experience to support the following:

- Providing one-to-one person-centred support and a confidential, safe space for sharing fears and concerns
- Setting out mutually agreeable goals for the mentoring relationship
- Communicating in a clear, open and reciprocal way with the emphasis on listening and asking open questions
- Helping the participant understand and articulate their needs and to be open to using feedback as a way to improve outcomes
- Experience in helping others overcome challenges such as self-confidence and imposter syndrome
- Encouraging participation in community sessions and building networks with peers and the industry e.g. attending Connect-Up sessions
- Support mentee horizons by assisting them to understand the value they can gain from the WDC programme and explore next steps in their career journey

To supplement the mentoring, we will provide signposting for advice on:

- Practical advice on CV writing, interviewing and employability (Access to recruitment professionals and guidance will be signposted)
- Support with academic course content and learning skills (GCU provide this)
- Technical support for tools and devices required for the course (GCU provide this)
- Pastoral care and student support services including accessibility and reasonable adjustments (GCU provide this)

The participant who is seeking mentorship will be asked to approach the sessions with the following mindset:

- Happy to have an honest and helpful relationship with the mentor
- Aiming to become increasingly clear about how they can best use this opportunity
- Being open to feedback and using it to fine-tune their approach
- Preparing for sessions in advance, knowing what they want to discuss
- Happy to invest some time in any suggested development activities
- Accept responsibility for their own career development

Time Commitment

The mentoring programme will commence in June. From there it is suggested that meetings are monthly for 30-45 minutes throughout the duration of the WDC programme with the option to extend to a full year if both parties are in agreement.

This extension may support programme participants to take onwards steps to a positive destination following graduation from the programme.

Who Can Be a Mentor?

We are looking for mentors based in Scotland who have a technology or cyber focused job role. This does not need to be in a technical role but knowledge and experience of this industry is necessary.

We welcome male and female mentors. We recognise that some participants may prefer to have a female or male mentor and we will try to pair people according to any preference.

We are looking for experienced mentors with previous experience of supporting mentees to develop their confidence and horizons, and overcome their own challenges. We will ask mentors to share details with us in their registration form (below).

Mentor Support

- A short briefing call will take place w/c 10 June. This is an opportunity for mentors to learn more about the programme, how their role fits in and for mentors to ask questions.
- SWiT and Cisco will host optional check-in calls for mentors roughly every 2 months (expected August, October January)
- SWiT and Cisco will provide signposting of helpful contacts and resources relating to the programme.
- SWiT/Cisco will provide a named contact for mentors. This key contact will help with questions about the mentoring and required support, or to raise any challenges or concerns about the mentoring during the programme.

Please note that SWiT requires experienced mentors for this programme as we do not have resources to support inexperienced volunteers with guidance on how to establish and run successful mentoring relationships.

Pairing Mentors and Mentees

We have provided a short registration form specifically for mentors and separately for mentees. The information gathered via this form will be used to pair mentors with a mentee. Please note we do not currently know what level of demand we have for mentoring so there is a small chance that some mentors might not be paired or required immediately.

Be a Mentor

If you would like **to be a mentor**, please register via the link below **by 24th May**

https://forms.office.com/Pages/ResponsePage.aspx?id=Yq_hWgWVI0CmmsFV_PveEDthxwyAJZ1FAvQM95CZYepIUNUZaRjVJTDVEUVRDUjY4VThFTTZBUVIRMi4_u

Registering to be a mentor is confirmation of your agreement to commit to the required time indicated above as 45 minutes every month from June 2024 to February 2025.

Questions

If you have any questions, please contact us and we will be delighted to answer: info@scotwomenintech.com