

## **Pacific Futures Mentoring Programme 2026-2028 Handbook**

### **Programme Overview**

*Talofa lava, Malo e lelei, Kia orana, Fakaalofa lahi atu, Mālo ni, Ni sa bula vinaka, Noa'ia, Fakatalofa, Kam na mauri, Kia ora*

The Pacific Futures (PF) Mentoring Programme (the 'Programme') is a direct pathway for PF members to connect with Pacific Academy of Sciences (PAS) Fellows and Members. This pathway facilitates advice and guidance through exchange experiences and professional insights from experienced PAS Fellows and Members that can help PF members navigate careers across research, science, policy, government, consultancy, community organisations and other professional settings with greater confidence.

The Programme contributes to the PF's mission of strengthening Pacific scientific leadership, mentorship, collaboration, knowledge exchange, and community impact. The Programme supports the development of emerging Pacific researchers, innovators, and knowledge holders while strengthening connections across the Pacific region.

The Programme is guided by Pacific values that emphasise respectful relationships, reciprocity, service, collective advancement, cultural integrity, and stewardship. Mentoring relationships seek to strengthen individual development while contributing to Pacific peoples, communities, and knowledge systems.

### **At a glance**

#### **Programme Objectives**

1. Support the professional and personal development of emerging Pacific researchers and professionals
2. Nurture future Pacific leaders committed to service and the wellbeing of Pacific communities
3. Create meaningful, respectful connections across career stages, disciplines, and Pacific nations
4. Build mentee confidence, skills, leadership capability and networks within their chosen field
5. Strengthen a regional culture of knowledge-sharing, collaboration and reciprocal support within Pacific Futures.

### The three Cs of the Programme

- Connect – At least one contact hour per month, totalling a minimum of eight (8) total contact hours
- Communicate – Commit to clear and meaningful communications
- Collaborate – Establish shared tangible goals and outcomes

### Mentee and Mentor benefits

| Mentee benefits                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Mentor benefits                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>● Reciprocal exchange of knowledge, experience, cultural insight and professional guidance</li> <li>● Expanding professional networks, cross-sector connections and increasing visibility</li> <li>● Encouragement, support, different perspectives, and constructive feedback</li> <li>● A trusted sounding board for exploring ideas and navigating challenges</li> <li>● Increased self-awareness and confidence as a Pacific researcher, practitioner or knowledge holder</li> <li>● Stronger leadership capability and understanding of pathways across scientific, policy, professional and community settings.</li> </ul> | <ul style="list-style-type: none"> <li>● Reciprocal exchange of knowledge, experience and perspectives</li> <li>● Enhanced leadership, mentoring and communication skills</li> <li>● Opportunities to reflect on their own practice, values and professional journey</li> <li>● Contribution to the development of emerging Pacific researchers, practitioners, and knowledge holders</li> <li>● An expanded network of colleagues</li> <li>● Learning from mentees' emerging ideas, experiences and knowledge</li> <li>● Recognition from PAS by way of a letter of thanks from the PAS Chair at the close of each cycle and, with consent from mentors, their name appearing in a gratitude post on the PAS website and/or social media platforms</li> <li>● Satisfaction from supporting collective Pacific leadership and advancement.</li> </ul> |

## Programme Structure and Timeframes

| Stage                                                                            | Approximate timeframe                        |
|----------------------------------------------------------------------------------|----------------------------------------------|
| Advertisement                                                                    | September - October                          |
| Registration (Call for mentors and mentees)                                      | Open: Mid-September<br>Close: End of October |
| Matching or pairing process (or re-matching) with successful applicants notified | November - December                          |
| Online orientation session for all pairs                                         | January                                      |
| Mentoring period for all pairs to adhere to                                      | February - September (8 months period)       |
| Mid-mentoring programme review                                                   | June                                         |
| End-of-Programme session                                                         | October                                      |
| Evaluation / Programme close                                                     | October                                      |

## Who can apply?

To be eligible to participate in the Programme, potential mentors and mentees must hold PAS membership. Not a member yet? Join [here](#). There is no financial cost to participate in the Programme. See Appendix 1 for Mentor / Mentee registration forms and Appendix 2 for the Mentor Agreement Template.

## What to expect

- A “pair” consists of one mentee and one mentor. Mentees can have a maximum of two mentors. Mentors can have a maximum of two mentees.
- A match or pair is decided by the Mentoring Programme Sub-Committee.
- Mentoring agreement: Pairs co-create and sign a mentoring agreement within the first month of their first meeting.
- Form of contact: Pairs meet online, phone or in-person, as agreed at the start of their mentoring relationship.
- Meeting frequency: Pairs are expected to meet at least once per month and present on their mentoring outcomes at the end of the Programme.

- All pairs are invited to attend an Orientation Session and an End-of-Programme Session.
- As a pair, decide on how you would like to present the outcomes of your mentoring relationship at the end of the Programme. Options to consider include:
  - Deliver a 15-minute presentation during the End-of-Programme Session
  - Create a social media post or reel that the mentee will post / publish and share with PF and PAS, within 2 months of the End-of-Programme Session
  - Create a blog or vlog that the mentee will post / publish and share with PF and PAS within 2 months of the End-of-Programme Session
- All pairs are to participate in a mid-Programme review and end-of-Programme evaluation, to capture progress and inform future cycles.

### **Governance and support**

Programme governance and implementation is overseen by the MP Sub-Committee with support from the Programme Coordinator. The MP Handbook (available on request) provides a comprehensive guide to the Programme. Programme objectives and outcomes for monitoring progress and impact are detailed in Appendix 3 of the Handbook.

For any Programme-related questions or concerns, please contact the Programme Coordinator, Measina Meredith [measina@pacificsci.org](mailto:measina@pacificsci.org).