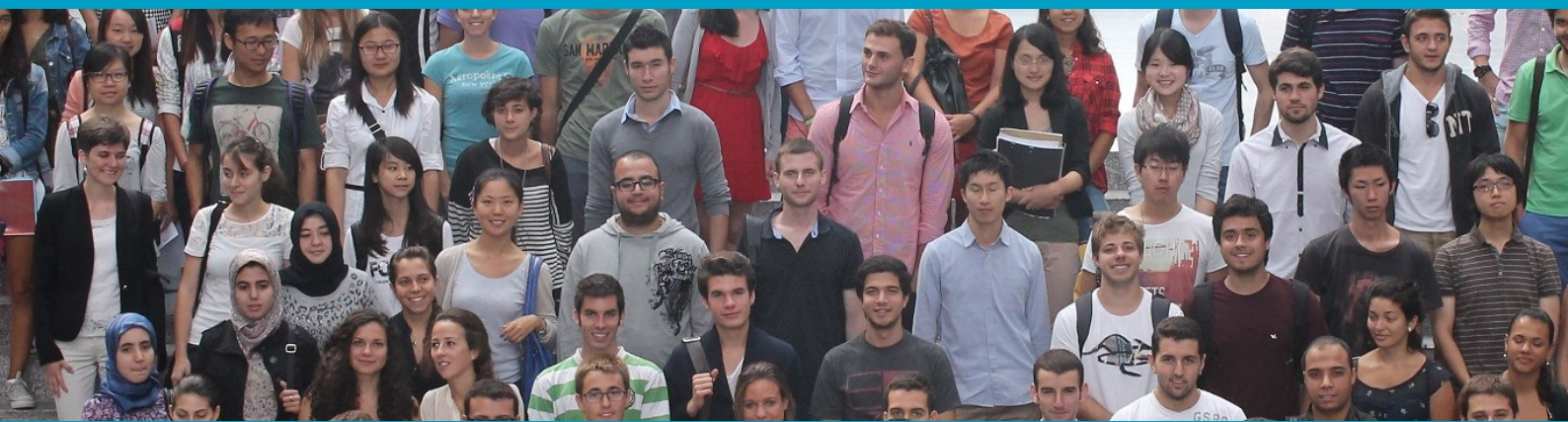


The mentoring chart



Dear Mentor, dear Mentee,

Thank you for your commitment to the International Student Mentoring Programme at Ponts Alumni.

Mentoring is first and foremost a human relationship between an alumnus and a student, where each one opens up to discover the other and bring each other a mutually enriching exchange of experience. Young foreign students need to find a warm welcome in France, so that they can get to know and enjoy the experience in our school and our country. We hope that when they return home, they will have the desire to maintain and develop friendly and professional relationships with the people they met, which can be essential tomorrow in an increasingly intense international environment.

It is in this spirit that the Mentoring Programme, in which you are about to engage, is designed, and it is in this spirit that we rely on you, as Mentor, to help your Mentee to "grow", in the years to come.

By becoming Mentor, you will take an important role in the life of an international double degree student, in a period of discovery and getting familiar with the School and life in France. We count on you to be fully committed and exercise this sponsorship with benevolence.

The International Mentoring team

THE MENTOR'S DUTIES AND THE VALUE OF THE MENTEE

1. An accompanying role for the mentor

As part of the Mentoring Programme, each Mentor follows a foreign student engaged in a curriculum similar to the one he attended himself in the past. The Mentor accompanies the student mainly during the first year in France to advise and guide him in his student and professional career (internship) and in daily and cultural life. This approach is built on the basis of the expectations of the foreign student and the possibilities of responding to them by the Mentor. It may, of course and hopefully, continue way beyond this first year, if the parties wish to.

The Mentor plays an important role in accompanying his Mentee as the student discovers the professional world in France, (especially when looking for his first internship), by sharing his experience writing a CV and cover letter, preparing for the job interview, or with the necessary networking. The Mentor is not responsible for finding the internship for his Mentee but will be giving him the right tools, so that the student can find it on his own. The full list of Mentors will be made available, if necessary, to link the Mentee with any other Mentor who would be better able to inform him, for example in a professional field where his own Mentor is not an expert. The directory of Ponts Alumni (ponts.org) is also available for that.

The Mentor also has the role of helping the Mentee to get integrated in France, by advising him on aspects of daily life, cultural... This role can be essential in critical times, for example during the health crisis last spring. Ideally, the Mentor should participate in the activities offered by the Mentoring Programme, and encourage his Mentee to participate, in order to share experiences with other members of the programme, which could be very enriching for both.

The role of the Mentor is to accompany his Mentee towards autonomy and to promote reciprocity in their exchanges.

2. A personal and regular commitment over time

The success of the programme requires the involvement and commitment of both the Mentor and the Mentee. It is a "one-on-one" relationship of trust that must be built throughout the student's schooling period in France.

By accepting this chart, the Mentor and the Mentee commit to getting involved in a thorough enough relationship that requires regular contact. If the Mentor is to take the initiative of the first exchanges and meetings, it is expected that the student will respond to these requests and also be proactive. The team in charge of International mentoring, with the help of the Ecole des Ponts, is available to facilitate those contacts, especially at the beginning of the relationship.

3. Promoting respect and diversity in behaviour and words

The Mentor must, through his behaviour and advice, respect the sensibilities of his Mentee and take into account the specificities of his culture of origin. An exchange of experience between Mentors, facilitated by the International Mentoring team, can help meet this objective. This relationship must be based on values such as respect, politeness, benevolence, openness, completeness, professionalism. Racist, homophobic, sexist, political- or religious intolerance is therefore not acceptable, in the context of such exchange. Similarly, any proselytism, whether religious, political or of a personal nature, cannot be part of this programme.

4. Communication with the mentoring team

It is strongly recommended that the Mentor and students contact the mentoring team in case of:

- difficulties in the course of mentoring or desire to end it (whatever the reason)
- change of contact information, address, phone, cell number, or email.

The mentoring team is also available to collect suggestions for future improvements in this Mentoring Programme (organization and operation of joint initiatives, proposal for new actions, financial support, or any other).



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