



TERMS OF REFERENCE FOR MENTORSHIP PROGRAMME

1.1 Background

The NORHED-II program has funded the project, “**Research Based Education for Development of Hydropower Professionals for the Himalayan Region (Hydro-Himalaya)**”. The Hydro-Himalaya project has three thematic areas: Effective Production of Hydro Energy, Effective Transmission of Hydro Energy and Effective End-use of Hydro Energy.

The Norwegian Program for Capacity Development in Higher Education and Research for Development (NORHED), aims to strengthen the capacity of higher education institutions in developing countries to produce higher-quality graduates, more and higher-quality research, and more inclusive higher education.

Through the Hydro-Himalaya project ICIMOD, together with Kathmandu University, the Norwegian University for Science and Technology (NTNU), the University of South-Eastern Norway (USN) and Wuhan University (WHU) is implementing a mentorship program for the, in total, 30 PhD- and Master-students that will be included in the project between 2021 and 2024.

1.2 Project objectives

- Strengthen the research-based education within hydropower engineering at Kathmandu University by producing a better-qualified workforce in the Himalayan region.
- Transfer of academic and research competence from Kathmandu University to the Nepalese and Himalayan region universities in the field of hydropower engineering.
- Bridging academia and industry for sustainable solutions and practices.

1.3 Purpose of mentors

Mentors will support, guide, and advice selected candidates (hereafter referred to as mentees) to achieve their educational and personal goals. Each mentor will have a maximum of two Mentee under her/his wings. Mentors will meet their matinees 3 times a year (physically or virtually) to regularly review and support the candidates in their journey. Mentorship will be ongoing for the duration of the project (2021-2025).



1.4 Objectives of the mentorship program

The mentorship program aims to:

- Engage experts and inspiring individuals to leverage through their knowledge and experience to enhance the personal and educational careers of the selected candidates.
- Create a network of strong and motivated young professionals to contribute to the HKH region in a more meaningful way.
- Support and advice candidates to further improve their knowledge, reaching their full potential and keeping them motivated and active throughout the project period.
- Advise the Mentoring Coordinator from ICIMOD on the completion of the mentoring program and provide feedback where appropriate and help further improve future mentorship program.

1.5 Roles of Mentors

- Build good bonding with the candidates to share their knowledge and experience in order to help candidates to enhance their understanding and develop their own plan for their educational needs.
- Respond timely to requests from the selected candidates for any support and scheduling of physical/virtual communication.
- Allocate the agreed time and maintain communication to support Mentee in attaining the mutually agreed goals with the candidates.
- Attend quarterly Mentor meetings to share experience, provide activity reports and network best practices.
- Encourage participants to have an ongoing commitment to the aims and goals of the projects.
- Gain understanding of needs and resources available of the candidates and provide guidance as necessary.
- Support and advice selected candidates to prepare their plan based on project and activity timeline.
- Be an active and non-judgmental listener, build trust with mentees and help them to reflect upon their actions and objectives.



1.6 Mentoring process

The mentorship process begins after the mentees are selected through the application process. Mentors and mentees will be then matched based on their professional background and profiles. Mentors and mentees will then be scheduled for introduction and then agree on medium & interval of communication. They will also agree upon the activities and set goals based on mutual discussion and regularly review the progress as needed. At the closure of the programme, feedback will be collected by the mentorship coordinator.

During the programme, if there arises any situation between mentors and mentees that needs external support, the mentorship coordinator can be reached out. The details of the mentorship coordinator will be provided during the introduction session.

1.7 Mentors are expected to

This mentorship program is a voluntary service where mentors will be instrumental to create a pool of strong and self-driven young professionals in the HKH region. The individuals involved will enhance their guidance and facilitation skills and gain experience in one –to – one mentoring. The mentors will also have the opportunity to travel for annual meetings and expand their global network. HUC and project webpage create a profile and recognize the contribution of the mentors.

1.8 Apply now

If this program motivates you to contribute to developing a pool of young professionals in the HKH region, please send us your CV and any additional queries in the following details. We look forward to connecting with you.

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1.9 For more information, please visit the project website:

<https://www.huc-hkh.org/hydro-himalaya-project>

<http://hhp.ku.edu.np/>