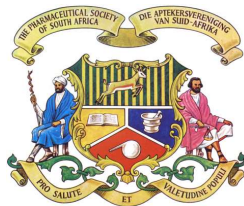


The Pharmaceutical Society of South Africa Young Pharmacists' Group

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PSSA YPG Mentorship Programme Call for Mentor Applications

The Pharmaceutical Society of South Africa's (PSSA) Young Pharmacists' Group (YPG) is hosting a Mentorship Programme to grow the next generation of leaders in both the Society and in the pharmacy profession as a whole.

The Mentorship Programme will allow the Society to capitalise on its members in order to guide the professional and personal development of young pharmacists across all sectors of pharmacy in a structured manner. One of the main objectives of this programme is to ensure that all young pharmacists receive quality training and mentorship to equip them with the necessary skills to succeed in their professional careers. This will in-turn produce a positive impact on their personal lives due to professional self-actualisation. However, both mentors and the mentees will benefit from this programme through ongoing support from the Society.

Please note: For the 2023 PSSA YPG Mentorship Programme, we have decided to call for mentees first and then mentors second. We have received 11 mentee applications with interests ranging from pharmaceutical production to academia to quality systems management. This year we are allowing you as a potential mentor to choose one or more mentees whose needs you feel you could best fulfil. For example, if the mentee is a newly appointed production pharmacist and you are a pharmacist with five years of experience in production, this would be an appropriate fit. For clarity you will only be assigned one mentee for the 2023 programme, but you are welcome to choose more than one mentee and we will match you to the appropriate mentee based on the personality test.

Please find below a short anonymous introduction to each mentee:

Meet the Mentees

Mentee A

I am...
An established young Pharmacist with experience in retail and compounding pharmacy and finds myself in the Quality Assurance environment.

I need a Mentor: *"To assist and guide me in developing myself into a great pharmacist that can add value wherever I go."*

Mentee B

I am...
Currently a Community Service Pharmacist passionate about patient and peer education.

I need a mentor: *"To provide clarity on what choices to make to follow either a career in academics i.e. Masters, PhD or doing an M in either clinical pharmacology or public health care."*

Meet the Mentees

Mentee C

I am...
A pharmacist intern
transitioning to
Community Service with
an interest in QC, QA and
RA.

I need a mentor: *"To
learn anything that you –
my mentor - will have to
offer. I am more curious
in the industrial
pharmacy such as
Quality Assurance,
Quality Control and
Regulatory Affairs ."*

Mentee D

I am...
Currently an industrial
pharmacist intern
transitioning to
Community Service and
needing guidance in
transitioning from
CommServ back into
industry.

I need a mentor: *"Who
will able to allow me to
cultivate a sense of what
it takes to be an efficient
leader."*

Meet the Mentees

Mentee E

I am...

A young pharmacist who wishes to learn from all areas of pharmacy, but wishes to pursue clinical pharmacy.

I need a mentor: *"Who is honest and is able to give constructive criticism where fit and we both must grow in the relationship. I need someone who listens and communicates."*

Mentee F

I am...

An academic intern finishing their masters in 2022 who would like to learn more about facilitating in pharmaceutical research.

I need a Mentor: *"To provide advice, guidance and notifications of suitable/progressive opportunities."*

Meet the Mentees

Mentee G

I am...
a Community Service
Pharmacist interested in all
sectors of pharmacy,
considering a masters in
pharmacoeconomics.

I need a mentor: *"Who I
can learn from. I
acknowledge that our
journeys may be different
but I aim to learn from
the lessons their journey
carries."*

Mentee H

I am...
A young pharmacist who
dreams of implementing
better systems in supply
chain systems, RA, QA and
healtheconomics.

I need a mentor: *"Who is
enthusiastic and
optimistic about teaching
the next generation about
the ins and outs, the good
bad and the ugly of this
industry."*

Meet the Mentees

Mentee I

I am...
An academic intern pursuing a masters in public health, who would like to explore how they can utilise their degree/s.

I need a Mentor: *"Who makes use of open communication. Who will provide advice on goals and activities that might lead to rewarding employment opportunities."*

Mentee J

I am...
A young pharmacist who was recently appointed as a deputy RP in production.

I need a Mentor: *"Since I am a pharmacist with retail and courier experience, I have little experience in production. I need assistance in understanding production pharmacy."*

Meet the Mentees

Mentee K

I am...
A newly appointed
production pharmacist who
wants to be the best they
can be.

I need a Mentor: *"To guide
me on how to navigate in
the pharmaceutical
industry. I expect advice
on to tackle challenging
situations, criticism and
encouragement."*



Eligibility for the Programme

Mentors

- Paid-up PSSA member from any branch/sector
- PSSA Fellows OR pharmacists with a minimum of 10 years', but preferably more than 15 years' experience in the profession
- Ideally, must have been actively involved in the profession in the past (PSSA branch and sector structures or similar bodies)
- Passionate pharmacists with drive and who are considered champions in their specific areas of pharmacy

Mentorship programme responsibilities and expectations:

Mentors are required to:

- Act ethically and with respect towards all other participants
- Maintain strict confidentiality

- Commitment to attend all prearranged meetings
- Discuss expectations of participants in the first meeting and review as meetings progress
- Complete a Mentorship Partnership Agreement
- Complete a Non-Disclosure Agreement
- Attend training and/or information sessions for Mentors held by the Mentorship Programme Committee
- Contribute to the development of a schedule of meetings with their Mentee
- Conduct and lead the initial meetings with Mentees
- Submit Feedback forms
- Submit evaluation reports at the end of the mentorship year
- Complete the Closure Agreement at the end of the Mentorship Partnership

Mentors are expected to:

- Approach the mentorship from an objective viewpoint without necessarily subjecting the Mentee to his/her own subjective views
- Encourage the exploration of new ideas and different ways of thinking about pharmacy and practice
- Contribute to the discussion and resolution of issues raised in meetings
- Listen to their Mentees' questions and problems
- Provide appropriate and timely advice
- Assist their Mentee to identify and solve problems
- Share a different view(s) of the matter under discussion
- Identify leadership and other beneficial qualities in their Mentee and assist in developing these skills

Application process:

Please complete the following Google form and submit **before 15 December 2022**:

Mentors

- Personality test, access here: https://www.pssa.org.za/cms-system/documents/download/appendixc_dope_test_17102022.docx
- Mentor Applications Google form: <https://forms.gle/XTtaAa58aSBPKLcCA>

Incomplete application forms will not be considered. Please note that a first come, first serve basis will be employed as the Programme has a set number of openings available.

Following a successful application and the pairing of a Mentor with a Mentee, all parties will enter into a Mentorship Partnership Agreement to ensure monthly meetings and engage in various types of mentoring for a period of 1 year.

Please feel free to contact us if you have any questions or uncertainty.

For YPG

Contact person: Roslita da Silva, Project Coordinator

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For PSSA

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