

The Pharmaceutical Society of South Africa Young Pharmacists' Group

435 Flinders Lane
Lynnwood 0081
PO Box 75769
Lynnwood Ridge 0040



Telephone: +27 (0) 12 470 9550
Fax: + 27 (0) 12 470 9556
E-mail: info@pssa.org.za
Website: www.pssa.org.za

PSSA YPG Mentorship Programme Call for 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.

Eligibility for the Programme

Mentees	Mentors
<ul style="list-style-type: none"> • Paid-up PSSA YPG members from any branch/sector • Newly qualified pharmacists (within 5 years of graduation from their first pharmacy degree) OR under the age of 35 OR pharmacists who changed careers/sectors in pharmacy • Any age group or experience level • Special focus on younger, less experienced pharmacists 	<ul style="list-style-type: none"> • 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

Mentees	Mentors are required to:
<ul style="list-style-type: none"> • Act ethically and with respect towards all other participants • Maintain strict confidentiality • Commitment to attend all prearranged meetings and to dedicate sufficient time to this Programme • Discuss expectations of participants in the first meeting and review as meetings progress • Be open to learn, seek critical feedback from their mentor and be willing to move out of their comfort zone to grow • Complete a Mentorship Partnership Agreement • Complete a Non-Disclosure Agreement • Applicant Mentees must be willing to give back by mentoring pharmacy students in subsequent years (not compulsory but recommended) • Attend training and/or information sessions for Mentees held by the Mentorship Programme Committee • Develop a schedule of meetings as agreed upon with their Mentor • Organise an (formal or informal) agenda of discussion topics for meetings • Contribute to the discussion and resolution of issues raised in meetings • Submit Quarterly Feedback forms • Submit evaluation reports at the end of the mentorship year • Complete the Closure Agreement at the end of the Mentorship Partnership 	<ul style="list-style-type: none"> • 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 Quarterly Feedback forms • Submit evaluation reports at the end of the mentorship year • Complete the Closure Agreement at the end of the Mentorship Partnership
Mentees are expected to:	Mentors are expected to:
<ul style="list-style-type: none"> • Discuss topics taught and debated in their university studies or encountered in their practice • Review their experiences as a pharmacist in the workforce • Share their interests in the pharmacy profession • Discuss and develop their career goals • Be open to learn and receive guidance through having an open mind • Optimise on opportunities provided by the Programme 	<ul style="list-style-type: none"> • 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

Required Documentation

Mentees	Mentors
<ul style="list-style-type: none">• Application form for mentee - Appendix B• One-page abbreviated CV• High-resolution photo• DOPE personality test - Appendix C• Partnership expectation questionnaire - Appendix D	<ul style="list-style-type: none">• Application form for mentor - Appendix A• One-page abbreviated CV• High-resolution photo• DOPE personality test - Appendix C• Partnership expectation questionnaire - Appendix D

Details

- Closing date for applications: 16 January 2022
- Please submit all documents in one email to mariet@pssa.org.za
- Incomplete applications will not be considered
- A first come, first serve basis will be instituted due to limited capacity