

## MENTORING PROGRAM

The Canadian Cybersecurity Network Mentoring program is run by a group of dedicated cybersecurity professionals, some expert human resource and business consultants as well as by an independent steering committee.

The aim is to help selected participants succeed and excel in the cybersecurity industry which is no small task.

Anyone looking to join the program must be ready to commit time and energy as well as be adaptable and open to change. Mentees not committing to the program will be removed.

Below are the steps to the program:

### 1. Selection process

Since it is not possible to help or coach everyone, there is a selection process run by a steering committee that meets throughout the year when enough applications are received to be considered. The selection committee follows a tried-and-true process to select the candidates it feels are in the best position to commit and succeed in the program. A list is developed where future candidates may be approached later if there are currently not enough mentors available to meet the selected candidates or mentees.

### 2. Mentors trained and coached

All mentors must apply and be committed to the CCN method of mentoring so we can ensure consistent success. Once selected and approved, mentors are trained and matched up with a mentee.

### 3. Follow up Process

On an ongoing basis, our coaching coordinator will follow up with both mentors and mentees to do a simple check in, making sure things are progressing as planned.

### 4. Board updates

Four times a year, the CCN advisory board will be updated on the program and progress. Once or twice a year, communications on the program will be shared with the CCN community.

**Note:** Although the Canadian Cybersecurity Network sets up the mentor-mentee match it is up to the two participants to decide if they want to match. They also take full responsibility for all interactions. A code of conduct and waiver must be signed by both participants before the process can begin.