Pairing Process

Together is a 4-month mentoring programme that pairs mentors and mentees through an innovative online platform. The pairing process, while automated, takes into consideration detailed information submitted by participants. The steps below outline how this happens.

1. **Registration**

   Both mentees and mentors fill out a questionnaire on the Together platform. They share job profile information and express preferences about what they would like to learn or share.

2. **The platform goes to work**

   Once the registration period ends, the platform pairs mentors and mentees using an algorithm that matches mentee needs and preference with mentor capacities. There are various restrictions to ensure appropriate and relevant pairs. For example, mentors must have at least 2 years more seniority than mentees.

   Pairs can be made across the following demographics:
   - job categories (i.e. General Service can be paired with Professionals)
   - job networks
   - duty stations
   - UN system entities

3. **Mentees receive a list of suggested mentors**

   The platform will send mentees a list of suggested mentors based on their preferences. Mentees can select their top choices in the platform.

4. **Complete the approval process**

   The platform emails mentors with a mentee selection. If a mentor is already paired or declines, a mentee is paired with another mentor.

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**Registration:**
For Non-Secretariat staff: 15 – 26 February
For Secretariat staff: 15 February – 5 March
The mentoring period will run from March through July

**For eligibility and sign-up details:**
hr.un.org/mentoring  //  mentoring@un.org