

# together

## 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.

### Questionnaire

#### Preferences

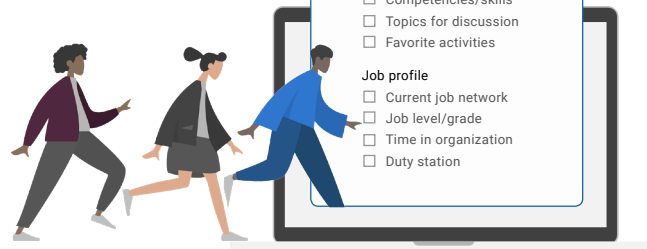
- ☐ Language preference
- ☐ Programme goals
- ☐ Competencies/skills
- ☐ Topics for discussion
- ☐ Favorite activities

#### Job profile

- ☐ Current job network
- ☐ Job level/grade
- ☐ Time in organization
- ☐ Duty station

### 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.

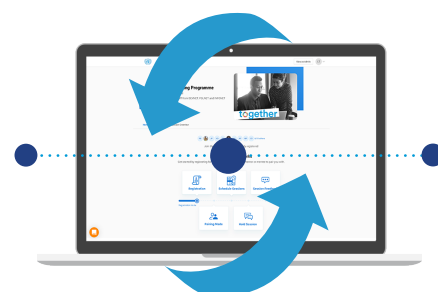


### 2 The platform goes to work

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.

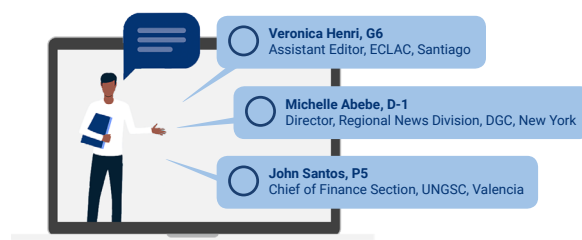
Pairs can be made across the following demographics:

- 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.



#### 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](https://hr.un.org/mentoring) // [mentoring@un.org](mailto:mentoring@un.org)