

Catalyse Mentorship Program

Program Information

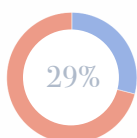
The Catalyse Mentorship Program focuses on building sustainable female leadership for women scientists working in STEMM (science, technology, engineering, maths and medicine) in the Northern Territory (NT). At present, women are under-represented in leadership roles in STEMM. There is a recognised need for a transformative, systemic and sustained change in the STEMM sector.

The Catalyse Program aims to champion the advancement of women in STEMM. Mentees will connect with mentors who will be able to provide support, leadership and guidance to help progress their careers. Mentees will also have the opportunity to participate in targeted professional and personal development workshops.

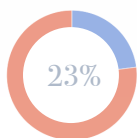
Barriers for women in STEMM

Studies have shown that there are a range of barriers that affect women in STEMM careers. These include:

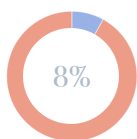
- Gender stereotypes and biased hiring practices
- Limited workplace flexibility
- Gendered expectations of child care and other caring responsibilities
- Gender pay gap across all levels of employment



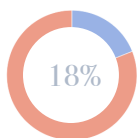
Women represent only **29%** of the **university-qualified STEMM workforce**



The representation of women at **senior management levels** in STEMM-qualified industries is **23%**



The representation of **women at CEO level** in STEMM-qualified industries is **8%**



In 2021, the **gap between women's and men's pay** in STEMM industries was **18%**

Overall Catalyse Program Objectives:

- Connect women in STEMM with a mentor enabling them to achieve greater effectiveness in their current role, increased confidence and improved leadership skills
- Introduce mentees to new ways of thinking by challenging their preconceived ideas, developing new approaches to problem solving and fostering innovation
- Explore areas of personal development and growth in a safe and supportive environment
- Build relationship skills
- Cultivate strategic approaches to career planning
- Contribute to the development of female leadership in the STEMM sector

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Program structure:

- Up to twenty (20) mentees selected through a competitive application process – a selection panel will consider application and select candidates based on the following criteria:
 - * Demonstrated need for professional development and mentorship
 - * Expected impact on or contribution to applicant's career journey
 - * Realistic expectation of the program
 - * Commitment to the program and to own professional development pathway
- Successful applicants are required to agree to the programs Terms of Reference
- Mentees will attend a series of five (5) training sessions and workshops
- Each mentee will be appointed a suitable mentor (matched by program manager and selection committee)
- Each mentee will be expected to meet with their mentor 4-6 times during the program

