

Following our **Spotlight Session** focused Junior Mentoring, this is a list of potential Junior Mentoring Initiatives. Note that is not exhaustive and if you are aware of an initiative which is not here {including those outside the UK} please do let us know [contact [here](#)]

JUNIOR MENTORING SCHEMES			
Initiative	About	How to get involved	Contact Info
<b>SENIOR-TO-JUNIOR LAWYER MENTORING SCHEMES</b>			
<b>Young ICCA Mentoring Programme</b>	The Young ICCA Mentoring Programme is the first structured mentoring programme established within the international arbitration community. It launched in 2011 and is now in its 10th cycle. The Programme provides a unique opportunity for young professionals to connect with and learn from eminent arbitration specialists within the ICCA Community. Mentees are assigned a Mentor (a senior arbitration expert) and a Group Adviser (an established mid-level arbitration practitioner). The Programme aims to achieve broad diversity and wide geographical distribution, including appropriate representation of Mentee applicants from countries that are underrepresented in the field of arbitration.	<ul style="list-style-type: none"> <li>• <b>Join as a Mentor:</b> Mentors range from Barristers, Partners, and independent arbitrators. Meet the previous mentors by clicking <a href="#">here</a>.</li> <li>• <b>Join as Group Advisor:</b> Group Advisors are under 45 years old and have a minimum of 3-5 years' experience in the field of arbitration. As a Group Advisor, you will (among other things) communicate with Mentees regularly to ensure they are engaged in the Programme, discuss queries about career development, arbitration practice and know-how. You will also participate in Mentoring Group meetings, organise events with the Mentor and contribute to the strategic aims of the Programme.</li> </ul>	Click <a href="#">here</a> for more information, or contact the Programme Co-Directors at <a href="mailto:mentoring@youngicca.org">mentoring@youngicca.org</a>
<b>LawInSport Academy Mentoring Scheme</b>	LawInSport Academy Mentoring Scheme is designed to provide a practical mentorship programme for lawyers (among others) who aspire to become sports lawyers and do not already have an existing network in the field. The mentorship programme lasts one year. LawInSport is a world leading sports law knowledge hub and global community.	<ul style="list-style-type: none"> <li>• <b>Join as a Mentor:</b> Mentors are established sports lawyers (in-house counsel, solicitors, barristers, advocates or academics). To sign up, contact LawInSport at <a href="mailto:mentoring@lawinsport.com">mentoring@lawinsport.com</a>.</li> </ul>	Click <a href="#">here</a> for more information, or get in touch at <a href="mailto:mentoring@lawinsport.com">mentoring@lawinsport.com</a> .

<p><b>ArbitralWomen Mentorship Programme</b></p>	<p>ArbitralWomen Mentorship Programme links experienced dispute resolution practitioners with talented and ambitious women. The Programme enables Mentees to get advice to advance their careers in international dispute resolution. Each mentorship cycle lasts one year. ArbitralWomen is an international non-governmental organisation bringing together nearly 1,000 women international dispute resolution practitioners across 40 countries. Mentors range from general counsel, private practice lawyers, mediators, arbitrators and experts.</p>	<ul style="list-style-type: none"> <li>• <b>Join as a Mentor:</b> You will provide advice and guidance to help Mentees achieve their professional goals, and in doing so, help develop the next generation of women leaders in disputes and improve gender diversity in leadership positions of corporations, law firms and consultancies. You will also benefit from a broader network of women practitioners and opportunities for reverse mentorship. You will be paired with a Mentee from the same jurisdiction, sector or professional background. <b>Applications have closed</b>, but keep your eyes peeled for the next cycle!</li> </ul>	<p>Click <a href="#">here</a> for more information, or get in touch at <a href="mailto:contact@arbitralwomen.org">contact@arbitralwomen.org</a>.</p>
<p><b>Legal Geek Mentorship Programme</b></p>	<p>The scheme connects mentors and mentees across the legal industry, with a focus on supporting underrepresented groups. Participants are paired to create a meaningful two-way relationship based on the exchange of knowledge and experience to maximise potential. Legal Geek Mentorship Programme was launched in 2018.</p>	<ul style="list-style-type: none"> <li>• <b>Join as a Mentor:</b> To register your interest in joining as Mentor, click <a href="#">here</a>.</li> </ul>	<p>Click <a href="#">here</a> for more information.</p>
<p><b>Women in International Law Mentoring Program</b></p>	<p>The program is organised by the American Society of International Law and its Women in International Law Interest Group. It is designed to foster the next generation of female international lawyers.</p>	<ul style="list-style-type: none"> <li>• <b>Join as a Mentor:</b> Applications for Mentors are open on cycles, click <a href="#">here</a> for the updates on openings.</li> </ul>	<p>Click <a href="#">here</a> for more information.</p>
<p><b>Chancery Bar Association Mentoring Scheme</b></p>	<p>The Chancery Bar Association offers its members a mentorship scheme which provides Mentees with a chance to benefit from the experience of senior practitioners. Members of the Chancery Bar Association are eligible to apply.</p>	<ul style="list-style-type: none"> <li>• <b>Join as a Mentor:</b> Mentors will be practitioners at all levels of seniority who will offer advice based on their own career experiences on a one-off basis. Sign up <a href="#">here</a>!</li> </ul>	<p>Click <a href="#">here</a> for more information, or email Francesca Compton at <a href="mailto:admin@chba.org.uk">admin@chba.org.uk</a>.</p>

### ASPIRING LAWYER MENTORING SCHEMES

<p><b>GROW Mentoring</b></p>	<p>GROW is a charity that seeks to increase access to law through mentorship and community. Its mentorship programme, GROW Mentoring, offers aspiring lawyers 1-1 mentoring by legal professionals. Since launching in April 2020, it has paired 3,500+ aspiring lawyers with legal professionals. GROW has diversity, inclusion and social mobility at its core. By matching aspiring lawyers with legal professionals with a similar background, GROW endeavours to make Mentees feel represented in the industry and pair them with someone who can understand the challenges the Mentee may be facing.</p>	<ul style="list-style-type: none"> <li>• <b>Join as a Mentor:</b> As a Mentor, you will offer guidance and insights to your Mentee to help them achieve their goals, and in doing so offer a monthly one-hour call to your Mentee as well as maintain email contact in-between as appropriate. Sign up <a href="#">here!</a></li> </ul>	<p>Click <a href="#">here</a> for more information, or get in touch at <a href="mailto:contact@growmentoring.org">contact@growmentoring.org</a>.</p>
<p><b>Aspiring Solicitors</b></p>	<p>Aspiring Solicitors is the largest and most successful legal diversity focused organisation in the UK. They are a legal talent discovery and development platform, helping leading law firms and in-house legal departments to access and assist the best up-and-coming aspiring solicitors and current trainees and associates. Their wide reach and services help our members gather the right combinations of skills, knowledge and the right mindset to ensure that they are ready to thrive in their legal careers. Each year they offer an ever-increasing number of places on mentoring schemes run by leading law firms and legal functions within high-profile organisations, to help their members gain invaluable insights into the world of legal work.</p>	<ul style="list-style-type: none"> <li>• <b>Join as a Partner:</b> Aspiring Solicitors supports law firms and in-house legal teams with their D&amp;I objectives. They offer bespoke services for their Partners, including for their mentoring programme.</li> </ul>	<p>Click <a href="#">here</a> for more information, and get in touch at <a href="#">Contact Us   Aspiring Solicitors - Law Careers Diversity Advice</a>.</p>

### GCD&I MENTORING SCHEME

GC D&I is preparing a Mentoring Scheme, between Private Practice Lawyers and General Counsels. Due to launch in 2024, please click [here](#) for updates on the GC D&I website.