**Guidelines for completing Mentee applications**

The Elischer Foundation supports leaders who have already demonstrated they have a talent for fundraising and have the drive and ambition to be an exemplary influence in the charitable sector.

Thanks to our generous donors, this support is provided free of fees for the programme participants. As such, we encourage applicants to ensure that they are in a position where they are ready to make the most of this 12-month-long opportunity and the foundation’s investment in their development.

**Eligibility**

It is expected that mentees will join the programme when:

* You have been in a leadership position for 1-2 years already. The reason we ask for this is that it has been demonstrated that this is when we can provide the best support at a critical time in your career, when you also are getting to grips with nuanced leadership challenges (rather than managerial or operational challenges!)
* You are either a sole fundraiser, responsible for all fundraising within your organisation and with access to senior leadership and the trustee board, OR are already a ‘Head of’, ‘Deputy Director, or ‘Director’ with your organisation. We know that titles vary across the sector so if you are unsure of your fit for the programme reach out to us!
* You have demonstrated excellence in your career to date – we support fundraising leaders who aren’t afraid to push the boundary, try new things and embrace innovation.
* You can come from any fundraising discipline – but remember you need to demonstrate that you are in a position of leadership.
* You can be based anywhere globally (although we run the programme in a UK time zone).
* You must be currently working in a charity – we are unable to provide support to consultants or freelancers.
* You are completely committed to your professional and personal development and can demonstrate how you do this. This programme will take an investment of time, energy and effort for the year. Run it past your organisation to make sure this feels like the right time for you to make this investment of time right now, and ensure you can really commit to it so you can get the absolute most out of the programme.
* You’re ready to stretch yourself.
* You are committed to delivering excellence in, and across, the charitable sector.

**Please note, if you do not meet these criteria you will not be able to proceed with the online application form.**

**Application Process**

Applications for the 2024/25 round can be made via our application form on the website until 20th January 2025. There will be a review and selection process immediately following each cut-off date. Applications will be reviewed by the Director and Selection Committee.

There is not a fixed number of places and we will assess individuals based upon their applications.

A further online interview may be undertaken in order to determine the final successful individuals.

All applicants will be informed if they have been successful or not within six weeks **of the closing date.**

**Don’t like forms?** This year, we are also trialling a new way to apply – should you wish. For those who don’t get on with an application form, we encourage you to apply in the way that feels right for you – this could be a video submission or an infographic – it’s up to you! If you’d like to do this, please just make sure that you cover off the key question areas from the form in your submission. You can then submit your application to [hello@elischerfoundation.org](mailto:hello@elischerfoundation.org). If you take the alternative application route, we will then be back in touch to ask for key details to log your application so make sure to include your contact details in your submission!

**Support for your Application**

Applicants must provide details of someone who would be willing to support their application and recommend the applicants suitability for the Programme. The supporter must know the applicant well enough to confirm they have the potential to be a positive influence as a sector leader. They don’t have to currently work with you.

**What we are looking for in your application**

The application is designed to help us get to know you and understand your passion for the charity sector. Please answer the questions in a way which is honest and conveys your beliefs, approach to your work, personality and achievements.

After reviewing your application we want to have a sense that we know you and understand what drives you to achieve success in your work. We are hoping to see energy, creativeness and individuals who are not afraid to innovate and challenge how things are done; improving them for a better future.

Don’t be afraid to say what it is you want to learn and how you want to develop. Our way of working is very adaptable and individual to your needs so it is much better that you are self- aware and can articulate how you hope you can improve your approach and skills.

Whilst we love AI, please don’t use it to write your application – we want to hear from YOU.

For the application process if you need any of the information in a different format, please email us at [hello@elischerfoundation.org](mailto:hello@elischerfoundation.org).

**Application form questions – preparation tool**

If completing your application using the online form (and not submitting an ‘alternative application) you will need to input all the information in one session as you are not able to save and return to the form. The list of questions which you will be asked are provided here to help you prepare. You may also find it useful to copy and paste your response from here into the online form.

**Please note, if you are choosing to apply via our application form, we are only able to accept applications** [**ONLINE via THIS LINK**](https://www.elischerfoundation.org/beamentee)**. This document is simply a preparation tool.**

**Questions**

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| **About you -You will need to provide your contact details and also answer these questions.** | |
| Please provide a short summary of your previous and current employment as a fundraiser. (300 words max) |  |
| How have you actively pursued your professional development in the past 12 months? (500 words max) | *TIP: are you a member of any professional organisations, have you taken part in any learning and development opportunities, do you participate on any charity boards? If so, please list them here* |
| **Eligibility** |  |
| Are you currently a fundraiser? | *Yes/No (note if your answer is No to this question you are not eligible for our programme)* |
| Have you been in a leadership position for 1-2 years already? | *Why do we ask? Our previous programme insights tell us that this is when we can provide the best support at a critical time in your career; when you also are getting to grips with nuanced leadership challenges (rather than m*anagerial or operational challenges!). *If you'd like to know more about leadership vs management have a read of our article here: https://www.elischerfoundation.org/post/manager-or-leader-spot-the-difference*  *Yes/No (note if your answer is No to this question you are not eligible for our programme)* |
| Please specify whether in your fundraising role you are:  A Head of, Deputy Director or Director within your organisation  OR  A sole fundraiser responsible for all fundraising within your organisation with access to senior leadership and the trustee board | *We know that titles vary across the sector so if you are unsure of your fit for the programme reach out to us hello@elischerfoundation.org* |
| Are you currently working in a charity? | *Unfortunately, we are unable to offer support to consultants or freelancers at this time.*  *Yes/No (note if your answer is No to this question you are not eligible for our programme)* |
| **Personal Details** |  |
| Please fill in this section with your contact details |  |
| What motivates you to apply for the Elischer Foundation’s leadership mentoring programme this year? |  |
| **Background Details** |  |
| Please provide a brief summary of your current and previous employment, detailing your role and organisation in bullet points. | *TIP: Please provide your workplaces and titles along with dates when you worked there. The reason we ask for this to be embedded in the form (and not a LinkedIn link provided) is to support our Selection Committee Process.* |
| How have you proactively pursued your professional development in the past 12 months? | *TIP: Are you a member of any professional organisations, have you taken part in any learning and development opportunities, do you participate on any charity boards? If so, please list them here.* |
| **Mentee Application Questions** | |
| Describe your career journey, highlighting key achievements and experiences that demonstrate your potential for a senior leadership role. How have these experiences shaped your leadership philosophy? (500 words max) | *TIP: Consider discussing pivotal moments in your career, challenges you've overcome, and how these experiences have prepared you for leadership. Reflect on how your current role is developing your leadership skills.* |
| Identify and analyse three crucial qualities for effective sector leadership. (300 words max) | *TIP: Think about leaders you admire in the charity sector. What qualities make them effective? How are you cultivating similar qualities in your own work?* |
| Tell us about your career aspirations for the next five years: What specific leadership role are you aiming for and what's the impact you hope to make? (300 words max) | *TIP: Be specific about your goals. What organisations or causes do you hope to lead? What changes do you want to implement in these roles? What are you passionate about in this sector?* |
| How do you envision this mentorship programme accelerating your journey towards becoming a sector leader? (300 words max) | *TIP: Identify specific areas where you seek growth and how you plan to make the most of the mentoring and learning programme.* |
| What emerging trends do you think will shape fundraising over the next five years. How will you make the most of these opportunities in your future leadership roles? (300 words max) | *TIP: Think about current fundraising trends and technological advancements. How might these impact traditional fundraising methods?* |
| In the spirit of Tony Elischer, who was a renowned disruptor and changemaker in the nonprofit sector, we're eager to hear your fresh perspectives. Please share: What specific aspect of your role, organisation, or the wider sector would you most like to transform, and why? (500 words max) | *TIP: We’d love to understand what puts fire in your belly!* [*For a bit of inspiration from Tony check out his article titled Gloves Off in 101 Fundraising.*](https://101fundraising.org/2015/02/gloves-off/) |
| **Other** |  |
| Which topics do you wish to cover with a mentor – tick list and option to indicate other. | *Select all you would like to look at – list includes: Strategy development; Building confidence and Resilience; Increasing influence; Financial Insights; Network building; Diversity, equity, inclusion and belonging; Career Development; Other (please specify)* |
| Support for your Application – provide contact details | *If your application is successful, we will reach out to your referee to confirm your suitability for this programme. As such, please choose someone who can vouch for your commitment to your professional development.* |
| Additional information |  |
| How did you hear about this programme? | *Select from the drop down list. If selecting ‘other’ please specify.* |
| Is there anything else you would like to tell us? (200 words max) | *TIP: if you have any additional support needs or feel that you would like to share something that has not been covered in this form which is relevant to your application to our leadership mentoring programme, please use this space.* |

**Before submitting your application please ensure the following:**

* You are currently a fundraiser
* You’ve been in a leadership position for 1-2 years already
* You’re currently working IN a charity

*Our mentoring programme is brought to you in collaboration with* 

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