



WCoSP Services Committee Mentoring Scheme

The Worshipful Company of Security Professionals has a mentoring scheme for leavers from the military and the civilian emergency services. The Scheme aims to help those leavers looking to find employment in the corporate security sector, either in an employed position, or as self-employed individual. The Scheme does not seek to place an obligation on a mentee to join the WCoSP and the service is provided free of charge.

Once accepted onto the Scheme, the WCoSP will look to allocate a mentee with a member of the company who most closely matches the career objectives of the mentee. The mentor/mentee relationship aims to be a coaching process where the mentor helps the mentee to clarify his or her own thinking, acts as a sounding board for the mentee's ideas, and enables the mentee to develop a realistic strategy to achieve their objectives.

Mentors are encouraged to listen, encourage their mentees to talk and give them the space to do so. Mentors should not dominate the conversation, rather, allowing the mentee to air their view and thoughts first, before giving advice.

Areas that can be covered in mentoring sessions can include matters such as CV writing, how to prepare for interviews, how to research employment opportunities and the importance of networking. However, this is not meant to be a definitive list and other areas can be explored upon agreement between the mentor and mentee.

Potential mentees should be aware that neither the WCoSP nor the mentors will be a recruitment company and will not seek to find employment for the mentee. Participation in the Scheme does not confer preferential status in any application process and cannot guarantee success. Mentors are not permitted to draft applications of behalf of their mentee but can assist as far as their experience and knowledge permits.

The mentor, based on their experience and knowledge in the industry, will listen to, support, and guide their mentees. It is not the mentor's responsibility to make decisions for mentees, nor will they tell them what they should do in particular situations. In all cases decisions will remain the sole responsibility of the mentee.

The mentor may facilitate introductions to other individuals who could assist the mentee, but only if they feel it is appropriate and wish to do so.

Acceptance onto the Scheme does not place any legal obligations or responsibility on the WCoSP. Mentors are not trained counsellors, therapists or careers advisers, and can only assist to the extent their experience and knowledge permits. WCoSP is not responsible for any advice, information or assistance imparted to mentees but the WCoSP will encourage a high standard of communicating through the course of the mentoring relationship.

Potential mentees should complete the 'expression of interest form' and send it to: clerk@wcosp.org with a copy of their Curriculum Vitae (CV). It may not always be possible to match a potential mentee with a mentor who matches their career objectives. In such cases, the WCoSP will endeavour to find the person best able to assist, but allocation of mentors remains at the discretion of WCoSP.