



**EASA SALEH AL GURG GROUP**  
HUMAN CAPITAL DEPARTMENT

## **Eligibility requirements for mentors:**

- Expertise or knowledge in any functional areas that are listed by the mentees as this will be skill based mentoring.
- Grade 17 and above.
- Has been with ESAG for more than 6 months (not on probation).
- Willing to invest time to Mentor upto 3 mentees – Overall 2 hours each month per Mentee for minimum of 6 months during office hours.
- Willing to go through an application process to qualify as a Mentor. This includes a competency-based interview, psychometric assessment, and other exercises designed by ESAG Talent & Development team.
- Successful candidates must complete all steps required for a Mentor like scheduling availability, managing sessions, completing surveys etc.

## **Eligibility requirements for mentees:**

- Must be Grade 16 and above.
- A full-time ESAG employee (not on probation or trainee) seeking growth and guidance to develop key skills and knowledge through a mentoring approach (Group or one on one).
- Is committed to invest time in self-development and attend the required mentoring sessions—Overall 2 hours each month for minimum of 6 months during office hours.
- Has discussed his/her interest with the line manager and has an approval.
- Willing to go through an application process to qualify as a mentee. This includes a competency-based interview, psychometric assessment, and other exercises.
- Successful candidates must attend a mandatory Mentee Orientation workshop organized by ESAG Talent Team.