

# INTERNSHIP MENTOR PROGRAM

One of the main goals of the Voces Internship of Idaho is to provide aspiring Latino journalists with the support and mentorship they need to make the most of their internship.

Building relationships with peers and experienced journalists outside the newsroom is an important part of a young journalist's development. In addition to a designated supervisor at their media organization, each Voces intern will be paired with a professional Idaho-area journalist.

The mentor's main role is to serve as a sounding board for the intern and an outside perspective who can answer industry questions, brainstorm ideas, troubleshoot everyday workplace issues and provide support. They are not intended to replace the role of the intern's supervisor or distract from the intern's primary role in their selected newsroom. Instead, they will serve as an outside voice and the representative of the advisory council's interest in ensuring the intern has a positive internship experience. Mentors will be selected by the selection committee and will likely work in the same medium (print, broadcast, radio, photography, etc). Members of the advisory council (see advisory council job member description) may also be asked to serve as the intern's designated mentor.

Anticipated duties and responsibilities include:

- Schedule a meet-up, before the internship begins. At the meeting, walk the intern through the list of expectations and duties the outlet provided to the intern,
- Answering questions and providing industry insight and advice.
- Maintain a friendly relationship with the intern's designated supervisor at their outlet in order to support the intern's growth and development.
- Report back progress, roadblocks or issues of concern to the mentorship manager or Voces Board as needed.
- Facilitate weekly, if casual, check-ins with the intern.
- Remain available to field a reasonable number of questions and concerns from the intern throughout the internship.
- Keep up with the majority of the intern's published work throughout the internship in order to provide feedback and encouragement.
- Schedule a final meet-up with the intern to go over progress, strengths, weaknesses and future goals.
- Submit a final (again, casual) report on the intern's progress throughout the internship and the mentorship process to the advisory council.
- Be open to serving as a professional reference for the intern in the future.
- Mentors for TV broadcast interns are expected to help interns develop their professional reels

This is a volunteer position. A small stipend or reimbursements may be provided. Email [vocesinternshipidaho@gmail.com](mailto:vocesinternshipidaho@gmail.com) if interested.