



Starting January 2026 Mentoring for Effective Nature Conservation (MENC)

Join this programme to connect across organisations, develop new skills and enhance your own performance.

A strong and effective network is crucial to sustainable impacts in and beyond the conservation sector. It will allow leaders of nature conservation organisations to operate more effectively.

MENC aims at supporting participants in their individual learning and leadership development. Thus it strengthens the capacity of all organisations to increase their individual and joint impact.

Who can join?

This programme is mainly intended for employees of nature conservation organisations from Europe and the Mediterranean Basin. Other applications might also be considered.

Interested mentors and mentees need to

- be open-minded
- be ready to learn
- be committed to nature conservation
- have been employed with their organization for at least one year

To apply as a mentor you should

- have good communication skills
- be a good listener
- be able to show real interest in the mentee and their development
- have at least seven years of professional experience



In this programme you will

- experience the power and potential of mentoring to foster long-term personal and professional growth to
- become more conscious of your own leadership of and impact on others
- enhance your ability to collaborate across boundaries
- develop better understanding and cooperation skills between generations
- connect with other like-minded individuals working in conservation

KEY DATES

Information and Q&A
webinar: 21/10/2025 at 10:00 AM CET

[Please register here.](#)

Application deadline: 16/11/2025

Start of the mentor training:
15/01/2026



Time commitment

This programme is scheduled to take 9 months. 2 months are for training and preparation and 7 months for mentoring relationship.

- Application interview by end of November/ beginning of December (between 24/11/ and 05/12/ – please make sure to be available in this time period)
- Take part in THE online Foundation Module 'What is mentoring?'
- Mentor training: 6 online sessions of 2 hours in January and February 2026
- Mentee preparation: 2 preparation workshops in January and February 2026
- Relationship building workshop: 2 hours in February 2026
- Getting started workshop: 2 hours in early March 2026
- Regular meetings between mentors and mentees (at least one per month)
- Check-in calls and peer meetings
- Refresher session on 07/10/2026
- Final graduation meeting on 08/10/2026

For more information and full schedule please see euronatur.org/mentoring

For more information please contact Leonie KRAUT (mentoring@euronatur.org)

[Click here to apply for the programme.](#)

Application deadline: 16/11/2025 midnight

Please note that the programme will be held in English. Participation includes a small financial contribution of 200 € to cover administrative expenses. There are also options to apply for an exemption from the costs.

To learn more about the mentoring programme, join our Mentoring Awareness and Q&A webinar on 21/10/2025 at 10 AM CET.

[Please register here.](#)