



AUSTRALIAN  
INSTITUTE OF  
MINE SURVEYORS



# AIMS MENTORING PROGRAM

## STRUCTURE OF THE PROGRAM

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ONCE GRADUATES HAVE JOINED A COMPANY, THEY CAN APPLY TO BECOME PART OF THE GRADUATE MENTORING PROGRAM.

This application will be substantial to ensure Graduates are paired with appropriate Mentors. Graduates will meet with their Mentor once a month and discuss how everything is going on-site and ask questions they may have been too afraid to ask. There will be certain goals that need to be achieved throughout the program, and by the end of the six months the Graduates should have a better understanding of the following:

- Career plan; timeline of what they want to achieve in the short, medium and long-term
- What they will need to do personally and what they will need from their company to achieve these goals
- An understanding of their strengths and weaknesses and a plan put in place to harness their strengths and work on their weaknesses
- A better understanding of best practice in Mine Surveying
- Aware of the latest technology and its implementation into modern day surveying
- A larger network of experienced and Graduate Mine Surveyors they can call upon
- A thorough understanding of the Code of Practice
- An introduction of what is required for Authorisation and future assistance with putting together their portfolio
- An understanding that even though their formal study has completed, the real learning has just begun and the importance of continuous professional development.



# BENEFITS OF BEING A MENTOR

BEING A MENTOR PROVIDES THE OPPORTUNITY TO PASS ON YOUR KNOWLEDGE AND EXPERIENCE TO BENEFIT OTHERS.

If you have reached a stage in your career where you feel you would like to give something back, the Institute's Mentoring Program is a fantastic way to do so. You will be able to:

- Share experience and skills
- Develop your networks
- Share new perspectives with other members
- Satisfaction from contributing to a Mentee's development
- Reflect upon and articulate knowledge
- Gain a different perspective from the Mentee
- Opportunity to enhance your listening and coaching skills
- Explore your choices as a manager and leader, plus lessons learned along the way.

## RESPONSIBILITIES OF A MENTOR

In order to ensure participation in the Mentoring Program is a valuable experience for both parties, there are a number of responsibilities attached to the role of Mentor. A Mentor should:

- Ensure they allocate enough time to meet with their Mentee (both over the phone and face-to-face) to make both parties participation in the program a valuable experience. It is expected the Mentor and Mentee meet a minimum of five times during the six-month period of the Program
- Ensure they keep to scheduled meeting times, and notify their Mentee if they are unable to attend a scheduled mentoring meeting for any reason
- Mentors should be prepared to guide their Mentee and offer advice in relation to issues such as career progression. A Mentor should feel comfortable making suggestions to the Mentee and should be willing to provide the Mentee with constructive and positive feedback.
- Mentors should also act as role models and uphold principles, values and ethical standards when interacting with their Mentee. Mentors should adhere to the Code of Practice in all respects and have a thorough understanding of the legal responsibilities of a Mine Surveyor
- Be prepared and willing to share their knowledge and experience with their Mentee
- Keep brief file notes of any telephone or email communications with their Mentee, as well as brief summaries of discussions that took place in any face-to-face meetings
- Ensure they maintain the confidentiality of discussions that take place between them and their Mentee
- A Mentor is not expected to solve a Mentee's problems and should instead focus on assisting their Mentee to develop the skills and confidence needed to resolve issues themselves
- Complete a final feedback form relating your experience following a six-month period in the program and provide it to the Australian Institute of Mine Surveyors.



## MENTOR PROFILES



**DAN WARD**

### Background

Dan Ward is a Graduate from the University of Otago in New Zealand.

He started his career in underground coal in Queensland, and since has held various senior

roles across a number of metalliferous operations in WA.

More recently he managed the Mining and UAV divisions at Land Surveys. Dan has a passion for the future and the transformation to a 'digital mine' which is very relevant to his current role as APEC Mining at Airobotics.





## BLAIR CHALMERS

### Background

Blair Chalmers is an Honours Graduate from Curtin University.

He began his mining career through the BHP Vacation Student Program in 2010.

Blair has a passion for the latest technology, GIS and the scale of iron ore operations. Blair obtained his Grade 2 in 2013, and continued his studies in Mine Engineering.

In 2017, Blair moved into his current role of Superintendent Survey at BHP WA Iron Ore, where he is responsible for the provision of surveying services to five (soon to be six) large open-cut iron mines and the surrounding exploration projects.



## BRETT GROCOCK

### Background

Brett Grocock is a Grade 1 Authorised Career Contract Mine Surveyor, having spent 20 years traveling Australia and the world looking for new mines

to explore (and having a great time doing it!).

Brett is passionate about big data sets, control networks and gyroscopic theodolites, as well as ensuring the profession of mine surveying is respected for the value it adds to the mining process.



## SHANE WATSON

### Background

Shane Watson is a graduate from WASM – Curtin University. Shane is a Grade 1 Authorised Mine Surveyor with over 20 years of surveying

experience throughout Australia and overseas.

Through his roles within AIMS and the DMIRS Mine Surveying Board he wants to promote the mine surveying profession in Western Australia, develop processes and systems to the highest standard and develop the next generation of mine surveyors.

# BENEFITS OF BEING A MENTEE

IF YOU ARE KEEN TO LEARN FROM A MORE EXPERIENCED INDIVIDUAL WHO CAN HELP YOU ACHIEVE YOUR CAREER GOALS, YOU WOULD MAKE AN IDEAL MENTEE.

Through the Institute's Mentoring Program, we can match you with a suitable counterpart, taking into account your personality, experience and goals.

The six-month Mentoring Program provides the opportunity to identify key areas for your career development and the support to work on these.

### MENTEE BENEFITS:

- Learn from industry leaders
- Develop your networks
- Increase your skills and knowledge
- Gain insight into future planning and self-development
- Develop your professional confidence and your own ability to support others
- Share new perspectives with other members
- Set your goals, visions and values and work towards achieving your objectives
- Assist with preparation for Grade 1 or 2 Authorisation.

On completion of the Program there will be a gala dinner where Graduates, Mentors and Sponsors can get together.

## TIME LINE

- Program finalised and info pack sent out to industry leaders end of July
- Mentor numbers finalised by September
- Presentation to education institutes early October
- Brochures and marketing sent out late October
- Mentee applications close mid-January 2019
- Pairing of Mentors and Mentees completed by mid-February
- Meet once a month in person or via phone
- Sundowner in mid-April
- Final dinner in July

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2019