# Farmer Mentor Selection Criteria

**What is the role of a Farmer Mentor?**

* To assist you, as the FCS Implementing Organisation, in engaging farmers to enrol in workshops or the online learning platform to learn about Climate-Friendly Farming Practices.
* To conduct training with farmers in a peer-to-peer setting such as a workshop, online discussion boards, and web-based video conferencing (Microsoft teams, Zoom etc).
* To assist farmers to develop a concrete, farm-level plan of action in the BMP of their chosen training stream.
* To support farmers to problem- solve specific scenarios on their property that may be barriers to adoption of the BMP in question.

# What are the annual expectations and time commitment of the Farmer Mentor?

* Approx. 8-12 unpaid hours receiving training (including self-paced reading, podcast listening, video watching, instruction from curriculum developer subject matter experts, train the trainer experts, and FCS staff),

| Per Farmer Mentor stipend breakdown*Per Mentor stipend maximum for 2022 is $2,500.00 based on $50 /hour* |
| --- |
| **Description** | **Total hours** | **# of events** | **# of hours/event** |
| Prep for training sessions | 4 hours | 2 sessions | 2 hours/training sessions |
| Face-to-face training sessions | 10 hours | 2 sessions | 5 hour/session |
| Feedback rounds to Curriculum Developers (after each training) | 2 hours | 2 feedback rounds | 1 hour/feedback round |
| Refresher trainings from Curriculum Developers to receive curriculum updates | 2 hours | 2 refresher trainings | 1 hour/refresher training |
| Monthly Communities of Inquiry | 12 hours | 12 | 1/COI |
| One-on-one support sessions*\* If not all participants require the full hour of one-on-one support by the end of the 12 month period following trainings, a Mentor can redistribute remaining hours to offer additional followup support time to other Participants as required (up to a maximum of the total amount of one-on-one support hours offered to each Mentor per training year).* | 20 hours | 20 one-on-one support sessions | 1 hour/support session |

* Minimum of a 1-year commitment, preferably four years pending positive performance reviews
* submit to trainees filling out “satisfaction reports” to assess mentor performance

# How will the Farmer Mentor be compensated?

* Free access to FCS curriculum and training program
* $2,500/yr. stipend
* Travel/accommodation (determined on a case by case basis)

# What are the qualities and characteristics of a Farmer Mentor?

* Is actively farming or has actively farmed for many years and is still actively engaged in agricultural production, extension, training, education
* Has a strong interest and experience in [relevant BMP stream] practices and is engaged in ongoing education.
* Well-networked within their regional and sector/practice areas with farmers.
* Good communication and interpersonal skills.
* Ideally, experience teaching, mentoring, facilitating, transferring knowledge (and ideally with a farming audience).
* Has multiple links across sectors.
* Comfortable with the use of basic computer technology (email, word processing, spreadsheets, slide presentations, and willingness to learn new applications (such as LMS interface) as part of the program implementation.
* Willingness to work with and adapt to a diverse group of farmers and their learning needs.
* Willingness to implement FCS equity framework strategy

# Farmer Mentor Selection process

* Implementation Partner recruits and screens possible mentors using template below (interview questions)
* IP presents shortlist of most promising mentors to FEWG contact to review together.
* FEWG contact and IP make final selections together and IP contacts successful applicants

**Additional Guidelines**

* Ideally, only 50% of your Mentors would be selected from your organization’s paid staff and/or board of directors.
* Total Mentors selected should take into account your province’s regional spread and production practices. I.e. In each stream, Mentors should be spread out regionally, not all from the same area, and reflect the varied farm sizes and practices (i.e. conventional or organic) of the area.

# Recommended interview questions

When selecting your Farmer Mentors, you may need to undertake a competitive process. Below are a number of interview questions that can be used to select the best candidate.

| **QUESTIONS** | **PREFERRED RESPONSES** |
| --- | --- |
| What draws you to the idea of becoming a Mentor in this BMP area? | * Concern about/wanting to do something to mitigate climate change
* I enjoy teaching/mentoring
* I have skills/experience to share in this BMP area
* I want to shift the culture towards/build a culture of belonging around Climate Friendly Farming Practices
 |
| What experience do you have that would assist you in the role of farmer mentor? * Implementing this set of BMPs on your own farm?
* Communicating /building relationships with farmers?
* Being in a mentorship/educational role (especially with farmers)?
 | * Prior experience/success implementing this BMP on their own farm
* Prior experience in communications, education, rural community development
* Prior experience as a farmer mentor/teacher/community builder
 |
| What is your availability for training and mentoring farmers? Do you have certain times of the year that you will not be available?  | * General year-round availability
* A willingness to be flexible to meet the needs of farmers
 |
| Do you agree to abide by the following code of conduct in your work as a Farmer Mentor? *I will conduct myself with respect towards others. I commit to creating a safe learning environment that is not negative towards anyone else or that promotes racism, homophobia, ableism, or other forms of discrimination. I will speak up if I hear any such comments and will work to ensure Participants feel welcome and comfortable, regardless of their lived experience. If I am unsure about anything that comes up during a training session, I will reach out to FCS or my Implementing Organisation and ask for support.* | * Yes
* No
 |
| Would you be available to take on more sessions than your annual allotted amount in the event we need more mentor capacity? | * Yes (if yes, how many extra workshops?)
* No
 |
| Please provide us with two letters of recommendation or reference. |  |

**Zoom skills required of mentors**

For the live session for farmers, mentors may be expected to perform the following tasks on Zoom:

* host zoom session
* Share their screens or allow participants to share their screen
* Use the chat function
* Use the annotate function to write on a white board (or on a prepared slide)
* Create groups to work in breakout rooms
* Mute participants (when someone leaves their mic on by mistake)
* Create a survey and display the results
* Enable Live transcription function