

# PacMOSSI Mentoring Program (PMP)

## Round 1 Completion Report

**Reporting Period:** October 2024 – September 2025

**Prepared by:** PacMOSSI Mentoring Program Coordinator

**Date:** October 2025

### 1. Introduction

The PacMOSSI Mentoring Program (PMP) was launched as part of the broader Pacific Mosquito Surveillance Strengthening Initiative (PacMOSSI) to build sustainable capacity in vector-borne disease control through professional mentoring. The first year (Phase 1) of implementation ran from October 2024 to September 2025, engaging mentors and mentees across multiple Pacific Island Countries and areas (PICs).

This phase focused on knowledge exchange, professional development, and regional collaboration. Through structured monthly sessions and flexible mentor–mentee interactions, the PMP aimed to nurture leadership, technical proficiency, and a community of practice among Pacific entomologists and public health officers.

The aim of the mentorship program is to support the establishment of a cohort of competent Pacific-based vector surveillance and control specialists. This program complements other capacity building initiatives of the PacMOSSI consortium, by providing support following online training, hands-on training or training-of-trainer workshops. In the initial stage of the program, mentees will be PacMOSSI focal points. This may be extended to other individuals at a later stage of the program.

### 2. Program Overview

- **Program Duration:** 12 months (October 2024 – September 2025)
- **Recruitment and Matching:** There was an open invitation call to mentees and mentors via online survey, asking additional criteria that was used for pairing. Pairing was determined by the mentees' specific requirements alongside the expertise and experience of available mentors. Sixteen mentees applied and were screened using

criteria such as; being the PacMOSSI focal point, one representative per country, completion of the PacMOSSI online modules, and alignment with available mentors according to a strengths and needs assessment. Mentors were identified through a targeted selection and invitation process within the PacMOSSI expert network.

- **Participants:** 10 total (5 mentees, 5 mentors) as shown in Annex 1
- **Countries Represented by Mentees:** Fiji, Samoa, Tonga, Nauru, Cook Islands
- **Format:** Quarterly structured sessions (online) and monthly paired mentor–mentee interactions.

### 3. Monthly activities and reporting

Each month had a focus activity session with the **shaded** months being a group exercise with all mentees and mentors and the non-shaded months being times of get together between individual mentees and mentors. Participation was based on attendance and submission of monthly reports, as the program progressed participation also reduced, this was due to some taking leave, dengue outbreaks in various countries, a mentor pulling out of the program and general busyness over the year. Templates for monthly reports were provided for mentee completion and submission to the PMP coordinator each month (Annex 4) however after February mentees did stop submitting monthly reports which was a challenge.

Month	Activity	Description	Participation
1 (Oct)	Welcome & Introduction	Welcome session to all mentees & mentors. The background of PMP was presented followed by introductions and light interactive ice-breaker games (Annex 2). Mentees and mentors then worked together to agree on a shared goal and expectations and specify how and when they will interact using a standard ‘agreement template’ (Annex 3).	100%
2 (Nov)	Career Mapping	Mentors helped mentees map out their career trajectory, identifying key milestones and actions needed to reach long-term goals.	60%
3 (Dec)	Looking back, an annual reflection	Mentors and mentees shared highlights, setbacks and lessons learned from 2024.	60%
4 (Jan)	Looking Ahead and	Mentors and mentees brainstormed a “career bucket list” of experiences, skills, or milestones they wanted to achieve over the course of their careers. Sharing	40%

	New Years Resolutions	experiences, skills and milestones to achieve over the next 5 years. They also Identified New Years resolutions that could support achievement in 2025 of any items in the bucket list.	
5 (Feb)	SimEx, Role-Playing Scenarios	A simple outbreak scenario where mentors and mentees role-played real-world scenarios, which was a dengue outbreak. This involved leading a team or addressing workplace challenges, to practice problem-solving and communication skills.	80%
6 (March)	Journal Club	A recent journal article related to vector control or public health was selected. Mentees read and presented a summary on key take aways, mentors then lead a discussion on its relevance and impact.	20%
7 (April)	Myers-Briggs Type Indicator Personality	Mentees and mentors undertook a social and emotional intelligence session based on an adapted Myers-Briggs assessment with guidance of the PMP Coordinator and JCU Outreach Team Leader.	60%
8 (May)	Mock Presentation	Mentees prepared and delivered a presentation with mentors acting as an audience, providing feedback on content, delivery, and effectiveness. This was used to prepare for the PacMOSSI annual meeting.	40%
9 (June)	Break	There was no activity this month as many were busy with responding to dengue outbreaks.	-
10 (July)	Focus on GEDSI	Participants learned how gender equality, disability, and social inclusion (GEDSI) principles should be integrated into vector control work and explored strategies to ensure inclusive program design and implementation with guidance of the PacMOSSI GEDSI advisor.	60%
11 (Aug)	Reverse Mentoring	Mentees took the lead in a discussion or training on a topic they were knowledgeable about, teaching the mentor something new.	20%
12 (Sept)	Reflection & Closing	Mentees reflected on their progress in the mentoring program against the goals and personal growth, sharing key lessons learned. Mentors offered guidance on next steps.	60%

## **4. Participant Feedback and Outcomes**

A mid-term review assessing the program's effectiveness, challenges, and areas for improvement was conducted via an anonymous online survey. Seven respondents participated: five mentees and two mentors. All respondents rated the program positively, with 100% describing it as Good, Very Good, or Excellent, and everyone indicated they would recommend it to their peers. Participants highlighted several key benefits, including learning from mentors' experience and expertise, sharing regional knowledge, staying informed about current vector control strategies, and gaining valuable insights into leadership and job roles. However, they also reported challenges such as managing time zone differences, balancing competing work priorities and outbreak responses, and dealing with mentor turnover and limited engagement time.

## **5. Lessons Learned**

A well-structured mentoring program significantly boosts participant engagement, while strong peer networks help facilitate learning and build confidence. Flexibility in scheduling is crucial, especially during outbreak periods when availability may fluctuate. Matching mentors and mentees based on their interests increases the relevance and effectiveness of the partnership. Additionally, integrating GEDSI principles enriches the program's inclusivity and ensures a broader range of perspectives are represented.

## **6. Recommendations for Phase 2**

The program should be shortened to 6-months to lessen the risk of attrition over 12 months. This compressed program will also possibly allow the potential to run 2 more rounds over the course of the PacMOSSI grant. The program should potentially introduce an additional in-person session, such as during a dedicated side-session at the PacMOSSI Annual Meeting. To better support participant growth, both technical and management mentoring sessions should be considered in the process of mentee-mentor matching. All participants will receive completion certificates, and enhancements will be made to templates, communications, and feedback loops to improve overall program effectiveness.

## **7. Conclusion**

Phase 1 of the PacMOSSI Mentoring Program successfully fostered collaboration and learning across Pacific Island Countries. It strengthened regional capacity for vector surveillance and control and laid the foundation for future cohorts. With improved structure and coordination, Phase 2 will further advance the program's impact in 2026 and beyond.

## Annex 1: Round 1 PMP Mentees and Mentors

Mentee Name	Country	Assigned Mentor	Mentor Institute
Alosio Tag	Samoa	Rodney Bellwood	Queensland Health
Lesieli Mahe	Tonga	Nicolas Pocquet	Institut Pasteur de Nouvelle-Caledonie
Felila Peter	Nauru	Adam Craig	University of Queensland
Tulia Kuruduadua	Fiji	Greg Devine	World Mosquito Program
Nelson Ngaiorae	Cook Islands	Herve Bossin	Institut Louis Malarde

## **Annex 2: Round 1 PMP Ice-breaker Ideas**

Here are some fun and engaging icebreaker activities for the launch of the PacMOSSI mentoring program, designed to foster connection and set a positive tone for the mentoring relationship:

### **1. Two Truths and a Lie**

- How to Play: Each participant (mentor and mentee) shares three statements about themselves—two true and one false. The others must guess which one is the lie.
- Purpose: Encourages fun, light-hearted conversation while learning interesting facts about each other.

### **2. Emoji Introduction**

- How to Play: Each person selects three emojis that represent them or their role in PacMOSSI. They explain why they chose those emojis.
- Purpose: Creates a fun, modern twist on introductions and encourages creativity.

### **3. Common Ground**

- How to Play: Break into mentor and mentee pairs, or into two separate groups of mentors and mentees. The goal is to find three things everyone in the group has in common outside of work (such as hobbies, food preferences, etc.). Share findings with the larger group.
- Purpose: Encourages quick bonding by discovering shared interests.

### **4. Virtual Show and Tell**

- How to Play: Ask everyone to bring an item to the call that has a personal or professional significance, and take turns sharing why it's meaningful.
- Purpose: Helps participants open up and share a piece of their world, fostering a sense of connection.

### **5. Word Cloud Vision**

- How to Play: Use a word cloud tool and ask everyone to type in one or two words that describe what they hope to gain from the mentoring program. The word cloud is shared live as the answers come in.
- Purpose: Creates a shared visual representation of group aspirations, setting the tone for collective success.

### **6. Mentoring Pledge**

- How to Play: Each mentor and mentee shares one thing they are excited about and one thing they hope to achieve from the mentoring relationship. Compile these into a group “pledge” or mission statement for the program.
- Purpose: Sets a positive, shared goal and mindset for the mentoring journey.

## Annex 3: Round 1 PMP Mentee-Mentor Agreement Template

This agreement is entered into by the Mentee and the Mentor as part of the PacMOSSI Mentoring Program (PMP). This is not a legally binding document and has been drafted to capture the intentions of the Mentee and Mentor to actively participate in the mentoring relationship following the goals and expectations outlined below.

### 1. Parties Involved

Mentee Name:

Insert name

Mentor Name:

Insert name

### 2. Shared Goal

The Mentee and Mentor agree to work together to achieve the following goal:

Insert 1 or 2 sentences to summarise the agreed goal

### 3. Expectations

Both parties agree to uphold the following expectations:

- **Joint Responsibilities:**

- Attend regular mentee-mentor meeting
- Attend the PMP quarterly call
- Communicate regularly and respond to messages in a timely manner.
- Respect each other's time and commitments.
- Update the PMP Coordinator on any progress or challenges

- **Mentee Responsibilities:**

- Take initiative in seeking advice, guidance, and feedback.
- Regularly update the mentor on progress and challenges.
- Be open to constructive feedback and willing to learn.

- **Mentor Responsibilities:**

- Provide guidance, support, and feedback related to vector surveillance and control.
- Assist the mentee in setting realistic, achievable professional development goals.
- Maintain confidentiality and professionalism throughout the relationship.

#### 4. Mode and Frequency of Interactions

Both parties agree to the following modes and schedule for interactions:

- **Regular meetings**

Online platform:

Backup platform:

Frequency of meetings

Calendar/meeting alerts to be sent by

- **Informal or irregular communications**

Preferred platform(s)

Both parties also agree to attend other meetings when possible, such as quarterly meetings convened by the PMP Coordinator.

#### 5. Confidentiality

Both parties agree to maintain confidentiality regarding any personal or professional information shared within the mentoring relationship unless consent is given otherwise.

#### 6. Amendments

Any changes to this agreement must be mutually agreed upon and documented in writing.

#### 7. Signatures

By signing below, we acknowledge that we have read, understood, and agreed to the terms of this mentoring agreement.

X

Mentee

X

Mentee



## Annex 4: Round 1 PMP Monthly Report Template

PacMOSSI Mentoring Program (PMP) Monthly Meeting Report	
Meeting date	
Meeting participants	
Meeting activity (if any)	
Main discussion topics (in brief)	
Agreed follow up actions (including who and by when)	
Other comments or requests to PacMOSSI Team	