MENTORSHIP PROGRAM FOR WOMEN (2020)

Established at the recommendation of the Women’s Opera Network
Supported by OPERA America’s Backstage Brunch

2020 Protégé Guidelines and Application Procedures
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2020 GUIDELINES AND APPLICATION PROCEDURES

GOALS
Women represent more than half of the national population, yet the percentage of women in leadership roles within the field of opera is comparatively small. OPERA America is addressing these issues by convening a group of stakeholders (female and male) to explore and work actively to advance gender parity field-wide. OPERA America’s Women’s Opera Network works to increase awareness of and discussion about diversity and gender parity in the field, create action plans to promote the advancement of talented women, and become a source of support for emerging female professionals.

The Mentorship Program for Women provides support for the professional development of female administrators at OPERA America member organizations, advancing the important objective to increase gender parity across the field.

ABOUT
The Mentorship Program for Women is an ongoing initiative to promote the advancement of women leaders in the field of opera administration. This program will provide a unique opportunity for the most promising female professionals to be paired with administrative leaders who can help these protégés achieve their professional growth goals. Three female professionals will be paired with established leaders in their areas of interest for a yearlong program to identify barriers and achievement gaps, and then establish and execute an action plan for professional growth.

OPERA America will provide funding for protégés to travel to and attend Opera Conference 2020 in Seattle, as well as support mentorship teams with a structured program and additional resources for in-person and remote mentoring sessions.

APPLICATION PROCESS
Application available online: August 2019
Application deadline: October 17, 2019, at 11:59 p.m. EDT
Selected protégés notified: November 8, 2019

Protégés will commit to a full calendar year of participation in a mentorship partnership with prominent leaders from the opera field. Each protégé will be matched with a mentor based on her expressed needs and interests.

Eligibility Requirements:
- Protégés must be committed to a management career at an OPERA America or Opera.Ca member organization and seek mentorship to achieve the next level of their career development.
- Protégés are expected to make both a mental and physical time commitment to the Mentorship Program, including attendance at Opera Conference 2020 in Seattle from May 13–16.

Required Materials:
1. Cover letter and resume
2. Letter of recommendation (1)
3. Three references
4. Five essay questions

Apply: All protégé applications must be submitted online
PROGRAM DETAILS
Beginning in January 2020, mentors will share their knowledge and experience to guide protégés in a positive and nurturing environment. Protégés will be selected based on their potential to make a significant contribution to the opera field. Each protégé will be matched with a mentor based on her expressed needs and interests. OPERA America will provide funding for protégés to travel to and attend Opera Conference 2020 in Seattle, as well as support mentorship teams with a structured program and additional resources for in-person and remote mentoring sessions.

PARTICIPATION
Those accepted into the program are expected to participate fully in all aspects of the Mentorship Program for Women. Protégés will commit to a full calendar year of participation in a mentorship partnership with prominent leaders from the opera field and must be available to attend the Opera Conference 2020 in Seattle from May 13–16, 2020.

REQUIREMENTS
Protégés must be committed to a management career at an OPERA America organizational member and seek mentorship to achieve the next level of their career development. The application must be completed in full. Please note that this includes having the support of your direct supervisor and a letter of recommendation from someone in the opera field that can endorse your application.

Staff Contact Information
Please direct questions about this program to Brenda Huggins, learning and leadership manager, at BHuggins@operaamerica.org.

SAMPLE APPLICATION QUESTIONS
Section 1: Applicant contact info
First name:
Last name:
E-mail:
Phone:
Address:

Section 2: Employment info
Professional title:
Employer:
Organization type:
Is your employer an OPERA America member organization?
A list of member companies can be found here [http://operaamerica.org/applications/Membership/index.aspx].
Number of years with current employer:
Number of years in current position:
Number of direct reports:
Number of reporting interns or volunteers:

Section 3: Three References
Name:
Professional title:
Current employer:
E-mail:
Phone:
How long have you known this reference and in what context?
Section 4: Essay Questions
1. Why have you chosen to pursue a career in the field of opera, and why are you interested in a leadership position?
2. Describe your long-term career goals. What do you hope to achieve in the opera field as a leader?
3. What do you see as the greatest barrier that prevents you from achieving your goals?
4. What knowledge, skills and experience will help you get to the next level of your career?
5. What has been your previous experience with mentorship-protégé relationships? What are your expectations in a mentor-protégé relationship in this program?

Section 5: Bio
6. How did you hear about this program?
7. Please include a current 200-word biography below. If you are accepted into the program, this biography will appear in the related press release and be shared with the faculty and other participants. (Please note: If you are accepted into the program, you will need to submit a high-resolution headshot.)

Section 6: Additional materials
Please upload a current copy of the following materials:
1. Cover letter
2. Resume
3. Letter of recommendation (1)