

Finding a Mentor

Mentored Practical Experience

Chartered Accountants ANZ believes it is important that experienced members of the profession are involved in the development of our prospective members. Candidates must have a Chartered Accountants ANZ recognised mentor throughout their Mentored Practical Experience (MPE).

Requirements of a mentor

Mentors must be either.

- a Chartered Accountant holding full CA ANZ membership, or
- a Chartered Accountant holding full membership to a Global Accounting Alliance (GAA) body with which CA ANZ has a current reciprocal membership agreement. These bodies are;
 - The American Institute of Certified Public Accountants (AICPA)
 - Chartered Accountants Ireland (CAI)
 - Chartered Professional Accountants Canada (CPA Canada)
 - Hong Kong Institute of Certified Public Accountants (HKICPA)
 - Institute of Chartered Accountants in England and Wales (ICAEW)
 - Institute of Chartered Accountants in Scotland (ICAS)
 - South African Institute of Chartered Accountants (SAICA), or
- A full member of a non-GAA body with which CA ANZ has a current reciprocal membership agreement (see pages 3-4)

What qualities to look for in a mentor

MPE has been designed as a collaborative experience where candidates and mentors work together on achieving candidates' goals. The mentor's role is to guide, support and share their experience and knowledge with the candidate.

To really get the most out of your three years of Mentored Practical Experience, look for a mentor who inspires you and can help you define and realise your future career goals as a Chartered Accountant.

Thinking through the following questions may help you in selecting a mentor

- Who is someone whose work style you admire?
- Who is someone whose career trajectory interests you?
- Who is someone whose experiences you want to learn more about?
- Who is someone that shows enthusiasm in sharing their expertise and knowledge?

- Who is someone that can provide constructive feedback and encouragement to help guide you on your career journey?
- Who is someone that you look forward to being guided by on your career journey?

Need help in reaching out to a mentor

Thinking through the following questions may help you in reaching out to a mentor

- Are you working with a CA ANZ approved or recognised training employer? If so, speak to your internal CA Program coordinator to gather their recommendations for mentors
- Are there any CAs in your organisation? Have you spoken to them?
- Have you asked your organisation's senior leaders and your manager about finding a mentor?
- Have you asked your HR officers or training team about finding a mentor?
- Do you know any CAs from other organisations?
- Have you asked any former lecturers/tutors from your accounting degree? Many accounting academics are CA members
- Have you asked friends, family, peers, other CA Program candidates or colleagues for contacts?
- Have you attended any industry networking functions to find a mentor?
- Have you reviewed your LinkedIn contacts?
- Have you posted a mentor request to your LinkedIn or other social networks
- If you are already a provisional member, have you posted within the My CA Opportunities or CA Program groups requesting a mentor?

Mentored Practical Experience – Non GAA Body Mentors under CA ANZ reciprocal agreement

Criteria and Documentation required for a non GAA member (where the non GAA member body has a reciprocal agreement for CA ANZ membership) to be approved as a CA ANZ Mentored Practical Experience mentor.

Reciprocal Membership Criteria to be satisfied

Non GAA Body – MICPA

1. be a current full member of MICPA in good standing
2. gained their membership through the standard Professional Program (not through a third-party arrangement)
3. have professional (post-admission) experience of not less than 3 years in the case of an applicant who has graduated from a tertiary institution, or 5 years in any other case.

Non GAA Body – ACCA

1. be currently residing in Australia or New Zealand
2. be a current full member in good standing
3. attained at least 5 years' experience post admittance to ACCA membership
4. gained their membership through the standard Professional program (not through a third-party arrangement)

Non GAA Body – ICA Singapore

1. be a current full member in good standing
2. gained their membership through the standard Professional program (not through a third-party arrangement)

Non GAA bodies - ICA India / ICA Nepal/ ICA Sri Lanka/ ICA Pakistan/ ICA Bangladesh (IPP pathway), Other institutes that we approve into our International Pathways Program (IPP) in the future

1. be a current full member in good standing
2. gained their membership through the standard Professional program (not through a third-party arrangement)
3. be currently residing in Australia or New Zealand
4. attained at least 5 years post full membership relevant experience including a period in a senior position i.e. manager, senior manager, partner, director, CFO, CEO.

Documentation to be submitted with MPE Agreement:

1. All non-GAA reciprocal mentor applicants:

A Letter of Good Standing from recognised non-GAA body. The letter must be dated within 3 months of the date the MPE agreement has been lodged and confirm:

- that you are a current full member in good standing
- the date you were admitted to full membership
- your membership number
- that your membership was gained through the standard professional program pathway.

2. Where reciprocal criteria includes experience:

A copy of a current CV showing full employment history

3. Where reciprocal criteria includes tertiary qualifications:

A certified copy of tertiary qualification transcript or certificate

Reciprocal Membership Criteria to be satisfied**Documentation to be submitted with MPE Agreement:****Non GAA Body: ICA Zimbabwe**

1. be a current full member in good standing
2. gained their membership through the standard Professional program (not a third-party arrangement)

Non GAA Body: CPA Australia

1. be a current full member in good standing
2. gained their membership through the standard Professional program (not through a third-party arrangement)
3. hold a qualification recognised as at least comparable to a Bachelor degree in Australia or New Zealand
4. attained at least 10 years post full membership relevant experience including a period in a senior position i.e. manager, senior manager, partner, director, CFO, CEO.

As per page 3

