



2026 MENTORSHIP PROGRAM

**Building
Africa's next
generation of
Bid & Proposal
Leaders**



LAUNCHING THE APMP SSA MENTORSHIP PROGRAM

What if one conversation could fast-track your career by years?

That's the idea behind the APMP Sub-Saharan Africa (SSA) Mentorship Program – a structured initiative designed to connect experienced bid and proposal professionals with emerging talent across the region.



WHY MENTORSHIP MATTERS (NOW MORE THAN EVER)

Across Sub-Saharan Africa, the bid and proposal profession is growing rapidly – but structured development pathways are still limited.

Globally, mentorship has proven to be one of the most effective tools for professional growth:

Professionals with mentors are 5x more likely to be promoted.

Mentors themselves are 6x more likely to advance in leadership roles.

Companies with strong mentoring cultures see higher retention and performance outcomes.

For the APMP SSA, this presents a clear opportunity:

Close the skills gap. Accelerate capability.
Build a stronger, more connected community.



WHAT THE APMP SSA MENTORSHIP PROGRAM OFFERS

The program is designed to deliver practical, real-world value - not theory. Participants can expect:



Structured mentor-mentee matching

Carefully paired based on experience, goals and industry focus.



Guided engagement framework

Clear expectations, timelines, and conversation prompts to keep momentum.



Real industry insights

From bid strategy and storytelling to client engagement and career progression.



Cross-border collaboration

Connecting professionals across the SSA region to share diverse perspectives.



Professional growth accountability

Helping participants stay focused on tangible development goals.



WHAT'S IN IT FOR MENTORS?

Let's be honest — mentoring isn't just about giving back (although that's a big part of it).

Mentors will gain:



Leadership development experience



Increased professional visibility within APMP SSA



Fresh perspectives from emerging professionals



A stronger professional legacy in the African market

In short:

You don't just shape careers — you sharpen your own.



WHAT'S IN IT FOR MENTEES?

If you're early to mid-career, this is your unfair advantage.

Mentees will benefit from:



Accelerated learning from real-world experience



Career guidance and clarity



Improved confidence in bid and proposal roles



Access to a broader professional network

This is the kind of support most professionals wish they had earlier.



HOW WE WILL MEASURE SUCCESS

This isn't a “set and forget” program. Success will be tracked through:

»» Participation and engagement rates

»» Completion of mentorship cycles

»» Feedback from mentors and mentees

»» Career progression and skills development outcomes

»» Growth in APMP SSA membership engagement

Because if we can't measure it, we can't improve it.



WHO SHOULD JOIN?

»» Mentors

Experienced professionals ready to guide, challenge and inspire.

»» Mentees

Individuals eager to grow, learn and take ownership of their careers.

If that's you - you belong in this program.



BE PART OF SOMETHING BIGGER

The APMP SSA Mentorship Program is more than a development initiative.

It's about building a pipeline of skilled, confident professionals who will shape the future of bidding across Africa.

And the truth?

The region doesn't just need more professionals. It needs **better-prepared, better-connected and more confident ones.**

This is how we get there.



GET INVOLVED

Registrations will be opening soon.

Whether you're ready to guide or ready to grow — now is the time to step in.

Because careers don't grow in isolation.

They grow in communities.



