**An IAHS Global Hydrology Mentoring Network**

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*This is a proposal draft for discussion*

Many early career hydrologists in the developing world are isolated and struggle to advance as researchers and educators. Access to educational and research material, including textbooks and journal papers is increasingly easy given the advancement of open access journals and Google, including IAHS online redbooks. What is generally lacking for many early career hydrologists is access to senior colleagues who can mentor them after they completed their highest degree. In many cases this might even just be a Masters degree, while they are expected to educate the next generation of hydrologists and to lead research activities in their country. Even of they were fortunate enough to gain a PhD from a research active University elsewhere, it is unlikely that somebody can become a complete researcher and educator within three to four years of PhD training alone. *How can IAHS support early career researchers in this situation? How can we give them access to experience and advice from senior colleagues if these are not available next door?*

***We propose to establish a global hydrology mentoring network through IAHS***. The large network of people affiliated with IAHS puts it in a unique position to lead such an effort. Social networks and internet communication tools such as Skype require nothing more than web access to start connecting people anywhere in the world. The effort would require the following activities:

* *Establish a database* with both potential mentors and potential mentees (the ones being mentored). The database would include classifying metada including discipline (engineering, science…), language, gender, hydrology and climate of the research region, etc.
* *Populate the database* by popularizing its existence trough all available networks in IAHS and other affiliated organizations (incl. UNESCO, AGU, EGU, ASCE). This should include the use of initiatives such as Panta Rhei.
* *Establish a visual display* of the global mentoring relationships to show the growing network including case studies.

Once such a database has been established, we can start a process of ‘match-making’ and of establishing mentoring relationships. This process could look as follows:

* Mentees start by identifying a potential mentor based on available metada. The potential mentor is notified and can respond positively or decline.
* One a match has been made; the two will have to formalize their relationship. This includes answering questions such as what are the expectations? What is the frequency of interactions? How long should the relationship last? Etc.
* IAHS will follow up on a regular basis (once a year or so) with a simple questionnaire to see how the relationship is progressing and to learn what has been most valuable for the mentee (or mentor).
* Mentors should have no more than one mentee.