

SABA-NJ 2026 Mentorship Program

Overview

The SABA-NJ Mentorship Program (“Program”) seeks to connect junior, mid-level, and senior members of the South Asian Bar Association of New Jersey (“SABA-NJ”) through small mentorship groups called “Mentorship Working Groups.” Each group will generally consist of approximately three to four participants.

The Program aims to match participants based on shared practice areas, professional interests, and career goals to the extent practicable; however, exact practice-area alignment cannot be guaranteed. The Program is expected to run for approximately nine months, from approximately August 2026 through May 2027..

Objectives

The objectives of the Program include:

1. Providing South Asian legal professionals and allies with opportunities to seek and receive career guidance;
2. Supporting meaningful networking and relationship-building opportunities among SABA-NJ members;
3. Strengthening connections between SABA-NJ and local law schools; and
4. Encouraging SABA-NJ attorneys to develop mentorship skills and contribute to the professional development of emerging lawyers.

Participation

Active participation is essential to the success of the Program. Participants are expected to:

1. Maintain an active SABA-NJ membership throughout the duration of the Program. To join or renew your membership, please visit <https://sabanj.org/>. Questions regarding membership status may be directed to saba.nj.eboard@gmail.com.
2. Attend the Mentorship Kick-Off Event and participate in at least one introductory call or meeting with their Mentorship Working Group during the first two months of the Program.
3. Maintain periodic contact with Mentorship Working Group members throughout the Program, whether in person, by telephone, or virtually.
4. Participate in additional SABA-NJ mentorship-related events and programming as opportunities arise.

Program Details

To encourage meaningful mentorship relationships, participants are encouraged to use their initial meeting to discuss professional interests, establish goals for the duration of the Program, and identify practical steps or timelines for achieving those goals. Participants are encouraged to revisit these goals periodically throughout the Program and adjust them as appropriate.

Roles and Responsibilities

Each Mentorship Working Group may include a combination of the following participants:

Senior Member (~10+ years of practice)

Senior members are expected to provide broad career guidance, perspective, and professional insight based on their experience.

Responsibilities may include:

- Assisting junior participants in identifying and refining professional goals;
- Sharing practical career advice and lessons learned;
- Providing access to professional networks and mentorship opportunities where appropriate;
- Offering guidance regarding professional development and long-term career planning; and
- Periodically checking in on participants' progress and development.

Mid-Level Member (~5–10 years of practice)

Mid-level members serve as an important bridge between senior practitioners and newer attorneys or law students by offering practical and relatable guidance based on more recent experiences.

Responsibilities may include:

- Assisting junior participants in identifying and refining professional goals;
- Sharing practical advice regarding career development and transitions;
- Helping facilitate communication and engagement within the group;
- Offering insight into professional growth and workplace expectations; and
- Periodically checking in on participants' progress and development.

Junior Member (0–5 years of practice)

Junior members are encouraged to actively engage in the mentorship process while benefiting from the guidance of more experienced attorneys.

Responsibilities may include:

- Taking initiative in scheduling periodic meetings or check-ins with group members;
- Identifying and discussing professional goals during the group's initial meeting;
- Tracking progress toward identified goals throughout the Program;
- Supporting law student participants, where applicable; and
- Actively participating in discussions, mentorship programming, and networking opportunities.

Law Student

Law student participants are encouraged to actively engage with attorney mentors and take initiative in developing professional relationships and career goals.

Responsibilities may include:

- Taking initiative in scheduling periodic meetings or check-ins with group members, ideally on a monthly basis;
- Identifying professional interests and goals to discuss during the group's initial meeting;
- Actively participating in mentorship discussions and programming opportunities; and
- Tracking progress toward personal and professional development goals throughout the Program.

Questions

If you have any questions or feedback regarding the Program, please contact saba.nj.eboard@gmail.com. You may also reach out to Saeed Yousaf, SABA-NJ VP of Affiliate Relations, at syousaf@yousaflaw.com or Hozaiifa Cassubhai, SABA-NJ President, at hozaifa@baileyduquette.com. We welcome suggestions to help strengthen the Program for future participants.