Health and Care Research Wales Pilot Mentoring Scheme

What is it?

It is a scheme that will match Health and Care Research Wales funded students and fellows with our Senior Research Leaders in a developmental mentoring relationship.

It is a pilot because we want to make sure we get the scheme right. The pilot stage will be monitored and evaluated to inform the future development and further roll out of the scheme across the Health and Care Research Wales community.

It is anticipated that the pilot will last for 12-18 months and, if successful, plans to roll out the scheme further will be implemented.

Why are we doing it?

Health and Care Research Wales is committed to building capacity and developing future leaders in health and social care research in Wales. The pathway for researchers in health and social care is not always straight forward and we want to help you navigate it. Mentoring can help individuals identify opportunities for development and provide a framework for looking at options and making choices.

How does it work?

Eligible individuals are asked to submit an application to the Scheme Coordinator. The oversight team will select those individuals who will take part in the scheme according to a number of criteria. In order for the pilot to be evaluated we will want mentees in various locations and at different stages of progression through their awards.

Those mentees that are selected to take part in the Scheme will attend a one day event on Wednesday 21st September. The event, facilitated by the Academy of
Medical Sciences, will start with a half-day Mentoring Masterclass that will introduce attendees to the Health and Care Research Wales mentoring scheme and developmental mentoring, including its component skills and evidence base. The Masterclass will incorporate experiential learning, with a range of exercises giving participants an opportunity to practice some of the key skills needed in an effective mentoring relationship. The training will be delivered by one of the Academy’s experienced facilitators, Dr Sam Chittenden. Dr Chittenden is a highly experienced facilitator and a member of the European Mentoring and Coaching Council.

Matching of mentees with mentors will use a model very similar to that used for the Academy’s SUSTAIN programme, whereby mentees and mentors complete a pen portrait in advance of a ‘Speed Meet’ session, which will follow the Masterclass on the afternoon of Wednesday 21st September. Mentors and mentees will submit preferences based on the pen portraits and the Speed Meet. We will complete the matching process based on mentee/mentor preferences and individuals will be informed of their match the week following the event.

The Scheme Coordinator will send an email to both parties with links to useful information for them to consider (a draft mentoring contract, ideas for questions at the first meeting, etc.). It will then be over to the matched pair to set up the first meeting and establish the relationship.

From then on the Scheme Coordinator will take a ‘hands off’ approach. However, you will be contacted regularly as part of the monitoring and assessment of the pilot. Additionally, the Scheme Coordinator should be informed when the mentoring relationship comes to an end. There is no prescribed length of time for a mentoring relationship; it will be a matter for the mentor and mentee to decide, however the Pilot stage will end after 18 months. It will be up to the matched pair if they wish to continue their relationship beyond this point. If either party wishes to end the relationship at any time, a no-blame “divorce” can be invoked.

**What resources are available?**

Health and Care Research Wales has designed the ‘Health and Care Research Wales Mentoring Scheme Handbook’ to give you an introduction to developmental mentoring.

Additionally, there are a number of resources available on the Academy of Medical Sciences website. Here you will find overview documents on good mentorship, information on mentoring contracts and effective questions for mentors ([http://www.acmedsci.ac.uk/grants-and-schemes/mentoring-and-other-schemes/mentoring-scheme/](http://www.acmedsci.ac.uk/grants-and-schemes/mentoring-and-other-schemes/mentoring-scheme/)).
The Mentoring Scheme Coordinator is on hand to answer any questions and offer support as appropriate under the guidance of the Mentoring Scheme Lead - Professor Paul Morgan. Professor Morgan brings a wealth of expertise to the scheme, having played a key role in the Academy of Medical Sciences Mentoring Scheme and sitting on the Academy’s Mentoring Advisory Group. Professor Morgan will oversee the scheme, providing expert advice along the way.

Who can apply?

We have a maximum of 18 places available on the pilot scheme. During the pilot phase, applications from students or fellows currently in receipt of funding directly from Health and Care Research Wales to undertake a PhD or Fellowship will be prioritised. However, if you are an early career researcher, within five years working in research post doctorate, in the Health and Care Research Wales infrastructure and would like to be considered for the scheme, you are invited to submit an application within the timescales below. Your application will only be considered if the 18 places are not filled by Health and Care Research Wales funded PhD students and fellows.

FAQ’s

Q: What is developmental mentoring?
A: Developmental mentoring is an approach to mentoring which emphasises the mentor empowering the mentee to take responsibility for their own career development. In a developmental mentoring relationship the mentee is in the driving seat, defining content and direction. The developmental mentoring model is quite different from the patronage model which places importance on the hierarchical gap between mentor and protégé. Developmental mentoring is about experience not hierarchy.

Q: I’ve already got a mentor assigned to me by my institution. Can I still take part in the scheme?
A: Yes, absolutely. Even if you already have an assigned mentor at your University you might benefit from taking part in this scheme. The Health and Care Research Wales Mentoring Scheme could give you an opportunity to be matched with a mentor outside your institution, or even outside your research field in a developmental mentoring relationship.

Q: Isn’t my supervisor my mentor?
A: Not in the developmental mentoring model. Megginson and Clutterbuck¹ (1995) define developmental mentoring as ‘off line help by one person to another in making significant transitions in knowledge, work or thinking’. This definition stresses the importance of the mentor being outside the mentee’s direct line management.

Key dates

Monday 8th August – scheme open for applications. The Health and Care Research Wales Mentoring Handbook, the Health and Care Research Wales Mentoring Scheme Pilot Overview and the Application Form to go live onto website.

Tuesday 30th August – deadline for applications.

Friday 2nd September – outcome of applications announced to applicants.

Friday 9th September – pen profiles to be returned.

Wednesday 14th September – pen profiles and joining instructions sent to mentees and mentors.

Wednesday 21st September – Mentoring Masterclass followed by matching event at the Health and Care Research Wales Support Centre.

By Friday 30th September – outcome of matching event announced to mentees and mentors.

Thursday 13th October – Health and Care Research Wales Conference, Swalec Stadium, Sophia Gardens (an ideal opportunity for matched pairs to have their first meeting).

The small print

- T&S costs associated with participation in this scheme will have to be met individually, or by your host institution.
- If you take part in this scheme you will be expected to provide feedback when requested to help Health and Care Research Wales evaluate and assess the scheme to inform its future development.