

**School for Primary Care Research
MENTORSHIP FOR PRIMARY HEALTH CARE SCIENTISTS
INFORMATION FOR MENTORS**

Background

The primary aim of the SPCR Mentorship Programme is to support primary health care scientists (i.e. non-medical colleagues) working in member departments of the School, who, because of their heterogeneous core disciplines have no other single support scheme. The mentorship scheme is designed to have a positive impact on career aspirations and development for such professionals and enhance their research productivity and leadership¹. In order to build a clear pathway, and community of mentorship practice, it is essential that the scheme is led and delivered by the most experienced researchers and clinical leaders from similar, primarily non-medical, backgrounds².

The Mentorship Scheme is funded by SPCR and administered by the School's Directorate. The training is delivered by experts from the University of Hertfordshire, who also provide training for the mentors affiliated to the NIHR Clinical Academic Training (CAT) for Nurses, Midwives and Allied Health Professions and Healthcare Scientist (HCS) Programmes.

Aims and content

The overall aim of the scheme is to provide high quality mentorship to support the next generation of academic leaders, in particular to:

- help mentees move beyond being a serial researcher to a more senior post taking forward their own research ideas
- help them to identify possible career pathways
- support them in identifying barriers to their career progression and identifying ways they might overcome those barriers

The Programme offers:

- Face to face mentorship training
- One to one mentoring support for primary health care scientists who are members of SPCR. We anticipate that each mentee would have up to four contacts (virtual or face to face) with their mentor each year, lasting an hour or two.

Becoming a Mentor

We will recruit mentors who are senior primary health care academics, and professional leaders with a range of experience nationally and internationally. These individuals will generally, but not exclusively, have a non-medical background. They will bring essential and unique sector knowledge and understanding of the leadership challenges which face non-medical primary health care scientists.

¹ Sambunjak, D., Strauss, S E and Marusjk, A (2006) Mentoring in Academic Medicine: A Systematic Review. *JAMA*, 2, 96,9: 1103 1115

² Passmore, J. (2007) Coaching and Mentoring: The role of experience and sector knowledge. *International Journal of Evidence-based Coaching and Mentoring*, Summer, 10 -16.

Criteria for Mentors

We welcome applications from potential mentors who meet the following criteria:

- Recognised leadership in the field of health and research which demonstrates sustained success
- A professional portfolio which demonstrates a significant track record in competitive grant capture, scientific publication, and capacity building in health research
- Experience of inter-disciplinary working and an appreciation of the different ways of working within different professions
- Currently working in a position where they are active in leading and developing research capacity in Primary Care

Qualities of mentors

We are keen to recruit mentors who meet the above criteria and who are:

- Enthusiastic about developing the potential of others
- Reflective and self-aware
- Approachable
- Facilitative and empowering
- Non-judgemental and non-directive
- Empathetic
- Encouraging
- Good listeners
- Inspirational role models
- Willing and able to give time

and who can:

- Challenge assumptions
- Stimulate creative thinking
- Act as sponsors and network guides

Mentors will not

- need to do anything outside mentoring meetings
- necessarily be mentoring those in their own discipline

Successful applicants will gain

- Opportunity to play an active role in the development of the future generation of academic leaders in primary care
- Mentorship training tailored to meet the needs of participants³
- Travel expenses to the training session
- Informal update meetings with other mentors

Successful applicants will need to

- Write a short biography of 300 words to be put on the SPCR website
- Draw on their own experience and general knowledge of the field of primary care to support their mentees

How to apply

If you are interested in becoming a mentor, please complete the short application form and return it with your short CV to georgina.fletcher@phc.ox.ac.uk

³ **The Mentorship Training day will take place on April 1st 2014 in London**