

Health Sciences

The Role of a Mentor

What is a Mentor?

A mentor is an existing member of staff who assumes primary responsibility for providing help, guidance and support to facilitate the professional growth and career progression of another staff member and to give his or her mentee the confidence and capability to meet current and future challenges at work, or in relation to work. Although a mentor is usually an experienced member of staff, a mentor is best described as a 'career friend' rather than as a line manager. A mentor's role is non-judgemental and confidential, and is distinct from performance management and appraisals.

What are the benefits of having a mentor?

For mentees, having a mentor can:

- reduce the stress of transition to a new role
- speed up the learning of a new job or new set of skills
- promote the socialisation of new staff
- increase productivity at work
- increase motivation and confidence
- help to articulate issues in a conscious and thoughtful way
- provide a way of seeing through difficulties
- provide advice about career progression and realising potential
- address issues with the work environment and relationships
- health problems and disabilities
- establishing and improving work/life balance

Who is a suitable mentor?

A mentor is an existing employee, usually an experienced member of staff, who is familiar with the university and who has agreed to assume a mentoring role for other staff members. A mentor is not a line manager. In the first instance, a mentor will be a member of the Department of Health Sciences but the mentee may ultimately choose another mentor from within the wider university.

When is a mentor assigned?

For new employees, a member of Health Sciences will be assigned as an 'induction mentor' by the line manager. The induction mentor and mentee must meet within the first month of employment and are expected to commit to meet regularly over the first six months. The frequency of these meetings can be jointly agreed by the mentor and mentee and should reflect the mentee's needs.

What happens after six months?

After the first six months, the mentor and mentee will assess future mentoring arrangements and the mentee will decide whether to continue to meet with the induction mentor, to find a new mentor or whether no longer wish to have a mentor. The mentor will assist in finding a new mentor where appropriate.