

## ARC KSS Mentorship Programme

Individual mentorship is available for all applied researchers within ARC KSS member organisations to support their research career.

The aim of the ARC KSS Mentorship Programme is:-

- to provide inclusive opportunities to support the development of academics, health professionals and social care or social work professionals pursuing an applied research career trajectory and have a positive impact on people's career aspirations.
- to develop an increased number of applied researchers across health and social care settings and to develop the research leaders of the future.
- to support the sharing of expertise and skills that showcase the key contribution research can make to enhancing quality evidence-based care and the patient/client experience.

### What is a mentor?

Mentors are people who, through their action and work, help others to achieve their potential (Shea, 1992). Someone who supports people to manage their own learning in order to maximise their potential, their skills, improve their performance, and become the person they want to be (Parsloe, 1992). Mentorship can be seen as a **Gift of Wisdom** from one person to another, through building a trusting relationship that focuses on the learning and development needs of the mentee.

### Why might I need a mentor?

Education and research funding may not be sufficient to enable you to achieve your goals. Researchers following an academic career more likely to succeed if they receive additional support and guidance from those who have **proved themselves successful** in combining recognised research output, excellence in clinical practice and success in building research capacity (Whitworth 2007) You will be more likely to have a greater sense of personal achievement and success.

### I already have a supervisor or line manager why do I need a mentor?

Mentorship is not the same as either research supervision or line management and it is not intended to conflict with these other roles. A mentor has no other agenda than to support you to help plan and manage your own professional goals, learning and development in order to build a successful career that embraces clinical excellence and academic rigour. ARC KSS mentors do not usually collaborate on research or grant applications or supervise your individual research project or thesis, although they may give guidance on your research



### What are the benefits for me and for ARC KSS

<i>For the mentee:</i>	<i>For the mentor:</i>	<i>For ARC KSS:</i>
Improved performance and productivity Enhanced career opportunity and career advancement Improved knowledge and skills development Self-awareness Leadership development Greater, confidence, well being and motivation	Improved performance Greater job satisfaction, commitment and self-awareness New knowledge and skills acquired Leadership development Enhance professional network and involvement in a community of mentoring and discovery	To grow the community of mentors and ensure that skilled mentorship will be embedded and sustained across the applied health and social care researchers and their local research teams.  To have a positive impact on the career aspirations and development to enhance quality and quantity of applied research leadership.

### Do I have to have or be a mentor?

**Not at all**, this is a voluntary scheme that you can engage with if you would like to. There are no disincentives for not taking it up. Some people will seek their support through other avenues and that is completely fine.

### What skills do I need to be a mentor?

If you think you would like to become a mentor the **main attribute is motivation to support others**. The ability to listen and ask the right questions are also important. You don't have to be a Professor or PI, seniority is not the main criterion. But life and research experience do obviously play a significant part in enabling others. The role is voluntary and altruistic.

### How much time does it take?

Most mentors-mentees decide between themselves what time allocation to put into the relationship. On average, **people tend to meet for about 1-1.5 hour every 6 weeks or so**. Meetings are best face to face but can also work successfully on-line or email. Mentees often find keeping a reflective notebook helpful alongside the meeting.

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## How can I sign up to become an ARC KSS mentor / mentee?

### Mentors

Our next mentor training session takes place virtually on Thursday 9 February 2023, 10am-3.30pm Please complete the [register interest form](#).

### Mentees

We are currently seeking interested mentees who would like the opportunity to be matched with a mentor. Please [register your details here](#).

For further details regarding the scheme please view the [ARC KSS Mentorship Programme Booklet](#)

If you have any queries please contact us at [ARCKSSAcademy@kent.ac.uk](mailto:ARCKSSAcademy@kent.ac.uk)