**FSE ECR Mentoring program 2020 - OVERVIEW**

The Early Carer Researcher (ECR) Network of the Faculty of Science and Engineering (FSE) is proud to organise a mentoring program for ECRs – starting mid 2020. It will be a 1 year pilot and if successful a full program will be launched 2021.

This mentoring program provides an opportunity for ECRs to engage with senior staff, other than their direct line managers, to discuss career-related topics as well as work-life balance. While the specific objectives of this program will vary for each individual, the overall goal is to assist ECRs in achieving their long-term career aspirations.

**An overview of the program:**

* Suitable for all ECRs at Macquarie FSE (levels A-B or potentially C without an on-going contract). Focus on encouraging new staff.
* Mentee-driven meetings - can be in a casual setting or more formal with an optional written Individual Development Plan (IDP).
* An FSE mentoring toolkit will be provided with some guidance on possible topics that can be used, or mentees can set their own agenda
* Likely an individual program with 1 mentor with 1 mentee, but may be peer-based with up to 3 mentees - depends on numbers of sign-ups.
* A minimum of 4 meetings per year, of approx. 1 hour each, for each ECR.
* The pilot will last 1 year, and feedback will be requested from both sides for its impact and improvement in the future.
* Mentor-mentee pairs can be cross disciplinary and this is in fact encouraged to keep the outcomes broad and not specific to a field of research.

**Steps forward:**

Recruiting mentors (levels C-E) from across the faculty by sending emails (draft template will be provided). With assistance from HODs, DDRs and senior management to send these Mentoring emails out to all senior academic staff directly and to contact the HODs saying they personally endorse the program and to encourage their staff to sign up. The ECR reps will also contact the HODs directly to circulate.

* The mentors will self-nominate via an expression of interest (EOI) form (to be sent after teaching finishes mid-2020). This will simply indicate their consent to participate, their department, key skills offered, a sentence or two on their statement and link to academic profile (via PURE)
* ECR reps with support from the ECR team upload the mentor information onto an accessible mentoring website on the ECR page.
* Mentees will provide their EOI form with their career goals listed and the skills they wish to gain, with a choice of their preferences of mentors (4 ranked preferences).
* The ECR reps will confidentially match up mentors and mentees as closely as possible.
* The program will be launched in circa June 2020