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) – new staff are encouraged to join.
- Mentee-driven meetings - can be in a casual setting or more formal with an optional written individual development plan.
- 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 could be partially peer-based - depends on numbers of sign-ups of mentees.
- 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.
- The program will be launched in June 2020.

Steps forward:

We have recruited 43 mentors (levels C-E) from across the faculty. We now have opened the program for mentee EOIs.

- 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, but in some cases a mentor may be randomly assigned.