

Early Career Development Programme (ECDP) Mentoring

Mentoring is a core component of the Early Career Development Programme (ECDP) and is designed to support ECDP participants to achieve their career aims within the required timescales associated with the programme.

What does ECDP mentoring do?

ECDP mentoring provides a structured, supportive partnership that accelerates career development through reflection, dialogue and knowledge exchange. It supports mentees to navigate the role, institution and their career pathway. It supports a confidential space out with the line management structure, to work through challenges and opportunities in a constructive way, helping to build confidence. Mentoring is valuable across all career stages and has been shown to support inclusion.

More detailed information can be found in the ECDP [Mentoring Guide](#).

How are the mentor/mentee partnerships established?

The Head of School is responsible for the allocation of ECDP mentors. Mentors will be a senior academic (Senior Lecturer and higher), and ideally on the same career track as the mentee with a good knowledge of the ECDP structure and timelines. The mentor will be out with the line management structure of the mentee and different to their Performance & Development Review (PDR), reviewer.

As mentorship is in place for the duration of the ECDP, the mentor may change as time progresses and developmental needs change.

How does mentoring work in practice?

Once the mentoring partnership has been agreed by the HoS (or nominee), the mentee should make contact to arrange the initial meeting. At the first meeting, a mentoring agreement should be confirmed, a template for which can be found on the ECDP Mentoring Guidance. Ideally, the meets will be every 4-6 weeks and responsibility for the logistics of the meets, lies with the mentee.

Is there any training available on mentoring?

There is an ECDP [Mentoring Moodle](#) designed for both ECDP mentors and mentees.

For general mentor training there is also a course offered by Organisational Development called How to be an Effective Mentor