

## EYES Mentoring Program 2020

**Aims & Objective:** to give early career investigators (ECIs) the opportunity of connecting with a senior person (i.e. mentor) within the ESE who is not from their own country, to thereby support and enhance the learning and development of ECIs. To encourage networking between ECIs and established professionals in the field, to help gain a realistic insight into their chosen profession and to provide strategic career development advice. These may include applying for fellowships and grants, writing manuscripts, being involved with guideline development, journal editorial opportunities, applying for promotions, real insight in profession (work-life balance), gain leadership skills and many other aspects of career development in the clinic and research.

**Selection:** The mentoring program will commence with the application form, information from which will be used to match mentees with mentors. The first **30 mentees** will be selected to take part in the 2020 EYES Mentoring Program (the program will be capped). Mentees that have already identified mentors are welcome to inform the organisers of the selected person, although it is not guaranteed that the mentee will be paired with the mentor of his/her choice. Mentees will not be paired with mentors from within their country or those with whom they have existing professional collaborations. The official EYES mentoring program will commence at the ECE Prague meeting, which will also give an opportunity for the mentees and mentors to meet each other in person at the afternoon tea event, although meeting in person is not obligatory, in the first instance it is highly encouraged.

### Commitments:

- By signing up for the program, the mentee confirms that he/she is willing to take the initiative of organising at least 4 meetings with the mentor over the course of one calendar year; the mentor-mentee pair will meet using an online video calling platform (e.g. Skype, Zoom etc).
- The mentor must commit to at least 4 meetings per calendar year with their allocated mentee.
- The mentoring program organisers (i.e. EYES) will circulate a link for an online questionnaire every 6 months to monitor the progress of each mentor-mentee relationship. It is imperative that these questionnaires are completed by both the mentee and mentor, and returned on time. The data obtained from these surveys will be used to document the outcome of the mentoring program, as well as to monitor problems in mentor-mentee relationships, if any.

**Procedure:** Upon receipt of the questionnaire, the organising committee will then match mentees with mentors, individual emails will be sent to each person, and they will be given 1 week to confirm that they agree with the organising committee's selection. If they are dissatisfied with the selection, they may contact the organising committee and request to be paired with another mentor/mentee. After obtaining approval from both parties, the organising committee will formally notify the mentor and mentee of their participation in the EYES Mentoring Program. If the mentee does not nominate a mentor or if their

nominated mentor is not available, they will be allocated a mentor from the pool of senior ESE members who have been contacted and invited to be part of the EYES Mentoring Program.

**The mentee is expected to organise the meetings with their mentor.** The structure of the meeting will be: have 2 specific questions/issues that the mentee would like guidance on. These 2 points need to be emailed to the mentor when scheduling the date for the meeting (i.e. prior to the meeting).

At the end of the 1 year, mentor and mentees can choose to part ways as the official EYES Mentoring Program will have ended; or they can continue their mentor-mentee relationship.

Mentees will write a short report (~200 words) at the end of the year on the usefulness of the program. This will enable the organising committee to make improvements for the following year.

**Organising Committee:** this will be comprised of 2 EYES Board members and 1 ESE representative.

**Eligibility:** both mentee and mentors must be current ESE members. Please visit the [ESE website](#) to become a member. The in-training membership fee is €20 or €10 if you are a member of one of ESE's [National Affiliated Societies](#).

**Application form:** applicants are required to complete the mentee application form and email it to [youngendocrinescientists@gmail.com](mailto:youngendocrinescientists@gmail.com) by **17:00 GMT+1 on 21 February 2020**