

# MRC CLINICAL TRIALS UNIT AT UCL LMIC MENTORING SCHEME STRATEGY AND ACTION PLAN 2022-2023

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**REVIEWER:**

## LMIC MENTORING SCHEME: BACKGROUND

Mentoring is a long term, sustainable investment in people working in trials/observational studies that has continual long term benefits, can help change habits and drive real positive change. Through a flexible mentoring approach, which supports staff across all roles, we aim to inspire and equip people to shape, influence and lead across their fields of research.

Research from the equality challenge unit (now hosted by Advance Higher Education) showed that mentoring has a number of benefits for mentees, mentors and Higher Education Institutions (HEIs).<sup>1</sup>

For mentees:

- career advancement, including a higher rate of promotion
- higher salaries
- increased productivity and better time management
- personal and professional development, including increased job-related wellbeing, self-esteem and confidence, and better work-life balance
- preparation for the future and heightened career aspirations
- developed networking skills

For mentors:

- career rejuvenation
- increased confidence
- personal fulfilment, particularly satisfaction from seeing junior staff progress

The LMIC Mentoring scheme is coordinated by the Mentoring Group (Capacity Strengthening Coordinator and Training and Capacity Strengthening Programme Administrator at MRC Clinical Trials Unit at UCL).

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<sup>1</sup> Mentoring: progressing women's careers in higher education (Quinn 2012) <https://www.advance-he.ac.uk/knowledge-hub/mentoring-progressing-womens-careers-higher-education>

The Mentoring group provides updates to the LMIC Advisory Group for the MRC CTU at UCL Hub on The Global Health Network.

## VISION

As part of our capacity strengthening work, and in response to a Needs Assessment Survey to LMIC partners in 2022, we have developed an international mentoring scheme to enable those working in clinical trials in similar roles to support each other and share expertise and knowledge.

## GOALS

The Mentoring group envisages the following goals for the upcoming 18 months. Goals will be revised at the end of this period and re-discussed among the LMIC Mentoring group members, LMIC Advisory Group and the core Training, Capacity and Strengthening team at the MRC CTU at UCL.

The LMIC Mentoring scheme aims to provide a platform to enable mentoring relationships to be established for people working on clinical trials around the world, to support professional development.

### Objectives

1. Provide training, resources and guidance to support good mentoring relationships
2. Match mentees to appropriate mentors
3. Run the scheme through online visibility and presence via the MRC Clinical Trials Unit at UCL Capacity Strengthening Hub and through the Hub newsletters, MRC Clinical Trials Unit internal communications and our external networks to promote uptake of the mentoring scheme.

### Implementation plan

#### GOAL 1

- Training will consist of a package of essential training materials, including a recorded presentation and mentoring documents, and a quiz showing that these have been read and understood. There will also be some additional optional documents providing helpful guidance and templates. All the training materials will be made available in the mentoring section of the MRC CTU at UCL Capacity Strengthening Hub.
- Feedback on the training, and data on number and success of mentoring relationships, will be reviewed regularly.

#### GOAL 2

- We will aim to match people according to job role and/or any specific area they would like to be mentored on, also taking into account seniority and experience level.
- Those who would like to start a mentoring relationship will need to complete the Mentor/mentee form on the Hub, giving details which will help in matching suitable mentors and mentees. Once the form is submitted we will aim to match mentors and mentees within 2 months depending on availability – if not we will contact them by email (from [mrcctu.capacitystrengthening@ucl.ac.uk](mailto:mrcctu.capacitystrengthening@ucl.ac.uk)) to inform them.

- If necessary we will look at ways to understand any barriers to mentoring. A feedback form will be sent to those that have been matched after 3 and 6 months, which will help us understand any issues and inform any further action.

### **GOAL 3**

- The work of the Mentoring group, and this strategy and action plan will be published on the Mentoring section of the MRC Clinical Trials Unit at UCL Hub. The documents and recorded presentation housed here give an introduction to mentoring to enable those interested to understand the purpose of mentoring and what is involved, and encourage further engagement.
- We will promote the scheme regularly through the channels mentioned in our objectives.
- Online visibility is also expected to support the mentoring group in its work and make it more accessible.

### **HOW WILL WE MEASURE OUR GOALS?**

A regular survey will be used to measure our goals. This will also provide some minimal detail on the demographics of those currently being mentored, such as job role and the country they're working in. The survey will ask how useful the mentoring relationship has been and whether they have achieved the objectives they had at the beginning of the relationship. We will also ask mentors if they feel their mentees have either achieved an objective or goal, or have made progress towards it.

We will monitor how many mentoring pairs have been set up, how many mentee/mentor forms have been submitted, and keep a record of any issues raised in the surveys.