



WiSEAN Mentoring Scheme

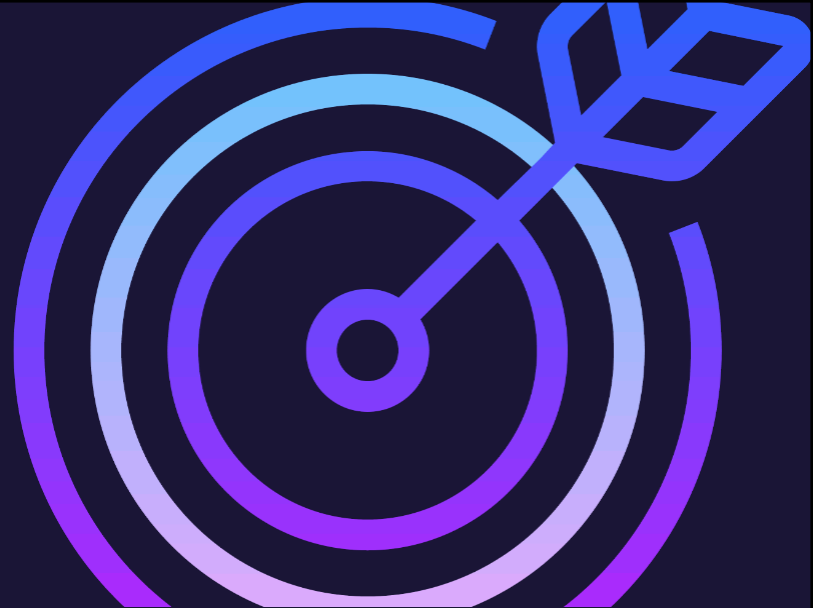
Connecting researchers

September 2026



Goals of the Scheme

A platform for professional growth and knowledge sharing



Connect researchers

Connect experienced researchers with individuals looking to develop research skills

Share knowledge

Share knowledge, skills, and experience through a dedicated platform

Promote development

Promote both personal and professional development for all participants



Benefits for Mentees

Practical support to achieve your academic and career goals

01

Personalised Guidance

Access tailored advice and support to help you navigate your academic and professional journey

02

Critical Thinking

Explore new ideas, challenge assumptions and strengthen your decision making

03

Increased Confidence

Build confidence in your knowledge, abilities and future career direction

04

Broaden Perspectives

Gain fresh insights and learn from your mentor's experiences, approaches and lessons learned

Benefits for Mentors

Share your experience, support others and develop your leadership skills



01

Give Back

Support and encourage others by sharing your experiences and lessons learned

02

Grow as a Leader

Strengthen your leadership, leadership and interpersonal skills

03

Expand your Network

Build connections with colleagues across institutions, disciplines and career stages

04

Gain Personal Satisfaction

Experience the reward of helping others achieve their goals and realise their potential

WiSEAN Mentoring Scheme Guidelines

WiSEAN aims to keep mentoring flexible and tailored to each partnership. The guidelines below have been developed in response to feedback to provide practical support and direction for mentoring pairs.



Meeting Guidance

Rules and Boundaries

Agree expectations, communication preferences, availability and ways of working



Potential Topics

Identify goals, priorities and topics for discussion

Examples include:
Career planning
Publication strategies
Funding opportunities
Professional networks



Preparation and Action

Come prepared, agree actions and review progress



Confidentiality

Build trust through open, respectful and confidential communication



Mentor Expectations



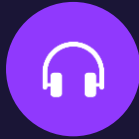
Be Committed

Dedicate time and effort to the mentoring partnership



Challenge and Support

Encourage growth through constructive challenge and support



Listen Actively

Focus on understanding your mentee's needs and aspirations



Be Open and Honest

Communicate openly and provide constructive feedback



Maintain Confidentiality

Build trust by respecting confidentiality and boundaries



Empower Decision-Making

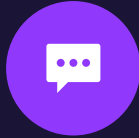
Guide rather than direct, enabling mentees to make their own choices

Mentee Expectations



Be Goal-Focused

Take ownership of your goals and be clear about what you hope to achieve from the mentoring relationship



Be Open to Feedback

Listen to, reflect on and act upon feedback to support your personal and professional development



Drive Your Own Development

Take responsibility for your decisions, actions and progress between mentoring meetings



Be Open and Honest

Share your experiences, aspirations and challenges openly to enable meaningful and productive discussions



Maintain Confidentiality

Respect confidentiality and contribute to a safe, professional and trusting mentoring environment



Be Curious and Prepared

Come prepared for meetings, ask questions and be willing to explore new ideas and perspectives

Data Privacy (GDPR)

How we manage and protect your
personal information



Legal Basis

Information is collected for the
purpose of matching participants

Confidentiality

Data is only shared with the
WiSEAN executive committee
Members responsible for matching

Retention

Personal data is kept for one
academic year and then deleted
securely



Get Involved

Contact us for further
information or to join
the scheme

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