**Postdoctoral Group Mentoring Programme**

The Postdoctoral Group Mentoring Programme (PGMP) provides additional mentoring to postdoctoral staff who currently do not have access to mentoring outside of their current line management relationship.

The Initiative was developed at the request of the postdoctoral community, through the Postdoctoral Forum, to address the current imbalance of mentoring opportunities available across the University. Also, it contributes to the University’s aim to enhance the broad postdoctoral community.

There are a number of intended outcomes:

* 1. To enrich the research environment by drawing postdoctoral staff into our wider research culture.
	2. To enhance the Career Development of postdoctoral research staff through mentoring on the next steps in their careers.
	3. Improve Research Practice through the sharing knowledge of methods, writing and funding.

The groups are usually faculty- based, comprising one lead academic mentor and 4-5 postdoc/research staff mentees. Depending on numbers, mentees will not be allocated a mentor from within their own school.

Post-programme mentee feedback, in 2017, found that the most commonly discussed topic was ‘career planning and development’, followed by:

* work/life balance,
* networking,
* academic culture
* research impact.

The vast majority took time to review and plan their career development during the mentoring process; with 93% stated that mentoring encouraged them to engage in personal and career development. Prior to undertaking the group mentoring pilot, 35% of those being mentored stated that they had a career development plan. This increased to 67% in the post programme evaluation.

Comments included:

*“An opportunity to discuss ‘being a researcher’ objectively in a group of peers, serious consideration of career progression and planning”*

*“Guidance and advice from a senior member of academic staff: reassurance and advice from peers; a clearer, more considered career development plan”*

*“I feel more confident in speaking with my line manager”*

*“Better view of academic culture, research and possibilities at Queen’s”.*

**Applying to join the programme**

Research staff interested in joining the programme must complete an application form. Details of the 2018-19 programme will be circulated to staff in September 2018.