

## GSP Mentor Role Description 2020/21

### Background

As part of the [Gold Scholarship Programme](#), we are seeking enthusiastic and dedicated mentors for our Gold Scholars. As we already have a cohort of excellent GSP Mentors, we are now looking to recruit new Mentors with particular skill sets and experiences. If you would like to check that you meet our needs before completing [the application form](#), please contact us on [gold-mentors@bath.ac.uk](mailto:gold-mentors@bath.ac.uk)

The GSP Mentoring Programme aims to enhance the social capital of the Gold Scholars by providing them with access to a network of professionals willing to support their development. The programme will provide the Gold Scholars with a deeper understanding of the transition from university into a professional career, or post-graduate study, and equip them with the skills, knowledge, experience and social capital to make this transition successfully.

This is a voluntary role.

### Benefits of the role

Mentors will have the opportunity to:

- Help motivated students to progress with their career choices and ambitions
- Share your professional experiences and learning with motivated students who are interested in your field of expertise
- Develop mentoring and coaching skills, or utilise skills gained previously
- Promote your sector and profession directly to students, along with potential career opportunities within your organisation
- Network with University of Bath alumni, staff and other professionals
- Develop and maintain strong links with the University of Bath

[Watch our video](#) to see some of our current Mentors talking about their experiences.

### Training

New Gold Mentors will be required to complete the following training:

- Introduction to the Gold Scholarship Programme and the role of the GSP Mentor
  - A one-hour online training session delivered by the GSP Team.
  - Various dates available across the year
- Key knowledge and skills for mentoring
  - A 45-minute online activity to be completed in your own time.

### Structure of the GSP Mentoring Programme

#### Events:

Structured networking events will provide the opportunity for the Gold Scholars to meet the mentors and develop their networking skills and social capital. These events are central to the GSP and contribute hugely to the Scholars' confidence and personal development, and the GSP Mentors play a pivotal role in this. Due to Covid-19, the initial networking events will take place online. Depending on how the situation develops and government guidelines change during the coming year, we hope that it may be possible to attend some of the later events in person.

Events will take place annually. In the 2019/20 academic year, the dates are:

Event	Scholars	Date	Time	Venue
Online Networking and Practice Interviews	Year 1 and 2 Scholars	Wednesday 4th November 2020	17.45 – 19.15	Online
London Networking	Year 3 Scholars	Wednesday 10 February 2021	19.15 – 20.45	Tbc
Postgraduate networking event	Year 2 Scholars	Thursday 4th March 2021	19:45 – 21:00	Tbc
GSP Celebration Evening	Year 1 and final year Scholars	Friday 23 April 2021	18.30 – 22.00	Tbc

### Skills Training and Employability Programme (STEP) and Linked-In:

Mentors have the opportunity to contribute to STEP training sessions on topics of expertise or interest. These sessions will take place on evenings during the academic year. More details about these opportunities will be provided separately.

GSP Mentors will be invited to join our GSP Linked-In group. This is a shared space for asking questions and sharing useful links, resources and information. Mentors are encouraged to join the conversation and share their experiences, or useful links / resources.

### Individual Mentoring

Gold Scholars are encouraged to take up the opportunity to develop one-to-one mentoring relationship with a GSP Mentor. An individual mentoring relationship may be short or long term: it may be as simple as an exchange of two emails for guidance on a job application, or it may be a mentoring relationship that lasts for several years – this will very much depend on what our scholars are seeking and what you, as a mentor, can offer. We wouldn't anticipate that any mentoring relationship should take up more than a couple of hours of your time each month – and may not be as much as this. The relationship may take place:

- Online through email or Bath Connection
- Via telephone calls
- Via face-to-face meetings (in line with the current government advice)

As these mentoring relationships are optional for the Gold Scholars, it is likely that many GSP Mentors will be not be involved in individual mentoring.

### Additional opportunities

We are keen to offer the Gold Scholars opportunities that will develop their skills, knowledge, experience and social capital, and therefore enhance their time at Bath and their future employability. If you can offer an opportunity to a scholar or scholars, we would very much welcome this.

Opportunities may include (but are not limited to):

- A day or two of work shadowing or work experience
- A tour of your organisation
- An invitation to attend a specific event / experience
- A practice interview
- A one-off meeting / lunch to discuss your field of work
- Checking through a job application or CV.

### **Expectations**

1.	Complete the GSP training requirements.
2.	Attend at least one GSP Event per year.
3.	Respond to emails requesting advice and guidance, even if it is to indicate that you are not an appropriate contact for that information.
4.	Help Scholars to set the parameters for one-to-one mentoring relationships.
5.	Follow mentoring guidelines, including: <ul style="list-style-type: none"><li>• support, challenge and enable your mentee to develop their skills and career plans as well as to resolve their own issues</li><li>• share your expertise and experience</li><li>• assess existing skills and help identify skill gaps</li><li>• give objective and constructive feedback</li><li>• be a sounding board for ideas</li><li>• facilitate decision making by suggesting alternatives based on personal experience</li><li>• encourage and motivate your mentee to achieve their goals</li><li>• listen, in confidence, to your mentee's concerns and challenges</li><li>• signpost mentees to additional sources of information, advice and guidance, such as the University of Bath Careers Service, or Student Services Team</li></ul>

### **How to apply**

Please complete our [online application form](#).

If you have any queries, please contact [gold-mentors@bath.ac.uk](mailto:gold-mentors@bath.ac.uk)