

## Gold Mentor Role Description 2022/23

### Background

As part of the [Gold Scholarship Programme](#), we are seeking enthusiastic and dedicated mentors for our Gold Scholars.

The Gold 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.

We are looking for new mentors to help our scholars grow their own networks, experience and skills. We are searching for potential mentors from a wide range of backgrounds with specific industry experience to match the diverse nature of our Gold Scholars backgrounds and interests. [Please click here for details of sectors we are particularly keen to engage with.](#)

This is a voluntary role.

### Benefits of the role

Gold Mentors will have the opportunity to:

- Help motivated students to progress with their progression choices and ambitions
- Support Gold Scholars to strengthen their confidence in using their interpersonal skills
- Support Gold Scholars in making well informed realistic decisions
- 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 Gold 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 Gold Mentoring Programme

#### On-line and in-person events:

Structured networking events provide an opportunity for the Gold Scholars to meet 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, Gold Mentors play a pivotal role in this. We organise both in-person and online events during the year.

Events will take place annually. [Please find events for the 2022/23 academic year here.](#)

#### Skills Training and Employability Programme (STEP):

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.

#### Online 1-1s

These are 15 minute online 1-1 meetings between a Gold Scholar and a Gold Mentor. They typically take place before an online Gold STEP evening and provide Scholars with a structured opportunity to get to know a Gold Mentor, have an insight into a particular industry or organisation, review their CV.

Remote Mock Interview Mentors facilitate a 45min remote mock interview with an individual Gold Scholar to support them in preparation for managing the recruitment selection process successfully. The Scholar will provide a job description they wish to be considered for, and the Gold Team will provide an outline of interview simulation.

#### Individual Mentoring

Gold Scholars are encouraged to take 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 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. The relationship may take place:

- Online through email or Bath Connection
- Via telephone / Zoom / Teams calls
- Via face-to-face meetings

As these mentoring relationships are optional for the Gold Scholars, it is likely that many Gold 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

### **Expectations**

1.	Complete the Gold Mentor training requirements.
2.	Attend at least one GSP Event (online or in-person) 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 progression plans and take responsibility for resolving their own issues</li><li>• share your expertise and experience</li><li>• assess scholars 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 Support and Safeguarding 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)