

Biomedical Sciences Mentoring Program

Supporting Early Career Academics to build networks and skills for success

The School of Biomedical Sciences is proud to be an early adopter of the Faculty of Medicine's Early Career Mentoring Program.

Who can be involved?

While focused on Early Career Academics (ECAs), any Academic within the School of Biomedical Sciences can be involved as either a mentor or a mentee.

What are the benefits of being mentored?

- Building skills and networks to advance your research/academic career.
- Receiving guidance and feedback on specific fellowship, grant or publication activities additional to supervisor feedback.
- Receiving guidance on approaches to dealing with life and career related challenges and opportunities.
- Receiving guidance and feedback on teaching and service roles within the school and university (where relevant).

What are the benefits of being a mentor?

Mentoring others is an important part of career development for academics.

UQ's [Criteria for Academic Performance Policy](#) emphasises the importance of mentoring others, particularly for more senior academics.

Visit [UQ's mentoring policy](#) for more information.

What does the program involve?

The program features the following components:

- **An early year check-in:** This is a meeting held for mentees and a mentoring team in February/March to discuss concerns, introduce key support staff, and develop a personal values proposition.
- **Pre-appraisal check-in:** This is a meeting held for mentees and their mentoring team pre-appraisal (usually March/April annually) where mentees give a brief presentation, and the mentoring team provides feedback to guide the development of the ECA.
- **End of year check-in:** This is a meeting between the mentor and mentee, providing an opportunity for targeted guidance, and for mentees to debrief on their appraisal.
- **Regular capacity building workshops:** These workshops are run by our ECAs for our ECAs and are held monthly. The workshops will cover topics such as budgeting, writing for impact, IP, media training, the art of pitching, building your personal value proposition and more.

Sign up now!

To sign up to the program, or gain further information, contact the School of Biomedical Sciences Research Support team: med.research.sbms@uq.edu.au

To make sure you are listed as an ECA in our school, visit: biomedical-sciences.uq.edu.au/research/early-career-researchers