The Elizabath Garrett Mentoring Programme

Example mentee application

# Section 1 – Personal information

In this section, please input your personal information about your employment at the University. If you have more than one job at the University, please only complete the form with the information pertaining to the most senior role you are currently in.

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| Title | Dr |
| First name | Hawa |
| Last name | Mahmud |
| Phone number | 01334 464600 |
| University email address | hhm12@st-andrews.ac.uk |
| Discipline | Sciences |
| School | Physics and Astronomy |
| Contract type | Academic (Research-focused) |
| Job title | Reader |
| University profile webpage or LinkedIn profile |  |

# Section 2 – Statement in support of your application

In this section, please include all necessary detail relevant to your previous experience in leadership, as well as the reasons why your participation in the Elizabeth Garrett Mentoring Programme would be beneficial to your professional development at this point in your career.

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| Please explain how and why participation in this programme will be of particular benefit to the development of your leadership capabilities at this stage of your career.  (Please limit your answer to 300 words) |
| Participating in the Elizabeth Garrett programme would be of benefit to me as I have reached a critical juncture in my career journey. As a junior academic at St Andrews, I participated in the Teaching, Research, and Academic Mentoring Scheme in 2016/17 as I started to take on increased leadership and managerial responsibilities within my research group. My experience on the TRAM Scheme was highly valuable in helping me develop a confident leadership style. My successful leadership experience helped me to apply and achieve promotion to Reader in 2019.  In 2020, disruptions relating to the Pandemic caused interruption to my planned career trajectory, both in terms of my intended research timeline and taking on more senior leadership roles within the school. Due to childcare responsibilities and lack of available child support, I had to relinquish my leadership roles until familial and nursery support became available again. I undertook maternity leave between March 2021 to January 2022, and I am concluding a period of research leave (Jan-Dec 2022) which I took to bring my research back on track with my research timeline.  I wish to be mentored on the Elizabeth Garrett Mentoring Programme as I am at a point where I am reconsidering my career trajectory at the conclusion of my research programme and looking to take on my senior responsibilities within the University after nearly two years of disruptions. |
| Please describe the development goals you intend to work on with your mentor over the next 12 months.  (Please limit your answer to 300 words) |
| A primary objective is to better understand how to choose and manage leadership responsibilities, both within and outwith the University, with particular focus on weathering unexpected adversities and difficult circumstances. As I return from maternity leave and research leave, I am eager to combine a management role with an active research agenda that will allow me to progress in seniority in a sustainable manner.  In support of my primary objective, I anticipate working on balancing commitments to preserve time for personal research in the context of becoming a more senior academic and the additional roles and responsibilities this brings.  I also would greatly appreciate support and guidance on developing a sustainable work/life balance in the context of family and caring commitments, while maintaining steady progress on my research and leadership journey. |

# Section 3 – Mentoring goals and preferences

In this section, you will be asked to indicate what areas of leadership development that you would like to offer as a mentor to a mentee, as well as preferences that will help the Aurora Team find a suitable mentee to match you with.

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| Please select up to five leadership areas that you would like to receive support and development in from your mentor.  (Please select up to five options.) | Change management; Developing self-awareness; Navigating organisational politics; Planning and delivery; Strategic thinking |
| Please select all of the methods of communication with your mentor you are comfortable with.  (Please select all that apply.) | Blended methods (e.g., a combination of online and in-person methods) |
| Please select all genders that you are happy with your mentor being.  (Please select all that apply or leave blank if you have no preference.) | Gender-fluid; Non-Binary; Woman |
| Please select the disciplines that you would prefer your mentor to be from  (Please select all that apply or leave blank if you have no preference.) | Medicine; Sciences |
| Please select the contract type that you would prefer your mentor to be from  (Please select all that apply or leave blank if you have no preference.) | Academic (Research and Teaching); Academic (Research-focused) |
| If you have a person in mind to be your mentor while you are on the programme, please include their full name and University email address (or professional external email address if not a University colleague).  (Please make sure that you have contacted this individual and confirmed that they are happy to be your mentor before including their details below.) |  |