

## T7. Development a Pilot Mentoring programme for teaching and research staff at UC3M

**WHY DO WE WANT A MENTORING PLAN AT UC3M?** Because it is an objective of the UC3M HR Strategy and because of its benefits:

- Because the European Charter for Researchers proposes it as one of the fundamental principles.
- Because there is a great interest on the part of the PDI. To create a culture that allows the sharing of information, skills, attitudes and behaviours.
- Because UC3M wants to be an example for other universities. It accelerates UC3M's talent development and retention processes.

**OBJECTIVE:** Design a programme that establishes a link between a senior professional (Mentor) and a young PhD student (Mentoree) in order for the Mentor to share his or her experience and expertise.

**IMPACT:** The pilot project has been developed with 23 Mentor-Mentee pairs and the results have been very satisfactory. **The project has been rated by the Mentees with a score of 4.2** (out of 5) and **they have rated their Mentors with a score of 4.6** (out of 5).

**The impact on the Mentees has been positive**, as demonstrated by the comments they have made about the programme. It has allowed to convey the image of an innovative HR Service, which focuses on accompanying these young researchers in this transitional stage and providing them with a knowledge closer to the skills and knowledge most in demand in business and research environments outside the Academy.

It has positioned us as one of the first public universities to have developed a mentoring programme focused on its researchers, which has allowed us to participate in a working group on Mentoring focused on researchers developed by the Ministry of Innovation and Science.

**EVIDENCES** on this impact and actions:

- 23 pre-doctoral student applied to participate in the programme: [Registration form for Mentees](#)
- 35 professionals with a solid experience applied to be a Mentor: [Registration form for Mentors](#)
- We developed a leaflet with the feedback from the Mentees and gave it to the Mentors on the day we presented the results of the project to them. And so they were able to see how satisfied the young researchers are with the mentoring programme. [Leaflet with the Mentee's comments](#)
- Different activities were performed among Mentorees such a lecture of how to make a successful cv or how to approach an interview with HHRR. [How to do a good cv for private sector and HR interview](#)

Taking into account all this action, impacts and the due evidences, we can confirm that the development this pilot programme has reached our objective to provide our Phd students another view related to other career chances outside academia and we have provided them the opportunity to have contact with a professional than otherwise they would not be allow to meet.

We, Human Resources Services, have already the task to start working on the next edition.