



MENTORING FOR TECHNICIANS

**Liene Spruženiece, electron microscopist at GEMS
School of Geographical and Earth Sciences, University of Glasgow**



REASONS TO PARTICIPATE

Mentors can provide:

- Specialized knowlege
- Ideas for better lab routines
- Advice for dealing with difficult situations
- Professional networks
- Career opportunities
- Increased visibility
- Collaboration

SOME PROGRAMMES (THAT I TRIED):

ITSS Knowledge Exchange

RMS Mentoring Scheme

The Herschel programme

THE HERSCHEL PROGRAMME

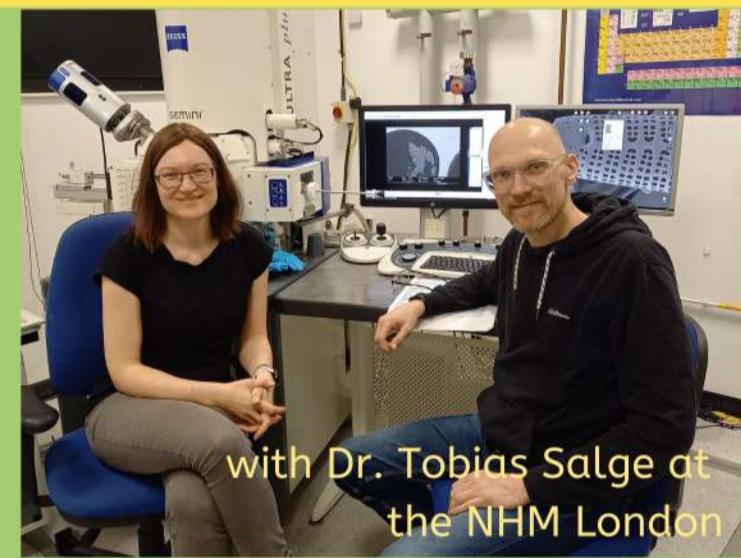
- For women technicians
- Peer-to-peer mentoring in small groups
- Leadership-focussed workshop programme
- Regular online group meetings
- In-person final event



ITSS KNOWLEDGE EXCHANGE PLACEMENT

• For lab visit & developing a technical skill

- 1-to-1 pairing with a technical specialist
- ~£1000 budget, covering living&travel expenses
- Highly individualized plan



RMS MENTORING SCHEME

- Aimed for soft skills development
- 1-to-1 pairing with a mentor from a similar field
- regular longterm online meetings

TIPS & TRICKS

Define your goals

Identify what are your needs and what do you want to achieve

Find a Mentor

Ask your colleagues/line manager, enquire the mentorship schemes & professional societies

Placement Schemes

Check the websites of professional societies for mentorship opportunities

Apply the knowledge

Allocate time for reflecting and applying the new skills and knowledge

Have a meeting

If possible, meet with the potential mentor before starting the programme

Be pro-active

Show initiative and actively engage with the programme to make a full use of the opportunity

Useful links

