



ESCO Virtual Mentorship Guide

Most early-mid career oncology professionals would love to have the opportunity and resources to meet and work with renowned professionals in their field of expertise, but not all can. Some would really benefit from the guidance and support of a more experienced colleague in helping make the right choices and find the correct opportunities for them.

The ESCO Mentorship programme is a way for ESCO members to gain guidance and support from an ESCO Faculty member on a virtual capacity and should benefit many in a time when face-to-face meetings are still restricted.

General Framework

The framework of the ESCO Mentorship is quite flexible and personalised depending on the needs and requests from the ESCO member seeking the mentorship.

Interested applicants must specify what they would like to achieve during the mentorship in their letter of request.

The mentorship could help with the following:

Research:

- How to be successfully involved in translational or clinical research.
- How to write a research grant.
- How to reach a clinical or research fellowship.
- How to analyse research data.
- How to write and publish an article.
- How to evaluate and select cancer journals.
- How to evaluate and assess authors' impact metrics (citations, h-index, etc.)

Career development:

- How to prepare and present an oral presentation.
- How to successfully carry out a Master or a PhD.
- How to select and apply to high calibre training centres.
- How to succeed to the National or ESMO examination/boards.

Professional tips:

- How to cope with burnout problems.
- How to build up good relationships with the Head of the Department and with other colleagues.
- How to create a specialised unit in your hospital.

The aim/objectives of the mentorship should be established (initial conversation) and documented throughout with deadlines and evaluation. The aim of the mentorship is dynamic and could change during the partnership, changes should also be documented.

Mentorship selection

The ESCO Mentorship programme is open to members from the College of the European School of

Oncology (ESCO). ESCO will collect requests for mentorships once a year (CV & Motivation letter) and will carry out an initial pre-selection (if necessary). Mentees will indicate a 1st and 2nd choice mentor in their application and ESCO will try its best to match each mentee with the mentor of their choice but this is not guaranteed and is essentially the choice of the mentor.

Pre-selected candidates will be sent to mentors for their own evaluation, and an interview will be organized, if required. The mentor will select which mentee/s they wish to be paired with.

How does the Mentorship work?

The partnership will work on a virtual capacity, with at least three mandatory telephone conversations (beginning, middle and end of mentorship) plus communication via email (at least monthly).

First telephone conversation:

During the first telephone conversation, the mentorship questionnaire should be completed to set up the aims, goals, steps and evaluation of the partnership and ensure that the mentor and mentee are aligned.

Monthly email contact:

Monthly email contact is foreseen after the first initial conversation, unless the mentors & mentees decide differently (established during 1st conversation)

Second telephone conversation:

A second telephone conversation should be held mid-way through the mentorship to discuss the programme's progress and change the objectives (if necessary).

Third telephone conversation:

Final telephone conversation should be held at the end of the Mentorship to evaluate the programme.

A face to face meeting can be arranged if it is of interest to both parties. Natural opportunities for a meeting may arise, for example, if both attend the same congress at the same time.

Evaluation

Evaluation surveys will be sent to both the Mentor and Mentee at the end of the Mentorship. The aim of these surveys is to evaluate:

- the success of the programme as whole
- whether the aims/objectives of each mentorship were reached
- the guidance given by each mentor and the relationships with their mentee
- the progress made by each mentee during the mentorship

Who is eligible to be a Mentor?

Any member of the ESCO Faculty and ESCO Senior Faculty group.

Who is eligible to be a Mentee?

ESCO Students, Fellows and Graduates who are enrolled in ESCO for the year in question.

What is the role of the Mentor?

The mentor acts as a coach, who will aid, support and guide the mentee. The mentor and mentee will work together to establish reasonable goals at the beginning of the mentorship and decide what works best for both parties regarding how often and how to keep in touch.

The idea behind the programme is that the mentor will share their experience and point the mentees in the right direction regarding the choices and opportunities that are available to them in their career.

Mentors should agree to dedicate 1 hour a month to the mentees.

How long will the Mentorship last?

1 year, starting in January