

Mentoring in the workplace can help people increase their effectiveness, advance their careers, and improve work-life balance.



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**INSTITUTE OF  
CANCER SCIENCES**

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Institute of Cancer Sciences  
[glasgow.ac.uk/researchinstitutes/cancersciences](http://glasgow.ac.uk/researchinstitutes/cancersciences)

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## **INSTITUTE OF CANCER SCIENCES** ICS Mentoring Scheme

Find out more about the mentoring programme available to research and teaching staff within the Institute of Cancer Sciences



**WORLD  
CHANGING  
GLASGOW**



## MENTORING SCHEME AT ICS

We are delighted to announce the launch of the ICS mentoring scheme for Grade 6, 7 and 8 Research and Teaching staff. This was developed to aid career progression and to help in balancing the demands of work and home life in this crucial phase of a scientific career.

## WHAT IS MENTORING?

Mentoring is a relationship between two people, the mentor and the mentee. As a mentor, you pass on valuable skills, knowledge and insights to your mentee to help them develop their career or achieve a better work-life balance.

Mentoring can help the mentee feel more confident and self-supporting. Mentees can also develop a clearer sense of what they want in their careers and their personal lives. They will develop greater self-awareness.

To get involved, please review the ICS group leader list (link below) and the individual staff pages to learn more about potential mentors

<https://www.gla.ac.uk/researchinstitutes/cancersciences/research/groups>

Then visit the webpages below to access the mentoring toolkit and fill in an application form

## FIND OUT MORE:

ICS Mentoring:

<https://www.gla.ac.uk/researchinstitutes/cancersciences/guinfo/icsmentoringprogramme>

UoG Mentoring Toolkit:

<https://www.gla.ac.uk/myglasgow/humanresources>

## WHAT HAPPENS NEXT?

Once you have filled in your application you will be matched with a suitable mentor within ICS. Using the resources on the webpages, you can plan your first meeting. It is important to think about what you want to achieve from the mentoring relationship.

## WHAT ABOUT OTHER STAFF WITHIN ICS?

The first phase of the ICS mentoring programme is focusing on grade 6, 7 and 8 R&T staff. We hope to roll out similar schemes in the future for other job families and grades. Depending on factors such as numbers of suitable mentors with the necessary expertise, schemes may need to run across different colleges and/or research institutes within the University. In the meantime, staff and students are encouraged to take advantage of any informal mentoring available to them and can express interest in formal mentoring when available via the ICS mentoring website.