

Mentorship programme for early career female researchers

Current Project Brief

Objectives and Background

Mentoring has been identified as a key component to research capacity strengthening and in developing researchers in health. While many different definitions and understanding of mentorship exist, there is agreement that mentorship is not the same as supervision and requires a series of characteristics, both in the relationship and in the mentors. Evidence suggests that formal mentorship programmes can be beneficial for both mentees and mentors, as long as the relationship is based on positive values. Building on the positive experience from the pilot programme, this scaled programme will continue to focus primarily on females and address some of the gendered challenges that women face in the workplace and in their professional development. The scaled-up programme will also provide tools for peer mentoring among the new cohort of mentees and including past cohorts of mentees. This formal mentorship programme will be embedded within the existing network of the HRP Alliance partners. Ultimately, these programme aims to support the transition of early-career scholars to independent researcher, through investment in career development, independent research, and personal development, as well as institutional development by strengthening their human resources.

The specific objectives of the programme are:

- To develop a cadre of mentors from across the globe that express an interest in becoming mentors to early career SRHR researchers identified from the broader network of the HRP Alliance.
- To provide support to mentorship relationships through training and capacity building activities.
- To support the professional and leadership development of early career researchers identified through a competitive process open to the large HRP Alliance network.

Geographic location

Global

Main deliverables Journal articles detailing the process of implementation.

Sources of funding HRP Alliance

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