



The ESTRO mentoring pilot

At ESTRO 2020 the yESTRO committee and the Education Council will launch the ESTRO mentoring program pilot. With the pilot ESTRO provides an opportunity for 15 young ESTRO members to have a mentor from the ranks of established and senior ESTRO members.

15 motivated young ESTRO members will be selected based on their CV and motivation letter. ESTRO will bring the candidate mentees in contact with candidate mentors in a meet and greet session at ESTRO 2020 in Vienna. Based on preferences of the mentee and mentor, mentee-mentor couples will be formed. In the time between ESTRO 2020 and 2021, both mentor and mentee commit themselves for one year, with at least one meeting (physical, phone, skype) every three months of approximately one hour.

See below the rules of the games for more information.

What's in it for the mentee?

- Learn from the best: discuss queries regarding professional growth with those ahead of you
- Reflect on your professional aims
- Broaden your European network

What is in it for the mentor?

Answers that are often given by mentors about why to become a mentor are :

- Gaining personal satisfaction by making a difference for young professionals;
- Improving their own coaching and listening skills and nurturing ability;
- Learning to better understand a new generation of (international) professionals;
- Contributing to ESTRO vision by shaping the new generation of radiation oncology professionals

Who can apply?

Early stage career ESTRO members from all professions under the age of 45, with minimal 2 years of postgraduate work experience that are aware of recent developments in their field. For the pilot version of the program there is room for 15 mentees. Mentees will be selected by the ESTRO Educational Council and the yESTRO committee based on CV and motivation letter. While striving for a balance in terms of geographical location, gender and profession (clinic, physics, biology and RTT). A condition to participate to the program is physical attendance to the meet and great session organized at as part of ESTRO 2020 in Vienna

How to apply?

You can apply by sending the filled in [motivation form](#) and a 2page CV to lfizaine@estro.org at the latest 9 February 23:59 CET.

ESTRO

Timeline and important dates

- 9 February: Application deadline for candidate mentees
- 1 March: The applicants will be informed whether they are selected for the program.
- 6 April: Kickoff of the pilot mentoring program at ESTRO 2020 and meet and greet between mentors and mentees.

For more information

Please contact an lfizaine@estro.org.

Rules of the game

Matching mentees and mentors

At ESTRO 2020 during the meet and greet, each mentee candidate will have the opportunity to speak to multiple mentors. After the session each candidate mentor and mentee fill in preferences for a mentee/mentor. Based on the preferences yESTRO will match each mentee with a mentors right after the session and will notify each mentor and mentee.

Periodic meetings

After ESTRO 2020 the mentee-mentor couples are advised to have their first meeting ((e.g. by phone/skype/physical) within a couple of weeks. As a starting point for the first session, the mentee will prepare a list of goals and expectations of mentee-mentor relationship. Meetings should then be held every three months, or more often if both mentor and mentee agree to that. A meeting will typically take one hour.

Confidentiality

An effective mentoring relation requires trust. Therefore communication between the mentor and mentee will be kept confidential.

Evaluation

After six months and after one year mentee and mentor will be asked to fill in a survey to evaluate the mentoring program. Based on the surveys ESTRO will decide to participate with the program or not.