

OH BRC Reciprocal Mentoring Scheme

1. Why Reciprocal Mentoring

The NIHR Oxford Health Biomedical Research Centre (OH BRC) is committed to supporting the development of all OH BRC supported staff.

Reciprocal Mentoring, where both parties play a mentoring role, is a great way for colleagues to share their lived and working experiences to support one another's learning and progression objectives. Reciprocal Mentoring recognises the value in what both parties can bring to one another.

The aims of this scheme are to:

- Provide an early career / emerging member of the OH BRC with an 'Established Mentor' to guide and advise on them on their career development.
- Provide a more experienced / established member of the OH BRC with an 'Emerging Mentor' to increase their awareness of the challenges and potential barriers for those in the earlier stages of their career.

2. How does it work and who can take part

The scheme is delivered jointly by the Equality, Diversity and Inclusion Team and the Training & Career Development Team at the OH BRC. With this in mind, we welcome all applications, from both academic and professional services staff, and particularly encourage staff from under-represented groups or who may have experienced disadvantage (for example those from ethnically diverse backgrounds, carers, LGBTQ+ or those with disabilities) to apply. We would additionally be keen to see interest from those who have not typically taken part in such schemes or committees previously.

To apply you must be in a role supported by the OH BRC up to 31 March 2026. Please contact [Lizzie Carline](#) or [Andreia Costa](#) if you wish to discuss whether you may be eligible to apply.

Once paired, the Mentors will meet initially to get to know one another and agree a way of working together, for example set a frequency and structure of meetings and agree any learning or development objectives.

The pair will work together over a period of 11 months, October 2025 to September 2026 after which time the Emerging Mentor, with input from the Established Mentor, will submit a report on the outcomes.

The pair can access up to £1000 in total to spend on development-related activities. We would expect at least 50% of this funding to be spent on the Emerging Mentor to support their career progression. It could be used to attend a conference or training for example. The funding **must** be spent by 31 March 2026, further guidance on this will be provided.

This is a pilot scheme with up to three pairs in this first cohort. We will likely arrange an opportunity for the pairs, as well as the core staff involved, to get together to share their experiences and feedback.

3. How to apply and how Mentors will be paired

Interested candidates will complete [the application form](#), sharing some information about their lived and/or work experiences, objectives and what they feel they could bring to a mentor relationship.

We will also take a proactive approach once we have received the applications and personally reach out to appropriate colleagues on this basis. Interested candidates may also suggest up to 3 potential mentors on their application that they feel might be a suitable match for them.

As this is a pilot scheme, we are supporting three Mentor pairs only in this cohort. Candidates will be selected based on their application, and the availability of suitable pairs that could meet one another's objectives.