

MENTORING LEAD ROLE DESCRIPTION

JOB TITLE:	Mentoring Lead – Scotland
TERM OF OFFICE:	3 years
RESPONSIBLE TO:	RCPsych in Scotland Chair
WORKING WITH:	Chair of RCPsych in Scotland and staff team, Specialist Adviser for Mentoring, Head of Training and Workforce
ELECTED/APPOINTED:	Appointed
TIME COMMITMENT:	Indicative 1 day a month
NATURE OF ROLE:	Voluntary

OVERVIEW

The mentoring lead for Scotland should be a Member of the College who has knowledge or an interest in mentoring and/or coaching for psychiatrists at all stages and levels of their career.

JOB PURPOSE

To take a lead role in advising on and assisting in setting up mentoring systems within Scotland or support existing systems. They will provide advice to doctors who are interested in mentoring or who might need assistance with queries about mentoring. Support for this will be provided by the RCPsych Specialist Adviser for Mentoring.

KEY RESPONSIBILITIES

Responsibilities include:

- Develop the format for mentoring support in Scotland (this may include developing and supporting a Scottish network of those interested in mentoring);
- Liaise closely with the RCPsych Devolved Nation and Divisional mentoring leads to share best practice and provide peer support;
- Ensure that 'best practice' on mentoring is shared across Scotland;
- Gathering and providing feedback on issues and concerns regarding mentoring in Scotland;
- Promote and support mentoring within Scotland for all grades of psychiatrists at all stages of their career;
- Oversee the actions/recommendations of the College mentoring network.

LOCATION

Scotland

PERSON SPECIFICATION

The post holder should:

- Advocate for mentoring support and processes (demonstrable evidence of this is desirable);
- Be a dynamic communicator, with excellent presentation skills;
- Be a good listener and able to give advice and support effectively;
- Be able to cultivate and maintain networks to support their mentoring work;
- Be willing to learn and proactively seek out information and resources to supplement their knowledge.

THE COLLEGE VALUES

Courage

- Champion the specialty of psychiatry and its benefits to patients
- Take every opportunity to promote and influence the mental health agenda
- Take pride in our organisation and demonstrate self-belief
- Promote parity of esteem
- Uphold the dignity of those affected by mental illness, intellectual disabilities and developmental disorders.

Innovation

- Embrace innovation and improve ways to deliver services
- Challenge ourselves and be open to new ideas
- Seek out and lead on new, evidence-based, ways of working
- Have the confidence to take considered risks
- Embrace the methodology of Quality Improvement to improve mental health services and the work of the College.

Respect

- Promote diversity and challenge inequalities
- Behave respectfully – and with courtesy – towards everyone
- Challenge bullying and inappropriate behaviour
- Value everyone's input and ideas equally
- Consider how own behaviour might affect others
- Respect the environment and promote sustainability.

Collaboration

- Work together as One College – incorporating all members, employees, patients and carers
- Work professionally and constructively with partner organisations
- Consult all relevant audiences to achieve effective outcomes for the College
- Work together with patients and carers as equal partners
- Be transparent, wherever possible and appropriate.

Learning

- Learn from all experiences
- Share our learning and empower others to do the same

- Value and encourage personal feedback
- Use feedback to make continuous improvements
- Create an enabling environment where everyone is listened to, regardless of seniority
- Positively embrace new ways of working.

Excellence

- Deliver outstanding service to members, patients, carers and other stakeholders
- Promote excellent membership and employee experience
- Always seek to improve on own performance
- Promote professionalism by acting with integrity and behaving responsibly
- Demonstrate accountability in all that we do
- Uphold the College's 'Core Values for Psychiatrists'.

June 2022