

ROYAL COLLEGE OF PSYCHIATRISTS

JOB TITLE:	RCPsych Neurodevelopmental Credential (pilot) Mentor
DURATION:	September 2026 for 12 months
APPOINTED:	Appointed following advertisement and application review
TIME COMMITMENT:	A minimum of 20 hours of clinical supervision over a period of 12 months. Plus, additional activity as required.
SALARY:	Mentors will receive financial remuneration equivalent to 0.25 PAs per week, per mentee, payable quarterly

JOB PURPOSE

To work with your appointed Doctor undertaking the Credential, providing guidance and support through journalling clubs, case-based discussions, and fortnightly mentoring sessions.

You will need to produce a mentor feedback report at the end of the credential with a recommendation for the outcome.

KEY RESPONSIBILITIES

As a mentor you will be required to:

- Work with individual doctors to develop and facilitate a PDP that addresses their specific educational needs.
- Meet with your appointed delegate at least for an hour fortnightly, this can be virtually or in person.
- Act as a resource for information and guidance for your delegate.
- Keep records of your supervision sessions to be demonstrated in your delegate's portfolio.
- Complete end evaluation report.
- Engage in journal clubs and group case-based discussions with a larger appointed group every six weeks.

PERSON SPECIFICATION:

The successful candidate will be in good standing with the College and for Continuing Professional Development, and demonstrate:

- Commitment to supporting education and training in neurodevelopmental psychiatry, with a focus on individualised professional development.
- Clinical experience in neurodevelopmental psychiatry, with an understanding of national training standards and credentialing requirements.
- Experience in mentoring, supervision, or coaching.
- Ability to work collaboratively with individual doctors to develop and facilitate a Personal Development Plan (PDP) that addresses specific educational needs.

- Strong communication and interpersonal skills, with the ability to build a supportive and constructive mentoring relationship.
- Organisational skills to manage fortnightly mentoring sessions, track progress, and maintain accurate records for inclusion in the delegate's portfolio.
- Ability to facilitate structured learning activities, including journal clubs and group case-based discussions, to enhance clinical knowledge and skills.
- Experience in providing balanced, evidence-based feedback, culminating in a clear and well-reasoned end-of-credential evaluation report and recommendation.
- Commitment to the College's values and strategic objectives, including equity, diversity, inclusion, and fostering a culture of learning and wellbeing.

ELIGIBILITY:

This role is open to doctors with substantial clinical experience in the field of neurodevelopmental psychiatry. Applicants should have a demonstrable commitment to service development, education, and leadership within neurodevelopmental psychiatry.

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'.

INTERNAL COLLEGE CONTACTS:
• Department: Professional Standards • Name of Contact: Cherie Collins • Job Title: Education Standards Manager

May 2026.