

ESPN Mentoring Program

Aim of the program

The ESPN Mentoring Program is designed to connect ESPN members by matching mentees with mentors who share aligned interests and common goals. The program aims to foster meaningful mentorship relationships that support career development, networking, as well as collaboration in educational, training, and scientific activities.

Selection process

Mentees

Eligibility:

- Candidates must be part of the **Young Paediatric Nephrology Network (YPNN)**, which includes all ESPN members up to their 42nd birthday.
- Candidates must have their membership status in good standing.
- Candidates do not need to have completed their training in Paediatric Nephrology by the time of application. Students, researchers, and doctors-in-training who have a demonstrated special interest in Paediatric Nephrology through past or current activities are encouraged to apply. This includes not only medical doctors but also other qualified workers in the field of Paediatric Nephrology, as long as they are YPNN-ESPN members.

Application requirements:

- **Curriculum Vitae** (maximum of 2 pages, including a list of up to five publications, if available);
- **Motivation letter** clearly stating your goals for participating in the program and the profile of the mentor you are seeking;
- **Letter of recommendation** from a Paediatric Nephrologist;
- **Letter of support** from the Head of Department confirming the candidate will be allowed to participate in the ESPN annual meeting during the program.

Submission details:

- Applications can be sent at any time by email to secretaryespn@oic.it
- Applications will be evaluated at least every six months by a committee nominated by ESPN Council.
- Selected mentees will be informed via e-mail, and their names will be posted on the ESPN website.

Mentors

Eligibility:

- A mentor in the ESPN Mentoring Program is a mid-career or senior professional with experience in the area that the mentee wishes to develop. Mentors should be committed to supporting the growth and development of their mentees.

Application requirements:

- **Curriculum vitae** (maximum of 2 pages, including a list of up to five publications);
- **Motivation letter** clearly stating your goals for participating in the program and the profile of the mentee you are seeking.

Submission details:

- Applications can be sent at any time by email to secretaryespn@oic.it
- Applications will be evaluated at least every six-months by a committee nominated by ESPN Council.
- Selected mentors will be informed via e-mail. Each mentor will be acknowledged on the ESPN website with a short biography, a photo, and a summary of their major areas of expertise and research interests.

Program timeline

- The program is expected to last 2 years.
- The program timeline is flexible, and each mentor-mentee pair will decide how regularly they need to meet according to their needs and availability.
- A minimum of 3 online meetings per year is recommended, plus a face-to-face meeting during the annual ESPN Kidney Week. Please note there is no specific funding to ensure mentors' and mentees' participation in the congress.
- Mentors and mentees are encouraged to organize a visit of the mentee to the mentor's institution. Please note that there is no specific funding available to cover these expenses.

Evaluation

- An independent feedback form should be submitted annually by both the mentor and mentee to YPNN chair and Vice-Chair.

Certificates

- Both mentors and mentees will receive a certificate issued by ESPN upon successful completion of the program.