



YPNN – ESPN MENTORING PROGRAMME

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YPNN – ESPN MENTORING PROGRAMME

1. Aims

- The YPNN-ESPN Mentoring Programme is designed to connect ESPN members by matching mentees with mentors who share aligned interests and common goals.
- It aims to foster meaningful mentorship relationships that support career development, networking, as well as collaboration in educational, training, and scientific activities.
- The YPNN-ESPN Mentoring Programme is designed to be flexible and inclusive.
- It also seeks to attract and retain talented young members and inspiring mentors, thereby strengthening our Society.

2. Programme timeline

- The YPNN-ESPN Mentoring Programme is expected to last 2 years.
- The timeline is flexible, and each mentor-mentee pair will decide how regularly they shall meet according to their needs and availability.
- A minimum of three online meetings per year is recommended, plus a face-to-face meeting during the Annual ESPN Congress / Paediatric Kidney Week. Please note there is no specific funding to ensure mentors' and mentees' participation in the congress.
- Mentors and mentees are encouraged to arrange a visit by the mentee to the mentor's institution. Please note that no specific funding is available to cover the associated expenses.

3. Evaluation

- An independent feedback form should be submitted annually by both the mentor and the mentee. Completed forms will be reviewed only by the YPNN Chair and Vice-chair.

4. Certificates

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

5. Selection process for Mentors

5.1. Eligibility:

- A mentor in the YPNN-ESPN Mentoring Programme should be recognised as an expert in their field; they are usually, but not necessarily, a mid-career or senior ESPN member.
- Mentors should be committed to supporting the professional and academic development of their mentees by offering guidance on career challenges and time management, discussing strategies to advance the mentee's research or clinical work, and providing resources and opportunities for collaboration to help expand their professional network.

5.2. Application requirements:

- **Curriculum Vitae** (maximum of 2 pages, including a list of up to five publications);
- **Information for publication on the ESPN website:** a short biography, a photograph, and a summary of the applicant's main areas of expertise and/or research interests;
- **Motivation letter** describing the profile of the mentee(s) the applicant mentor is willing to support and outlining the opportunities that may be available to them (optional). This information will only be made public with the applicant's consent; otherwise, it will be reviewed solely by the committee responsible for the matching process.

5.3. Timeline for applications:

- Applications may be submitted at any time by email to **secretaryespn@oic.it**;
- Selected mentors will be notified via email. Each mentor will be acknowledged on the ESPN website with a short biography, a photograph, and a summary of their main areas of expertise and research interests;
- **The list of available mentors on the ESPN website will be updated at least once a year, on 31 March**, when the results of the matching process are announced, and more frequently if required.

6. Selection process for Mentees

6.1. Eligibility:

- Candidates must be members 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;
- Completion of Paediatric Nephrology training by the time of application is not required. Students, researchers, and doctors in training who have demonstrated a special interest in Paediatric Nephrology through previous or ongoing activities are encouraged to apply. This includes not only medical doctors but also other qualified professionals in the field of Paediatric Nephrology, provided they are members of YPNN-ESPN.

6.2. Application requirements:

- **Curriculum Vitae** (maximum of two pages, including a list of up to five publications, if available);
- **Motivation letter** outlining the applicant's goals for participating in the YPNN-ESPN Programme and specifying the desired mentor profile;
- **A list of potential mentors in order of preference**, based on the information available about potential mentors on the ESPN website;
- **Letter of support** from the Head of Department (or equivalent) confirming that the applicant will be allowed to participate in the ESPN Annual Meeting / Paediatric Kidney Week during the YPNN-ESPN Programme.

6.3. Timeline for applications:

- Applications may be submitted at any time by email to **secretaryesp@oic.it**;
- **Applications received by 31 January will be evaluated annually, by 31 March**, when the results of the matching process are announced;
- Selected mentees will be informed via e-mail, and their names will be posted on the ESPN website.

7. Matching process

- The matching process is carried out by a committee appointed by the ESPN Council taking into account the following criteria:
 - **Common areas of interest, expertise, and goals**, also considering the mentee's ordered list of preferred mentors;
 - **Geographical diversity**: whenever possible, mentors and mentees will be based in different countries - the official language of the YPNN–ESPN Mentoring Programme is English;
 - The **maximum mentor-to-mentee ratio (1:2)**;
 - **Priority** will be given to **mentees from less resourced settings**, as well as to those submitting **repeat applications**.