



Aurora – selecting a mentor

If you have not yet selected a mentor I thought I would provide some additional guidance as below to help you make your selection. I've included answers to some commonly asked questions also. I would suggest giving this consideration now and looking to have someone in place a minimum of 2 weeks before your cohort begins.

AdvanceHE have created some [excellent guidance](#) for mentors which you may find useful and should share with your chosen mentor.

Who can be an Aurora mentor: Aurora mentors may be male or female. The mentor should ideally be more senior/ experienced than the mentee and have an understanding of internal politics and organisational culture. They need to get on well with the mentee, have sufficient time available to work with the mentee, have strong listening skills and be able to ask good, open questions to help the participants develop their problem-solving skills and develop further. Their role is to facilitate learning and support mentee development.

What is the time commitment to be an Aurora mentor: Ideally, you should meet for a minimum of 4 one hour conversations aligned to the 4 development days. This can be done virtually and you can decide between yourselves who arranges the meetings. An introductory meeting before the Aurorian begins the initiative would be useful, to get to know each other and one at the end of the cohort to wrap up. This means a minimum of 6 hours of development discussion. However, should you both agree to continue the discussions beyond the end of the cohort then this is also fine to agree between yourselves.

What to look for in an Aurora mentor: before beginning the programme or selecting a mentor you should consider your reasons for attending Aurora in the first place, what are your learning objectives and what do you wish to achieve. From this you may gain insight in to the type of mentor you would find beneficial. We would suggest that this is a great opportunity for you to reach out with your usual network or subject area. Bear in mind that this is a leadership development opportunity so you do not need to look for someone within your School/College or professional services area.

Before approaching someone to be your mentor, try to be clear on what you would like from them and how you would like to be supported. Many Aurora mentors have not completed the programme themselves and this shouldn't make any difference. They are there to impart their knowledge on leadership and management, navigating the politics of the institution and to challenge you to make the most of your development opportunity.

Does my mentor need to work for the University of Edinburgh: not necessarily. If they are able to support you as above and work in a relevant organisation which relates to your role i.e. NHS or another university then this is fine – as long as you are happy with your selection.

We do not manually assign you a mentor and instead encourage you to reach out through your local networks, using your local area contacts or through the university's mentoring connections [Platform One](#). We have hundreds of mentors available on the platform and anyone who has specifically joined to support as an aurora mentor can be identified by using the search function and looking for the #AuroraMentor tag.

Further support and guidance is available on our [Mentoring Connections website](#) including a [guide to using Platform One](#).