

Become a mentor for nurses and AHPs considering a career in OH

What is mentoring?

Mentoring is a form of development, which concentrates on building capability. The key objective of mentoring is to assist the mentee in discovering their potential and realising their aspirations. It is particularly powerful at times of career change such as for those entering OH, for those who work in isolated settings or key stages in professional development.

The Mentee will benefit from the mentor's experience and knowledge of OH and put this into the perspective of their OH career. Mentors will empower mentees to take charge of their own direction, focusing on their potential to enter the speciality and understand how to access appropriate training and professional development to thrive.

The benefits of Mentoring

Mentoring is based on mutual understanding of mentor and mentee rather than set outputs. For many professionals, mentoring happens on an informal basis to their benefit, allowing them to achieve their potential, however, it can be difficult to identify the appropriate support when considering a move into a different speciality, which is outside mainstream NHS.

For Mentors

The mentor will share knowledge and passion for OH as a career and support the OH workforce's growth through this work. Mentors could mentor mentees from different professional groups. There are great benefits for the mentor. From experience, mentors enjoy interacting with clinicians from differing backgrounds, which widens their professional development.

Further information and learning:

- TED talks [here](#)
- Research on mentoring [here](#)
- A free eLearning offer [here](#)
- SOM Professional development [here](#)

For Mentees

The benefit will be the provision of support and tools to make an informed decision with:

- Provision of an understanding of the field of OH as a speciality and signposting to reliable information
- Identifying transferable skills that could support a move
- Developing an understanding of different task requirements within OH and varying delivery mechanisms to aid decision-making in the choice of a role
- Providing resources to prepare and upskill
- Signposting to shadow opportunities
- Building confidence for a move.
- Widening professional networking within the specialty with the introduction to membership and networking groups
- Advice on further training and education within OH
- Improving the chances of obtaining a role in OH by supporting networking opportunities.

Next steps

If you are experienced in OH nursing or part of the multidisciplinary team in OH and want to support the speciality, SOM, NSOH, FOHN, IOH and providers such as PAM and Cordell Health would encourage you to apply for this new opportunity. Training support will be provided to mentors and then an offer put to Mentees to match with those trained based on location. No reimbursement is provided.



How to apply

Please send details for review of:

- your experience in OH
- your experience in supporting others
- what you feel you could provide in the role of mentor to a potential new entrant to the speciality

in 250 words, with your contact details to nick.pahl@som.org.uk or complete this form <https://forms.office.com/e/Yr0UgtHTeG>

Supported by SOM and associate organisations

