

ESGO Mentorship Programme 2026

Programme Framework

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1. Programme Overview

The ESGO Mentorship Programme 2026 is a 12-month structured initiative designed to foster intensive, one-to-one mentorship relationships between senior gynecologic oncology professionals and early-career clinicians. Building on the success and learnings of the pilot edition, the new programme is now open to all genders and aims to provide enhanced academic, clinical, and leadership development, while fostering international collaboration within the ESGO community.

The programme emphasizes consistent engagement, structured development goals, and a strong foundation of mutual respect and confidentiality between mentor and mentee. Matching is handled by a dedicated committee to ensure alignment in professional focus, goals, and experience.

2. Objectives

The core objectives of the ESGO Mentorship Programme 2026 are to:

- Support early-career professionals in gynecologic oncology through personalized guidance and role modeling.
- Enhance clinical, academic, and leadership competencies.
- Facilitate international exposure, collaboration, and networking.

- Promote personal development and work-life balance strategies.
- Contribute to professional readiness for leadership positions and independent research.

3. Programme Structure

- **Duration:** 12 months
- **Mentor/Mentee Ratio:** One mentor per mentee (1:1)
- **Meetings:** Advised to have one structured 1-hour meeting per month (virtual or in-person)
- **Participants:** Maximum of 12 mentors and 12 mentees
- **Matching:** Mentors are assigned to mentees by the Mentorship Committee. No mentee wish list will be used.

4. Timeline

Milestone	Date
Application process opens	September 18th, 2025
Application deadline	November 20, 2025
Announcement of selected pairs	No later than December 15, 2025
Official programme launch	February 2026 (ESGO Congress, Copenhagen)
Mid-programme report due	August 2026
Final report due	January 2027
Programme conclusion (Congress)	February 2027
Programme evaluation results	April 2027

5. Participant Eligibility

Mentees:

- Must be an active ESGO or ENYGO member.
- Must be currently in training or in a junior position (ideally under the age of 44).
- Must be actively involved in gynecologic oncology clinical practice.
- Must demonstrate proficiency in English and have access to a stable internet connection.
- Must not have previously participated in an ESGO mentorship programme.

Mentors:

- Must be an active ESGO member.
- Must hold a senior clinical or academic leadership position in gynecologic oncology.
- Must be based in an ESGO-accredited center.
- Must be active in research, publication, and/or education.
- Must be proficient in English and willing to commit regular time to mentoring.

6. Application and Selection Process

For Mentees:

- Submission of CV including a publication list.
- Motivation letter (maximum 500 words), clearly articulating:
 - Why they seek a mentor
 - Specific goals for the programme
 - Key areas of support required
- Completion of online application form.
- Applications are reviewed by the Mentorship Committee.
- Application – Annex 1: ESGO Mentorship Programme 2026 Mentee Application Form

For Mentors:

- Submission of CV (including academic and leadership experience).
- Completion of a short mentor profile questionnaire to support effective matching (including areas of expertise, interests, languages, and preferred communication styles).
- Application – Annex 2: ESGO Mentorship Programme 2026 Mentor Profile Questionnaire

Matching:

- Mentor-mentee pairs will be assigned by the Mentorship Committee based on alignment of clinical focus, academic interest, language, and professional development goals.
- Mentees will not submit mentor preferences or wish lists.

7. Programme Activities

Monthly Mentorship Meetings:

- Expected to occur once per month for 60 minutes.

- May be held virtually or in-person when possible.
- Discussions may include:
 - Clinical challenges
 - Career planning and leadership development
 - Research guidance
 - Work-life integration
 - Confidence and communication skills

Introductory Webinar:

- Conducted at the beginning of the programme.
- Will present:
 - Programme goals and structure
 - Expectations for participants
 - How to set and track SMART goals
 - Code of conduct and confidentiality

Peer Group Discussions (Optional):

- Informal virtual sessions for mentees to connect, share progress, and support one another.

Networking and Community Engagement:

- Opportunity for mentor-mentee pairs to attend ESGO Annual Congress and participate in mentorship events.
- Long-term goal of forming a connected alumni community (optional)

Setting SMART Goals

Before the first official meeting, mentees are expected to prepare a written list of proposed **short-term** and **long-term** goals. These should follow the **SMART framework** (Specific, Measurable, Achievable, Relevant, Time-bound).

- **Short-term goals** may include gaining specific clinical skills, improving communication, contributing to a publication, or expanding knowledge in a sub-specialty.
- **Long-term goals** may include obtaining a leadership role, securing a research grant, building academic credentials, or developing an international collaboration.

During the first mentorship meeting, the mentee and mentor will review the proposed goals together and **jointly agree on a realistic and relevant plan**. These defined goals will guide the mentorship meetings and serve as reference points for the **midpoint and final progress reports**.

8. Monitoring and Evaluation

Progress Reports:

- Mentees are required to submit two structured progress reports:
 - **Midpoint (Month 6)**
 - **Final (Month 12)**
- These reports should detail:
 - Achievements related to SMART goals
 - Challenges faced
 - Reflections on mentorship impact

Feedback and Surveys:

- Mentors and mentees will both complete final feedback forms to evaluate the programme's effectiveness.
- Feedback will be anonymised and used to refine future editions.
- ESGO Mentorship Programme 2026 Mentee Progress Report Template
- ESGO Mentorship Programme 2026 Final Evaluation Survey – Mentor & Mentee

Long-Term Tracking (Optional):

- A short follow-up survey will be sent 12 months after programme completion to assess:
 - Continued mentor-mentee interaction
 - Career progression (promotions, publications)
 - Leadership roles or mentoring of others

9. Certificates of Completion

- Participants who fulfill all programme requirements (including regular meetings and submission of reports) will receive an official ESGO Certificate of Completion.

10. Responsibilities and Conduct

All participants are expected to:

- Maintain confidentiality and professional integrity.
- Respect time commitments and communication guidelines.

- Avoid requests for personal advancement (e.g., recommendation letters, job offers, authorship) that may compromise the purpose of the mentorship.
- Engage actively, honestly, and respectfully.

Costs associated with participation (e.g., internet, software, conference travel) are the responsibility of participants.

Contact: For questions or technical issues, please reach out to the ESGO Office at monika.porkertova@esgo.org