

## CIC Mentoring Program

The CIC Mentoring Program is part of the activities outlined in the **FICUS Human Resources Strategy for Researchers (HRS4R)** Action Plan, which will be open for all FICUS, Univ Salamanca, and CSIC trainees working at the CIC.

At the CIC, we are committed to the success of our young researchers in building their professional careers. With this goal in mind, we have implemented the **CIC Mentoring Program**, where predoctoral researchers can benefit from the guidance, support and expertise of academic and clinical scientists in the area of oncology, or researchers from other fields, who will advise and contribute to their professional development.

### Who will be the mentors?

Senior researchers at the CIC, CIC-Alumni members, as well as professionals outside the CIC with doctoral training who wish to participate in the program. Those interested in participating must complete a registration form with relevant information about their professional experience and area of expertise ([link to the registration form](#)).

### Who will be the mentees?

Predoctoral CIC researchers with interest and commitment to the program. Those interested in participating must complete a registration form ([link to the registration form](#)).

### Selection process for the mentor-mentee tandem:

The success of a mentoring program relies on the trusted relationship between *mentee* and mentor, so the formation of this tandem will be based on agreement by both parties. The CIC Training Committee may participate in the process by providing advice, taking into account the personal preferences recorded through the online registration forms.

### Guidelines for mentor-mentee work:

- Commitment to participate in the program for a **minimum of 12 months**.
- Conduct meetings at least **quarterly**, of defined duration and on dates agreed upon by the mentor and mentee. It is the mentee's responsibility to contact the mentor to schedule each meeting.
- Maintain **confidentiality and respecting** each other's comments, advice, and time.
- Mentees must complete a brief form after each meeting for program follow-up.
- Mentors and mentees will be asked to complete an annual satisfaction and evaluation survey.

### What to do in the case of a failed match:

We would like all mentoring relationships to be successful. However, mentoring relies on the good connection between individuals, and there may be cases where this is not entirely satisfactory. If difficulties arise, both the mentor and mentee can approach the CIC Training Committee, responsible for the Program, to assess how to proceed in each particular case.