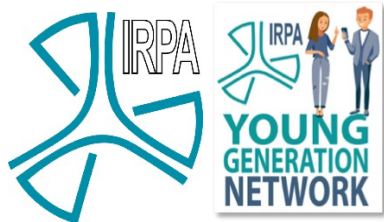


Terms of Reference

Task Group on Mentorship Practices



Introduction

At the IRPA Executive Council (IRPA EC) meeting organized during the IRPA Conference in Budapest 1st June 2022, Kevin Nelson brought up the idea to create a task group (TG) on mentorship. He felt particularly concerned on how to transfer knowledge and experience from the experienced and senior radiation protection professionals to the younger generation and whether a gap (technological and ideological) may exist between the generations.

Kevin Nelson proposed that the IRPA Young Generation Network take the lead in the management of the TG. The Executive Committee was supportive and approved the creation of a TG. The TG was constituted at the IRPA Young Generation Network (YGN) Leadership Committee (LC) meeting 5th July 2022 [1] and a brainstorming meeting took place 12 September 2022 [2].

Objective

Mentoring can be defined as a support scheme based on a special relationship of reciprocity and good will between an experienced and less-experienced professional to foster the development of the career of the junior professional.

The objectives of the TG include:

(1) Investigate the topic and describe what lies behind the mentoring practices in place within IRPA Associate Societies (AS). A survey form was sent to all AS members to determine whether a mentoring program was present and obtain details on the practices and tools in place and feedback on their mentoring program experience. The survey was open for one month (November 2022) and approximately half of AS members responded. Among the 26 respondents, 5 AS members have a mentoring program in place, 3 AS members have a mentoring program but it was just starting or dormant, 9 AS members wanted a program while 6 AS members did not want a mentoring program.

(2) Based on the AS survey results, develop strategies that could be used to create or enhance existing mentorship programs and publish the results as an IRPA guidance document.

Membership

Co-Chairs: Kevin Nelson (HPS); Mr. Sylvain Andresz (SFRP)

Vice-Chair: N/A

Executive Council Liaison : Kevin Nelson

Nominees from the IRPA YGN Leadership Committee: Christy M. T. Betos (Philippines), Franz Kabrt (Austria), Takahiko Kono (Japan), Thiago V. M. Lima (United Kingdom, until May 2023), Nona Movsisyan (Armenia), Marina Sáez Muñoz (Spain), Joel Piechotka (Germany), Rui Qui (China), V. P. Singh (India) and Yeon Soo Yeom (Republic of Korea).

Key Tasks

- Analyze the AS survey data and synthesize the results.
- Produce a slideshow which present the survey results.
- Consider different ways and opportunities to share the results to the respondents of the survey, to IRPA organization and other interested parties.
- Based on the results of the survey and the experience collected, draft a mentorship scheme.

Working Methods

The work of the Task Group is conducted on-line, and no physical meetings are envisaged.

The Exec liaison (or any member of the Task Group) will provide progress reports to the IRPA Executive Council at each Executive Council meeting.

Approved by the IRPA Executive Council

Date: October 13, 2023

Reference

[1] IRPA YGN Leadership Committee, Minutes of Meeting, 5 July 2022.

[2] IRPA Task Group on Mentorship & Social Media campaign for IRPA-16, Minutes of the brainstorming meeting, 12 September 2022.