



Developing and testing a mentorship framework for early career researchers in Africa

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Introduction

- A personal experience.....
- Mentorship and supervision used inter-changeably, but may also differ
- Mentorship: Professional relationship guiding another to develop through a strategic career and professional path through a wholistic approach (Lescano et al., 20)
- Supervision- The action of critical watching and directing students as they carry out learning activities
- Coaching- Method of training, counselling or instructing an individual or a group how to develop skills to enhance their productivity or overcome a performance problem.
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Introduction

- Provide continuous guidance, advice, and continuing support
- Help others in their learning and career development
- May provide safe space for ERC to develop skills to cope with professional and psychosocial challenges
- Mentoring in HIC is relatively grown and common; LMIC lag behind (infrastructure, policies and guideline)
- Mental health?

Problem statement

- Mentorship may promote broader career progress and professional development.
- Can instil positive values and professional best practices in postgraduate and early career researchers
- May promote reliable data, instil values for responsible future leaders (Bukusi et al., 2019).
- Little is known about the processes and procedures used to support postgraduate and early career researchers in Africa.

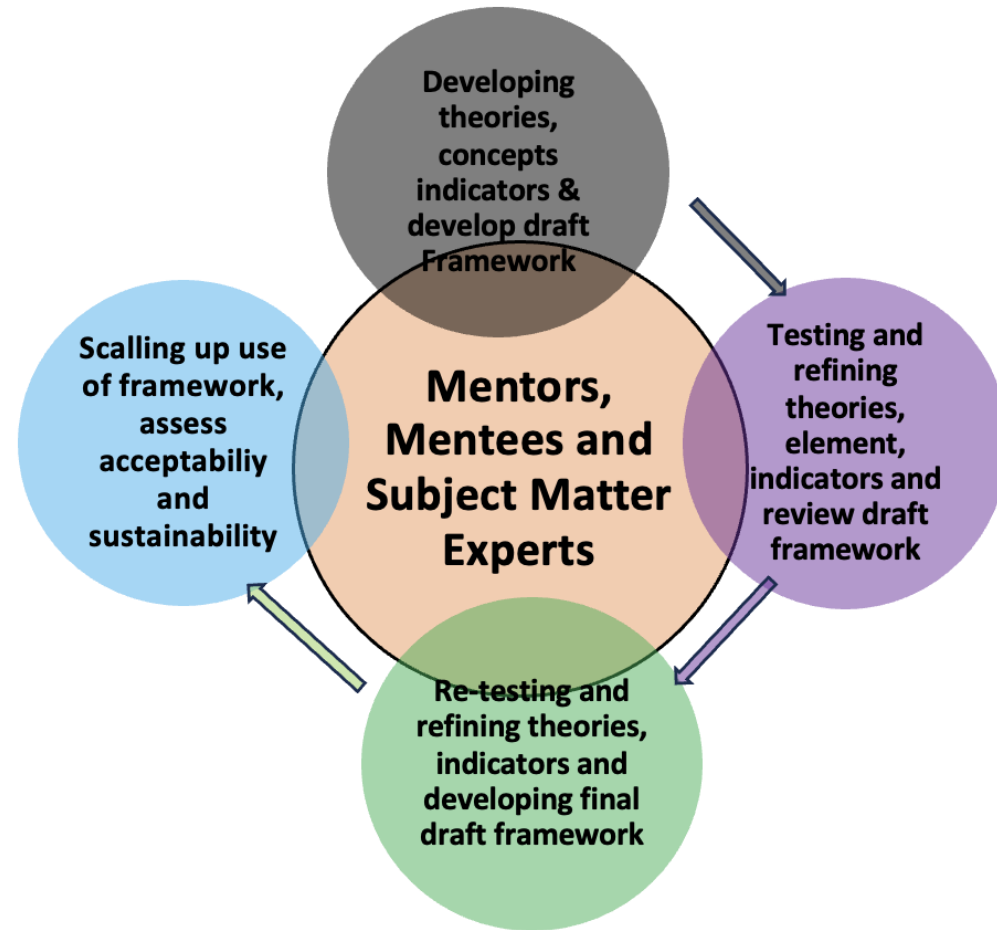
Aims and Objectives

- **Aim:** Developing and testing a mentorship framework for early career researchers in Africa
- **Objectives:** Identify values, principles and elements that constitutes effective mentorship in Africa
- Assess the effect and implication of the different values, principles and elements
- Recommend attributes for best practice model and harmonized mentorship

Methodology

- Developed through action research
- Senior and experienced volunteers selected purposively
- Mentees selected competitively through open public recruitment process and essay writing/motivation
- Ongoing engagement (FGDs and IDs), co-creation workshops, and refining key values, principles and elements of mentorship
- Piloting, Testing, M&E, validation and review for sustainability

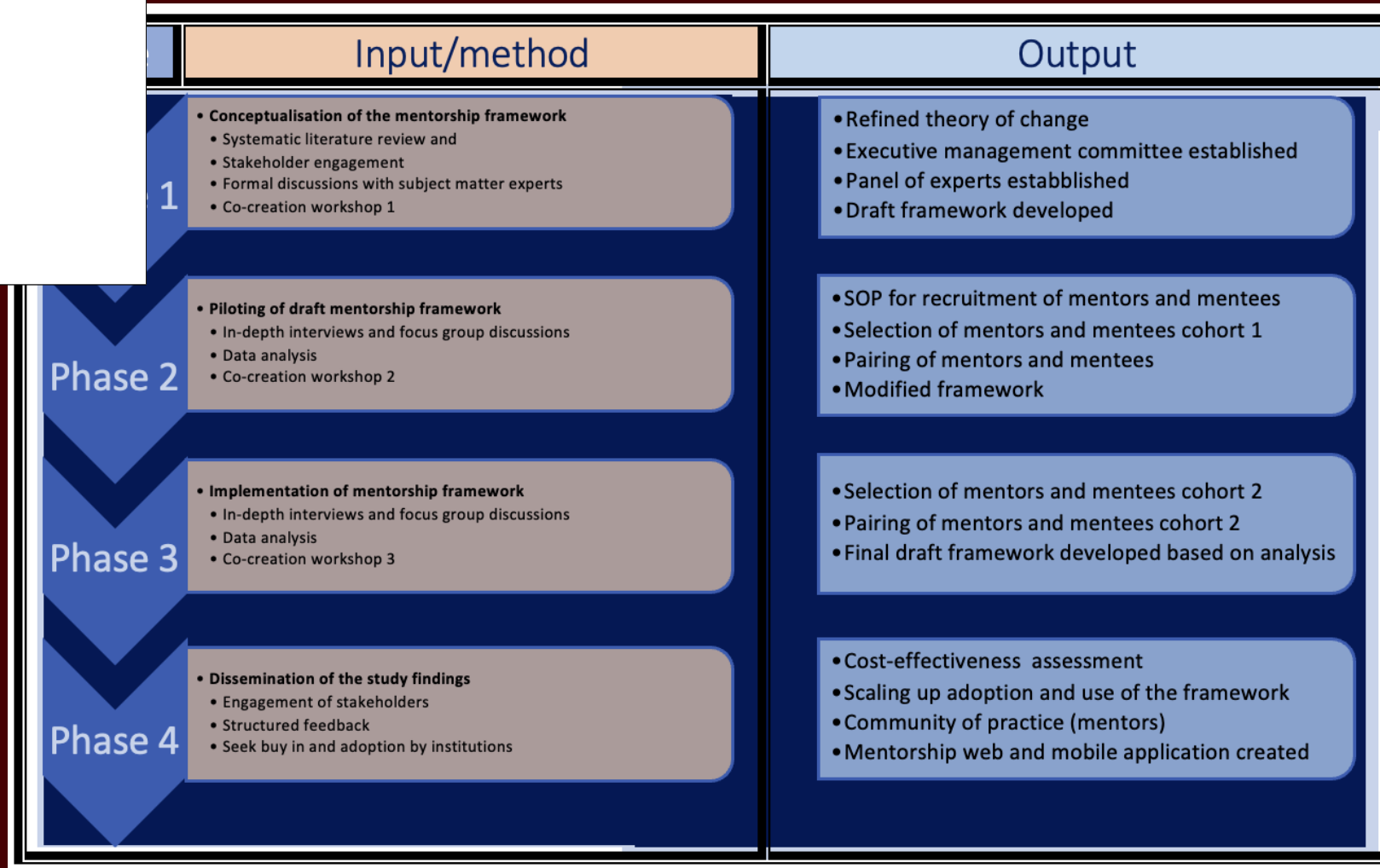
Conceptual framework



Phases

- Stage one- Conceptualisation of the mentorship framework.
- Stage two-Piloting the draft mentorship framework.
- Stage three-Review of the draft framework.
- Stage four-Enhancing sustainability:

Summary of the project's phases,



Conclusion

- Mentorship can be used to nurture early career researchers' personal and professional development.
- Despite advancement in HIC, mentoring in Africa remains limited
- This study can inform practices and develop a common mentorship framework for ECR in Africa

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Thank you.

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Asante

Ngiyabonga