Application information for Senior Level Mentees

# Overview:

The aims of the mentoring programme are:

* to support you, as a Museum Transformer Leader Mentee, to embed anti-oppression practice in your organisation through learning from your mentor’s lived experience of marginalisation and their professional experience of working in heritage.
* to support your mentor to better understand the role and responsibilities of leadership positions
* to develop your mentor’s career through providing networking opportunities and opportunities to develop their knowledge and experience.

# The role of the mentee is to:

* Bring questions and thoughts
* Support your mentor with their career goals
* Reflect on decisions or patterns of thinking
* Deepen self-awareness
* Provide networking opportunities to your mentor

# The skills a mentee need are:

* The willingness to have your views and practices supportively challenged
* Openness and honesty about current gaps in your anti-oppression knowledge
* Ability to support your mentees career development

# The benefits to being a mentee:

* Understand how to embed anti-oppression in your leadership practice in a meaningful and sustainable way
* Develop your leadership skills to lead in an effective and authentic way
* Improve your knowledge, confidence and tools to support systemically excluded colleagues
* Connect to a network of peers for continued development and legacy work.

# For Museum Transformer Museums:

* Participant Museums will have become safer and more inclusive spaces at senior level, in particular for those who have been systemically excluded
* Lived experience will be valued alongside other types of expertise
* Knowledge sharing will be a collaborative process.

# Process

This reciprocal mentoring and training programme forms the Leadership strand of the wider [Delivering Change programme](https://www.museumsgalleriesscotland.org.uk/project/delivering-change/). We are recruiting 12 mentors with lived experience of systemic exclusion who are currently working in heritage, and 12 senior leader mentees from the 19 Museum Transformers to participate in this reciprocal mentoring programme. Mentees will submit an application with information about what they would like to focus on and the changes they hope will come from the process. All those interested in mentoring will submit a mentor application detailing their experience and knowledge. These applications will be used to match mentors to mentees.

Interviews are due to take place between Monday 13th October – Thursday 23rd October 2025.

There will be a Beginning Event to kick off the project where mentors and mentees will meet and where the peer-to-peer groups will also meet and connect. This event will take place on **Tuesday 27th January 2026** in Edinburgh, and attendance is mandatory. Travel will be reimbursed for this event.

Following this event, the mentors will arrange an introductory meeting with their mentees through their requested contact method. The first meeting will set ground rules which will include the type of contact you will have and how often and will identify shared goals going forward. Mentees are expected to meet at least six times with their mentee during the programme (this can be online or in person) but we would encourage you to meet monthly.

Both mentors and mentees will have the support of the Leadership Coordinator. The mentees will also be invited to six peer-to-peer meetings which are facilitated by an external facilitator. The purpose of these meetings is to discuss how things are going and provide peer to peer support to one another. Mentors are expected to follow the Code of Conduct (detailed below).

# Code of Conduct for Mentees

This code of conduct acts as a framework in which to work.

## In general:

* The mentor and mentee will create an equal relationship which is used to the benefit of the mentee and mentor.
* Mentees and mentors are responsible for the choices they make and the actions they decide to take
* The mentor is responsible for creating an environment in which the mentees can explore the issues they bring, understand them more fully and clarify ways of working that improve their current situation and longer time performance.
* The mentee is responsible for supporting the mentor with their career ambitions and championing them through their career.

## Mentor’s and mentee’s responsibilities:

* To observe this code of conduct
* To facilitate the self-development of the mentee/mentor using the mentee’s/mentor’s network of relationships.
* To be centred on and respond to the mentee’s/mentor’s needs and level of ability.
* To set the boundaries of the relationship and to ensure a contract is in place.
* To provide feedback as requested on the process to MGS
* To speak to the Leadership Coordinator if they feel out of their area of competence.
* To attend the peer-to-peer meetings.
* To prepare for each meeting by reflecting on previous meetings and critically review their own contribution.
* To maintain the confidentiality of the relationship.
* To work with the mentee/mentor to plan the next steps after the agreed number of sessions have been completed.
* To participate in the evaluation of the programme.

# Key dates

* Applications open for Mentors and Mentees: **Monday 4th August 2025**
* Applications close for Mentors and Mentees: **Monday 15th September 2025**
* Interviews for Mentors and Mentees: **Monday 13th October – Thursday 23rd October 2025**
* Beginning event in Edinburgh: **Tuesday 27th January 2026**
* Programme runs: **January 2026 – October 2026**

# Get in touch

If you have any questions, or require support with your application, please get in touch with us via [deliveringchange@museumsgalleriesscotland.org.uk](mailto:deliveringchange@museumsgalleriesscotland.org.uk).