



SoR
THE SOCIETY OF
RADIOGRAPHERS

The Society of Radiographers Leadership Mentoring Scheme

Guidance for Applicants

Introduction

The Society of Radiographers Leadership Mentoring Scheme is open to qualified members of the Society of Radiographers (SoR) who are wishing to develop their leadership skills and progress into higher leadership positions. Applications are welcome from diagnostic radiographers, therapeutic radiographers and sonographers.

The scheme is designed to support members pursuing a senior leadership position and successful applicants will receive one-to-one mentoring by an accomplished mentor working in a leadership role. The mentorship scheme aims to develop applicants' leadership skills, help steer their career direction and grow their confidence.

Dedicated mentorship training and networking events will be provided both in person and online, and travel and accommodation costs for these events will be covered by the Society of Radiographers.

Applicant criteria

Those wishing to be considered for this scheme must:

- be a member of the Society of Radiographers
- be currently in one of the following positions – leading a team, delivering a service, or managing a high-level project for the whole service (for example managing a quality initiative)
- be able to evidence their level of autonomy, responsibilities and accountabilities (including budgetary where applicable)
- commit to the full duration of the pilot scheme
- adhere to the requirements of the pilot scheme
- be available to attend online training on **Wednesday, 4 October 2023** (between 09.00–13.00)
- be available to attend the face-to-face launch event at SCoR HQ (London) on **Thursday, 19 October 2023** (all day event)

Applications

Those wishing to apply to the scheme are required to complete the accompanying application form and submit no later than **5pm on Friday, 25 August 2023** to Professional and Education Support via pande@sor.org

This will be a competitive process and only those scoring highest will be considered for the scheme. The assessment process will be anonymous and personal details will be not be visible to the steering group.

The steering group will independently and anonymously assess each application against the award criteria, and successful applicants will be notified by **Friday, 22 September 2023**.

The application form includes space for a supporting statement from the applicant's Head of Service. This should be included in the form and not attached separately. By signing the application form, the Head of Service signifies their willingness to support the applicant's involvement in the scheme to completion and their attendance at all events associated with the scheme (both in person and online).

Applicants are required to identify four desired outcomes when they apply. Please read the following section before completing the application form.

Outcomes

The definitive outcome of the scheme would be the mentee securing a higher/high-level leadership role, e.g. Radiology/Radiotherapy Service Manager or AHP leadership role.

This is unlikely to be a measurable outcome during the scheme and further examples of outcomes that applicants might expect from their involvement are listed below.

Note: this list is not exhaustive and should be used as guidance only.

It is expected that mentor and mentee pairs will agree specific objectives at their initial meeting.

- Increased confidence and visibility
- Enhanced communication and negotiating skills
- Vision setting
- Professional leadership
- Effective networking
- Empowering and championing others
- How to influence and impact to improve service
- Promoting service ,staff and profession
- Increased understanding of department, organisation, regional structure and wider healthcare arena
- Increased understanding and awareness of regional and national issues
- Development of a personal leadership plan/career portfolio
- Preparing and delivering a presentation to a board
- Updating CV or writing an impactful personal/supporting statement
- Submitting an application for a higher leadership post
- Business skills development, e.g. preparing a business case; managing, interpreting and understanding finances/budgets; utilising data for reports
- Operational skills development, e.g. evaluating training and development needs for a specified modality, understanding workforce planning methodology, risk management