ALN Mentoring Scheme

Information Sessions

- Tuesday 13 October 11.00-12.00
- Friday 23 October 10.00-11.00

Academic Libraries NORTH

Scheme Overview

- Managed by Mentoring Oversight Group (MOG) – team of 5 from different ALN member institutions.
- 6 successful waves since 2022.
- Wave 7 will start in January 2027.
- Scheme is open to all staff on all grades.
- Our pool of mentors come from different work areas, grades and member institutions.
- MOG matches the mentee's needs with the mentor's experience or skills.
- Year-round support from ALN MOG and Development Managers.

Academic Libraries NORTH

Purpose & Benefits

- Scheme dovetails with the SCONUL mentoring scheme for senior staff.
- Core purpose is to support library staff in their personal growth by facilitating mentoring relationships with more experienced colleagues.
- Aims to support the progression of LGBTQ+ colleagues and those from minority ethnic backgrounds by giving mentees the opportunity to be matched with mentors from a specific background or group.
- It is hoped that both partners in the relationship will learn and gain from the process.

Academic Libraries NORTH

How it works

- One recruitment campaign each year beginning in October/November (the relationship to start in January of the following year).
- Overview and induction training for everyone.
- Mentees are supported for a period of 9-10 months.
- Meetings can take place every 4 to 6 weeks, lasting from 90 minutes to 2 hours.
- Relationships can be flexible to allow for work or personal changes and can be paused as appropriate.

Academic Libraries NORTH

How it works

- Mentees and mentors work together to agree expectations and plan the learning agenda and meeting schedule.
- Mentees need to know what they would like to achieve from the relationship before it starts.
- Mentees lead and set the direction of the relationship with mentor assistance.
- The clearer mentees are on their objectives, the better their experience of the scheme.

Academic Libraries NORTH

Next steps

- Check out the website and read through details about the application process and preparation.
- Think about your personal motivations for joining the scheme, either as a mentee or a mentor.
- Discuss with your manager.
- Complete your application and submit by Friday 6th November 2026.
- Note the dates for the mentee/mentor training in your diary
  - Mentee: Wednesday 25 November
  - Mentor: Thursday 26 November and Thursday 3 December

Academic Libraries NORTH

- Further information on the scheme on the ALN website

- https://www.academiclibrariesnorth.ac.uk/mentoring

Academic Libraries NORTH

Questions

