**Mentoring for Probation:**

**Areas/themes to consider**

 **Research**

* Criteria of research evaluation for probation and promotion
* Funding opportunities
* Feedback on grant proposals Publications – where? Suitable high impact journals
* Graduate students: how does the system work?
* How to choose Postdocs
* Supervising students and postdocs
* How to balance teaching and research commitments
* How to establish research independence
* Planning a research/publication timeline with targets
* Support from the Research Operations Office

**Teaching**

* Criteria of teaching evaluation for probation and promotion
* How does the Tripos work
* Feedback and guidance for teaching
* Advice on course preparation (handed down notes, handouts, electronic resources, etc.)
* Advice on supervision
* Giving feedback to students
* Advice on examinations and question setting
* Undergraduate admission – how does it work?
* How to balance College and Departmental commitments

**General Contribution**

* Administration/Committees/Outreach/Initiatives e.g. Athena SWAN/Women in Engineering
* The Stint system/workload modelling
* Expectations

**Work Life Balance**

* Managing time
* How to / Why join a College?
* How / when to say no
* Sabbatical leave

**Personal Development**

* Recommended departmental seminars
* Networking and conferences
* PPD workshops (e.g. PHEP, Supervising Graduate Students)
* Other development opportunities (e.g. E&D Programme, SAP Open Fora)

**Probation and Promotion**

* How does the Probation system work? Who is involved?
* How does the Promotion system work?
* SAP CV Scheme

Additional support

* Dignity @ work
* Counselling service
* Occupational Health
* School Human Resources team

Review

* Progress against expectations and timelines
* Mentoring relationship – what works well and what might be improved