



Aurora – information for selecting a mentor

We encourage Aurora delegates to select their own mentor, either through local networks and your existing contacts or from September 2026 through our new **MentorED** connections platform.

Between July and August 2026, we will build a pool of Aurora mentors on the platform. At the beginning of September we will reach out to Aurora delegates to confirm they can now search the MentorEd pool to select a mentor if they wish. Delegates are still free to approach someone out with the MentorEd pool if they wish.

We suggesting looking to have your Aurora mentor in place a minimum of 2 weeks before your cohort begins.

Who can be an Aurora mentor: Aurora mentors may be male or female and do not need to have completed Aurora themselves. The mentor should be more senior than the Auroran and have management or leadership experience. The mentor will be expected to give the Auroran an understanding of internal politics and organisational culture. They need to get on with the Auroran, have sufficient time available to meet approximately 4-6 times during the Aurora cohort, have strong listening skills and be able to ask good, open questions to help the Auroran develop their problem-solving skills and develop further. Their role is to facilitate learning and support development.

What is the time commitment to be an Aurora mentor: Ideally, you should meet for a minimum of 4 one hour conversations aligned to the 4 Aurora development days. This can be done virtually or in person and you can decide between yourselves who arranges the meetings. An introductory meeting before the cohort begins is useful, to get to know each other and discuss objectives and boundaries for the meetings. A further meeting at the end of the cohort to wrap up conversations is also beneficial. This equates to approximately 6 hours of development discussion over a 6 month period. However, should you both agree to continue the discussions beyond the end of the Aurora initiative then this is also encouraged and should be agreed between yourselves.

What to look for in an Aurora mentor: Before beginning Aurora or selecting a mentor delegates should consider:

- Your reasons for attending this particular development initiative
- What your learning objectives are
- What do you wish to achieve

Your responses to these questions will help you gain insight for the type of mentor you would find beneficial. Bear in mind that Aurora is a *leadership* development initiative so this is a great opportunity to reach out-with your usual network or subject area to connect with someone from a different area or background. This can help give you a very different perspective and has been extremely beneficial for Aurorans in the past.

Before approaching someone to be your mentor, try to be clear about what you would like from them and how you would like to be supported. Some Aurora mentors may not have not completed the programme themselves and this shouldn't make any difference. They are there to impart their knowledge of leadership and management, navigating the politics of the institution and to challenge you to make the most of your development opportunity.



Does my mentor need to work for the University of Edinburgh:

Not necessarily, if they are able to support you as above and work in a relevant organisation which relates to your role i.e. NHS or another university then this is fine – as long as you are happy with your selection.

Please note however that only UoE staff and those within affiliated organisations will be able to register on the MentorEd system.

You may find the resources below useful:

- [Aurora Mentoring toolkit - Crib Sheet for Mentors](#)
- [Aurora Mentoring toolkit - First Mentoring Meeting Checklist](#)
- [Sample Mentoring Agreement](#)
- [AdvanceHE - Aurora mentoring handbook](#)
- [Aurora mentoring information](#)
- [Mentoring connections support and resources](#)

There is also a range of mentoring resources available on the MentorEd platform and on our [mentoring web pages](#).

If you would like any further information or guidance, please don't hesitate to contact the UoE Aurora Champion Ruth.Miller@ed.ac.uk directly.