**Sharing tacit knowledge amongst sysadmins**

**Join the pilot cohort Sep '23 – Jul '24**

# HPC-SIG Mentoring Programme

## Mentee benefits

Greater skills, knowledge and experience

Personal growth

Develop your career

Improved quality of reflection

**To aid the recruitment, retention and training of research computing system administrators (sysadmins) across the sector as a whole.**



## About the programme

The HPC-SIG mentoring programme is for research computing sysadmins. We aim to pair up sysadmin mentees with others who can mentor them, ideally from a different institution. This will be free to the mentor and mentee, with only a regular time commitment required.

Both mentors and mentees will gain skills, knowledge and experience by participating — allowing them to grow in their roles, or to help them apply for more senior roles. Gaining experience as a mentor will also develop useful skills to help mentors to train more junior staff in their own institutions.

Mentoring is a developmental dialogue that improves the quality of the thinking and reflection for the mentee. It is a process of ongoing support and development, which can address issues and problems identified by the mentee.

Having a mentor can be one of the most powerful developmental relationships a person will ever experience!

## Mentor benefits

Expand reflective ability

Develop problem solving

Improve decision making skills

Grow emotional intelligence

## Key dates during the programme

**September 2023**
Applications open

**4th October**
Participant briefings

**7th Feb 2024**
Support sessions

**12th June**
Support and celebration

**60-minute** interactive online sessions for mentors and mentees

## Apply now

Applications on a first-come first-served basis.

**Closing Date:**
25th September

## Who is this for?

Our mentoring programme is open to anyone involved in systems administration relating to HPC, including those in adjacent fields or roles. You must be employed at an institution that is a member (or affiliate) of the HPC-SIG https://hpc-sig.org.uk/index.php/about/membership/.

**Mentees**
- You could be in any systems administration role in the HPC or research computing fields.
- This is open to anyone, from someone just starting out in a junior role, to a seasoned sysadmin or team leader. We believe everyone can benefit from having an experienced mentor.

**Mentors**
- You are likely to be a senior sysadmin or a team leader, with at least 3 years' experience in HPC or research computing.
- Maybe looking for opportunities to develop your own management or leadership skills—so being a mentor could be a great fit for you

## More about mentoring

- Anybody at any stage of their life or career can benefit from having a mentor. It might be a deep personalised learning with someone with substantially more experience, or having a sounding board with a peer.
- Mentoring taps into a basic instinct most people share — the desire to pass on their learning, or to support development and help another person fulfil their potential.
- Mentoring is also a confidential, offline (not with your line manager) partnership between two people based on understanding and trust. Its chief aim is to build on self-reliance and self-confidence in the mentee.
- It is a positive, developmental relationship which is driven primarily by the mentee. An effective mentor will learn so much from the relationship as well.

## Top tips for success

Attend and participate in the briefings and support sessions. Build great rapport and discuss your expectations with your mentoring partner. Have honest and open conversations.

## Who do I contact?

The programme is facilitated on behalf of HPC-SIG by external mentoring experts at Coach Mentoring Ltd. They will brief you and help with any questions about the programme and/or the application process.

## What commitment is required?

You should attend a 1-hour briefing in October, support sessions in February and June, plus complete a final evaluation in July. Mentoring pairs should meet online one-two-one for 60-75 minutes every 4-6 weeks during the programme.