Mentoring Framework

1. Introduction

In the rapidly evolving landscape of scientific research, the importance of Open Science Projects (OSPs) cannot be overstated. These projects, funded by OSCARS' Cascading Grants, are pivotal in fostering collaboration, transparency, and innovation across various scientific domains. However, the successful execution and impactful outcomes of these projects often hinge on effective mentoring.

This document outlines a comprehensive Mentoring Framework designed specifically for OSPs. Mentoring, in this context, refers to a relationship where an experienced or knowledgeable person/team guides another individual or team, sharing expertise, skills, and experiences. The goal is to support the mentees, enhance their project outcomes, and ultimately contribute to the broader objectives of the Open Science movement.

Each successful proposal will require tailored mentoring to address its unique needs and challenges. However, we have developed a general framework of recommendations to guide the mentoring process for all projects, ensuring consistency and comprehensive support across the board. The ultimate objective is to create a sustainable and impactful mentoring environment that drives the success of Open   Projects and fosters a culture of continuous learning and improvement within the scientific community.

The mentoring will be provided upon request.

2. General Mentoring Framework

To ensure a consistent and comprehensive approach to mentoring across all projects, we have established a general framework that serves as a foundational guide. This framework outlines the key components and processes involved in the mentoring program.

Phase 1: Initial Setup

1. *Mentoring Goals*

- Needs/skills checking
- Share knowledge and skills.
- Provide ongoing support and advice.
- Promote sustainability and innovation.

2. *Identify Mentors*

- Select experienced professionals from WP3 members, Science Clusters, and e-infrastructures.
- Ensure mentors have expertise in FAIR principles, semantic interoperability, and project-specific areas, RI/cluster specific .

3.   *Kickoff Meeting*
- Organise an initial meeting to introduce mentors and mentees.
- Discuss mentoring objectives, and expectations.
- Understand the unique requirements, goals, and current capabilities of the project.

Phase 2: Tailored mentoring process
1. Needs Assessment
- Conduct interviews to determine the project requirements.
- Based on the assessment, develop individualised mentoring plans that address the specific needs and challenges of the project.

2.   *Initial Training/help*
- Provide training sessions on identified topics
- Offer resources and tools to support initial project stages.

3.   *(Regular) Check-ins*
- Schedule check-ins to discuss progress, challenges, and provide guidance.
- Use digital tools to facilitate regular communication and track project milestones.

4.   *Specialized Support*
- Provide access to domain-specific experts for targeted advice and problem-solving.
- Arrange for additional training or resources as needed based on project developments.
- Regularly review and adjust the mentoring plans based on ongoing feedback and project developments.

5.   *Progress Tracking*
- Implement a system for tracking project development.
- Use checklists, progress reports to monitor advancements.

6.   *Assessment*
- Evaluate the impact of mentoring through surveys, interviews.
- Compare project outcomes against initial goals and expectations.

Phase 3: Final review and reporting

- Conduct a comprehensive evaluation of the mentoring work at the project's end to assess overall success and areas for improvement.
- Compile reports that highlight successes, challenges, and lessons learned.