The Royal College of Radiologists

RadReach Mentor role description

Do you have one hour a month to help shape the future of our specialties? Become a RadReach mentor and use your experiences to inspire, guide and open doors for an aspiring radiologist or clinical oncologist.

About RadReach

RadReach is an initiative aimed at increasing diversity within clinical radiology and clinical oncology. The programme supports aspiring doctors from widening participation backgrounds through mentoring, professional development opportunities and an ongoing community of support and advocacy.

Purpose of the Role

RadReach mentors provide support, encouragement and guidance to final-year medical students and foundation doctors from widening participation backgrounds who are interested in careers in clinical radiology or clinical oncology. Through sharing their experiences, insights and professional networks, mentors help level the playing field, increase equity of opportunity and inspire the next generation of specialists.

Mentors play a vital role in creating a supportive and inclusive environment where mentees can build confidence, explore career aspirations and navigate the unique challenges of entering specialty training.

Key Responsibilities

Mentoring and Support

- Build a positive and supportive mentoring relationship
- Provide encouragement, active listening and a safe space for discussion
- Help mentees identify goals and explore routes into specialty training
- Signpost mentees to relevant opportunities, resources and professional networks

Career Development

- Support mentees to understand training pathways in clinical radiology or clinical oncology.
- Offer guidance on portfolio development, interviews, applications and career planning where appropriate.
- Help mentees build confidence and recognise their strengths and potential.

Advocacy and Inclusion

- Champion the principles of widening participation, equity, diversity and inclusion.
- Recognise that mentees may face barriers not experienced by all applicants and offer support with empathy and understanding.

- Contribute to creating a psychologically safe mentoring environment.

Engagement with the Programme

- Attend mentor briefings as required.
- Maintain regular contact with your mentee throughout the mentoring period.
- Participate in programme evaluation activities and provide feedback to support continuous improvement.
- Where possible, support RadReach engagement events, networking opportunities and activities.

Time Commitment

- Typical commitment: around 8-12 hours over the course of a 1-year mentoring cycle.
- An average of 1 hour every 2 months- approximately 4-6 mentoring conversations per year, arranged at mutually convenient times
- Attendance at mentor induction and occasional programme events where available.

Person Specification

Essential

- RCR member or Fellow working within clinical radiology or clinical oncology.
- Commitment to supporting individuals from widening participation backgrounds.
- Strong communication and listening skills.
- Ability to maintain confidentiality and professional boundaries.
- Enthusiasm for developing others and sharing experiences.

Desirable

- Previous mentoring, coaching, teaching or educational supervision experience.
- Personal experience of barriers to entering medicine or specialty training.
- Experience of championing equality, diversity and inclusion initiatives.

Benefits of Becoming a RadReach Mentor

- Make a meaningful difference to the future workforce.
- Contribute to improving diversity and equity within the specialties.
- Develop mentoring, coaching and leadership skills.
- Gain fresh perspectives from emerging clinicians.
- Become part of a growing community committed to supporting the next generation of radiologists and oncologists.