

## VSSO mentorship outline

Purpose: provide one-on-one mentorship for members of VSSO by an established expert in the field. Mentorship will take the form of direct and honest guidance on issues related to career development in the field of surgical oncology specifically and oncology broadly.

Definition of expert: an established board-certified specialist in one of the three subspecialties (medical, radiation or surgical oncology)

Who is eligible for mentorship?

1. Any member of VSSO with an active membership (i.e., student/resident/fellow/PhD student or full member with paid up dues)

Outline of program:

Prospective mentors and mentees will complete a form on the VSSO website to register their interest in the program. Part of the registration process will require the prospective mentee to express what type of mentorship they are hoping to receive. For example – career advice, networking, etc. The VSSO executive committee will then match a mentor and mentee with shared interests and expertise. The relationship is strictly voluntary and no formal agreement is required. The mentee must at all times respect the mentor's time and not use the mentor for case management decisions. In other words, the mentorship program is not a replacement for the VSSO Listserv. The mentee can however solicit advice on how to manage difficult situations with clients, etc. Mentees in training programs should rely on their formal mentors and fully inform them of the relationship with the VSSO mentor. Mentors that volunteer are expected to be available for at least 1 hour zoom conversation (can be accumulative) per month. Time in addition to this of course is permissible at the express consent of both parties.