

ESGO Mentorship programme 2027-2028 Framework

Version 1.0 – August/ 2026

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1. Programme Overview

The ESGO Mentorship Programme 2027 is a structured 12-month initiative designed to support the professional and personal development of early-career professionals in gynaecological oncology through intensive one-to-one mentorship with experienced ESGO professionals.

Building on the experience and evaluation of previous editions, the 2027 programme introduces a more selective and structured approach, with greater emphasis on participant commitment, clearly defined goals, regular engagement and accountability throughout the programme.

Mentees will be selected through a competitive application process based on their motivation, professional development needs and demonstrated commitment to active participation. Shortlisted candidates may be invited to a short interview before final selection.

Each selected mentee will be matched with one mentor based on professional interests, development goals and relevant experience. **Mentees are expected to take primary responsibility for actively managing their participation in the programme.** This includes initiating and maintaining communication with their mentor, preparing for meetings, following agreed action points, and proactively submitting all required progress updates and programme documentation to the ESGO Office within the defined deadlines, without individual reminders. The programme will include structured goal setting, regular mentor–mentee meetings, defined progress checkpoints and programme evaluation. ESGO will provide the programme framework, deadlines and necessary support; however, responsibility for meeting programme requirements and maintaining regular communication rests with the participants.

Failure to meet mandatory programme requirements or repeated lack of communication with the mentor or ESGO Office may affect continued participation in the programme and eligibility for successful programme completion. Successful completion of the programme will be based on fulfilment of the defined participation, engagement and reporting requirements.

2. Objectives

The ESGO Mentorship Programme aims to:

- Support early-career professionals in gynaecological oncology through structured, individualised mentorship and professional guidance.
- Enhance clinical, academic, research and leadership competencies.
- Support mentees in defining and achieving clear, realistic and measurable professional development goals.
- Facilitate international collaboration, professional networking and greater engagement within the ESGO community.
- Promote professional confidence, independence, leadership development and career progression.
- Encourage mentees to take active responsibility for their own professional development and mentorship journey.
- Build sustainable professional relationships and strengthen a culture of mentorship within the ESGO community.

3. Programme Structure

The ESGO Mentorship Programme will run for **12 months** and will be based on structured one-to-one mentorship between selected early-career professionals and experienced ESGO mentors.

- **Duration:** 12 months
- **Participants:** Maximum of 12 mentees and 12 mentors
- **Mentor–Mentee Ratio:** 1:1
- **Official Launch:** ESGO Congress 2027, London
- **Meetings:** Mentor–mentee pairs are encouraged to meet regularly throughout the programme, ideally approximately once per month. A **minimum of 6 documented mentorship meetings during the 12-month programme** is required for successful programme completion.
- **Matching:** Mentor–mentee pairs will be assigned by the Mentorship Working Group based on professional interests, development goals, expertise and other relevant matching criteria.

Programme Onboarding

A **45-minute online onboarding session** will be organised before the official programme launch for all selected mentors and mentees.

The session will be delivered by members of the Mentorship Working Group and will ensure that all participants have a clear and common understanding of the programme, its requirements and their respective responsibilities.

The onboarding will cover:

- Programme objectives, structure and timeline
- Roles and responsibilities of mentors and mentees
- Expectations regarding communication and active participation
- Meeting frequency and documentation
- Setting and monitoring SMART goals
- Mandatory programme milestones, progress updates and deadlines
- Communication with the ESGO Office
- Confidentiality and professional conduct
- Programme completion requirements and Certificate of Completion
- Practical questions from mentors and mentees

All selected mentors and mentees will be expected to attend the onboarding session. The session will be **recorded and made available to participants afterwards**, including those who are unable to attend live. Following the onboarding, participants will receive the programme guidelines, detailed timeline, reporting requirements and relevant templates.

Mandatory Programme Components

Each mentee will be required to:

- Complete the programme onboarding.
- Establish contact with the assigned mentor within the defined timeframe.
- Participate in the official programme launch.
- Agree with the mentor on individual SMART goals and a development plan at the beginning of the programme.
- Maintain regular communication with the mentor throughout the programme.
- Participate in a minimum of **6 documented mentor–mentee meetings** during the 12-month programme.
- Keep a record of mentorship meetings, progress and agreed action points.
- Proactively submit all mandatory progress updates and programme documentation to the ESGO Office within the defined deadlines.
- Complete the required mid-term and final programme evaluations.
- Inform the mentor and ESGO Office proactively and without delay of any circumstances that may significantly affect participation in the programme.

Mentors will be expected to:

- Complete the programme onboarding.
- Support the mentee in defining realistic and meaningful development goals.
- Maintain regular communication and mentorship meetings throughout the programme.
- Provide guidance, feedback and agreed follow-up.
- Inform the ESGO Office if significant or prolonged difficulties arise in the mentorship relationship or if the mentee becomes persistently disengaged.
- Participate in the required programme evaluation and monitoring activities.

Participant Responsibility and Communication

The programme is based on **active participation, professional commitment and individual responsibility**.

Mentees are responsible for managing their own programme obligations, monitoring the published deadlines and proactively submitting all required documentation and progress updates to the ESGO Office.

The ESGO Office will provide participants with the programme schedule, requirements, templates and deadlines at the beginning of the programme. **Mentees are expected to comply with these requirements without individual reminders from the ESGO Office.**

If a mentee experiences difficulties that may prevent them from meeting a programme requirement or deadline, it is the mentee's responsibility to contact both their mentor and the ESGO Office proactively and as early as possible. ESGO will provide reasonable support where circumstances are communicated in a timely manner.

Minimum Participation and Completion Criteria

To successfully complete the ESGO Mentorship Programme and be eligible for the **ESGO Certificate of Completion**, mentees must fulfil the defined minimum programme requirements, including:

- Completion of the programme onboarding
- Active participation throughout the 12-month programme
- Participation in a **minimum of 6 documented mentor–mentee meetings**
- Definition and documentation of agreed SMART goals
- Submission of all mandatory progress updates and programme documentation within the required timeframes
- Completion of the mid-term and final programme requirements
- Appropriate and timely communication with the mentor and ESGO Office

Repeated missed deadlines, failure to submit mandatory programme requirements or prolonged lack of communication may lead to a formal review of the participant's continuation in the programme.

Continued non-compliance may result in **withdrawal from the programme and/or ineligibility for the ESGO Certificate of Completion.**

4. Programme Timeline

The programme will follow a structured timeline with clearly defined deadlines for selection, preparation, participation and reporting.

The timeline below provides the planned programme milestones and indicative timing. Exact dates and submission deadlines will be confirmed and communicated to all participants before the start of the programme.

Preparation and Selection

Milestone	Proposed Timing
Training & Education Committee approval	September 2026
Finalisation of programme framework, guidelines and application materials	September 2026
Application process opens	18 September 2026
Application deadline	31 October 2026
Eligibility check and initial application assessment	15-20 November 2026
Shortlisting of mentee candidates	End November 2026
Short interviews with shortlisted candidates	November–December 2026
Final mentee selection	December 2026
Mentor confirmation and matching process	December 2026–January 2027
Final mentor–mentee matching	By end of January 2027
Participants informed of final matching	By end of January 2027

Preparation and Launch

Milestone	Proposed Timing
Online programme onboarding – mentors & mentees (45 min)	February 2027, before ESGO Congress
Programme materials, requirements and deadlines provided to participants	At onboarding
Official programme launch / mentor–mentee meeting	ESGO Congress London 2027
First mentor contact/meeting if not possible in London	Within 2 weeks of programme launch
SMART goals and development plan agreed	Within 1 month of programme launch
SMART goals submitted to ESGO Office	Within 1 month of programme launch

Programme Monitoring

Milestone	Proposed Timing
Progress Checkpoint 1	Month 3
Mid-term Progress Report & Evaluation	Month 6
Progress Checkpoint 2	Month 9
Final Progress Report	Month 12
Final Programme Evaluation	Month 12
Programme completion review	Following final reporting
Certificates of Completion	Following confirmation that all programme requirements have been fulfilled

Mandatory Progress Checkpoints

In addition to the mid-term and final reports, mentees will submit brief **Month 3 and Month 9 progress updates** to the ESGO Office.

The progress updates will be short and focused on confirming:

- Number of mentor–mentee meetings completed
- Progress against agreed SMART goals
- Main activities or achievements since the previous update

- Any difficulties affecting the mentorship
- Planned next steps

Progress updates must be submitted **proactively by the mentee within the defined deadline and without an individual reminder from the ESGO Office.**

The ESGO Office will use these checkpoints to monitor programme participation and identify potential difficulties at an earlier stage.

Exact dates for all mandatory progress updates, reports and evaluations will be provided to participants as part of the final programme schedule before the programme starts.

5. Participant Eligibility

Mentees

Applicants must:

- Be an active **ESGO or ENYGO member** at the time of application and throughout the programme.
- Be in training or under 44 years of age or at an **early stage of their professional career in gynaecological oncology.**
- Be actively involved in gynaecological oncology clinical practice, research and/or related professional activities.
- Have sufficient proficiency in English, or another mutually agreed language, to maintain an effective mentorship relationship.
- Have reliable access to the technology required for virtual meetings and programme communication.
- Be able to commit to the full **12-month programme** and fulfil all mandatory programme requirements.
- Be available to participate in a minimum of **6 documented mentor–mentee meetings** during the programme.
- Be willing to take active responsibility for communication with their mentor, progress reporting and compliance with programme deadlines.
- Not have previously participated as a mentee in an ESGO Mentorship Programme.

Meeting the eligibility criteria does **not guarantee selection.** Eligible applicants will proceed through the programme's competitive selection process described in Section 6.

Mentors

Mentors must:

- Be an active **ESGO member.**
- Be an experienced professional in gynaecological oncology or a closely related field.
- Have relevant senior clinical, academic, research, educational and/or leadership experience.
- Be willing and able to support the professional development of an early-career colleague.
- Have sufficient proficiency in English, or another mutually agreed language, to maintain an effective mentorship relationship.
- Be able to commit to the full **12-month programme** and a minimum of **6 documented mentor–mentee meetings.**
- Participate in the programme onboarding and required programme evaluation activities.
- Maintain appropriate professional boundaries, confidentiality and professional conduct throughout the mentorship relationship.

Experience within an **ESGO-accredited centre**, active involvement in ESGO activities, research, education or other relevant professional activities may be considered when identifying and matching mentors but is not a mandatory eligibility requirement.

6. Application and Selection Process

Selection of mentees will follow a structured and competitive process designed to identify candidates who will benefit from the programme and demonstrate the motivation, commitment and capacity to participate actively throughout the full 12-month period.

6.1 Mentee Application

Applicants will be required to submit:

- Completed online application form
- Curriculum Vitae, including relevant professional and academic experience
- Motivation statement outlining:
 - Why they are applying for the ESGO Mentorship Programme
 - Their main professional development goals
 - What they expect to gain from mentorship
 - Areas in which they are seeking guidance
 - How they intend to actively contribute to and engage with the programme
- Confirmation that they have read and accept the programme requirements and can commit to the full 12-month programme

Incomplete applications or applications received after the deadline will not proceed to assessment.

6.2 Eligibility Screening

The ESGO Office will conduct an initial eligibility and completeness check based on the criteria defined in Section 5. Only eligible and complete applications will proceed to the assessment stage.

6.3 Application Assessment and Shortlisting

Eligible applications will be assessed using a **standardised scoring system**.

Each application will be **independently assessed by at least two reviewers**.

The written application will be scored against five criteria:

- Motivation for participation
- Professional development goals
- Potential benefit from mentorship
- Commitment and active engagement
- Alignment with the objectives of the ESGO Mentorship Programme

Each criterion will be scored from **1 to 5**, giving a maximum written application score of **25 points**.

Based on the application scores, a shortlist of candidates will be invited to interview.

6.4 Candidate Interviews

Shortlisted candidates will participate in a **mandatory structured online interview of approximately 10–15 minutes**.

Interviews will be conducted by **at least two interviewers (1 working group member, 1 ESGO office member)**, using the same core questions and a standardised assessment form for all candidates.

The interview will assess:

- Motivation for joining the programme & Expectations of the mentorship relationship
- Professional and career development goals
- Understanding of the mentee's responsibilities
- Commitment to regular meetings, reporting and programme deadlines
- Communication and readiness to engage proactively in the mentorship relationship

The interview will be scored against five criteria, each scored from **1 to 5**, giving a maximum interview score of **25 points**.

Failure to attend the scheduled interview without prior communication may result in withdrawal of the application from the selection process.

6.5 Final Selection and Scoring

Final selection will be based on the combined results of the written application assessment and structured interview.

The two stages will carry **equal weight**:

- **Written application assessment: 50% – maximum 25 points**
- **Structured interview: 50% – maximum 25 points**
- **Maximum overall score: 50 points**

The combined score will support the final ranking of candidates.

Scores will inform, but not automatically determine, the final selection. The Mentorship Working Group may also consider the overall suitability of the candidate for the programme, availability of an appropriate mentor and the need to achieve an appropriate and feasible cohort.

A maximum of **12 mentees** will be selected.

Final selection will focus not only on professional achievements, but particularly on motivation, development potential, clearly identified mentorship needs and demonstrated commitment to active participation.

All applicants will be informed of the outcome following completion of the selection process.

6.6 Mentor Identification and Matching

Mentors will be identified from experienced ESGO professionals who meet the eligibility requirements defined in Section 5 and are able to commit to the programme.

Selected mentees will be matched with mentors by the Mentorship Working Group based on:

- Professional and clinical interests
- Academic and research interests
- Career development goals
- Areas in which mentorship is requested
- Mentor expertise and experience
- Language and communication considerations, where relevant

The aim of the matching process is to identify the mentor best suited to support the individual development needs of each selected mentee.

Mentees will not select their own mentor or submit a mentor wish list.

Final mentor–mentee pairings will be communicated before the programme onboarding and official launch.

7. Programme Activities

The programme will combine individual mentor–mentee meetings, structured goal setting, progress monitoring and opportunities for professional networking.

7.1 Mentor–Mentee Meetings

Mentor–mentee pairs are encouraged to meet regularly throughout the 12-month programme, ideally approximately once per month.

A minimum of **6 documented meetings** is required for successful programme completion.

Meetings may take place virtually or in person and should focus on the individual development needs and agreed goals of the mentee.

Topics may include:

- Career planning and professional development
- Clinical development
- Research and academic development
- Leadership and communication skills
- International collaboration and networking
- Other professional development areas agreed between the mentor and mentee

The mentee is expected to take primary responsibility for arranging meetings, preparing relevant discussion points and following up on agreed actions.

7.2 Mentorship Development Plan and SMART Goals

At the beginning of the programme, each mentee will prepare proposed professional development goals for discussion with their mentor.

During the initial phase of the mentorship, the mentor and mentee will agree on a **Mentorship Development Plan**, including a limited number of priority SMART goals:

- **Specific**
- **Measurable**
- **Achievable**
- **Relevant**
- **Time-bound**

The Development Plan should identify:

- Priority professional development goals
- Planned actions
- Expected outcomes
- Indicative timeframe for each goal

The agreed Development Plan must be **submitted proactively by the mentee to the ESGO Office within one month of the official programme launch**.

The Development Plan will serve as the reference point for subsequent progress checkpoints and the mid-term and final programme reports.

7.3 Meeting Documentation

Following each mentorship meeting, a brief meeting log should be completed documenting:

- Date of the meeting
- Main topics discussed
- Agreed action points
- Planned next steps

The mentee is responsible for maintaining the meeting records.

Meeting documentation will be used to demonstrate fulfilment of the minimum programme participation requirement and to support progress monitoring.

7.4 Progress Checkpoints

Mentees will provide structured updates at defined stages of the programme:

- **Month 3 – Progress Checkpoint**
- **Month 6 – Mid-term Progress Report**
- **Month 9 – Progress Checkpoint**

- **Month 12 – Final Progress Report**

Month 3 and Month 9 updates will be brief progress checks, while the mid-term and final reports will provide a more detailed review of progress against the Mentorship Development Plan.

All required updates must be submitted by the mentee within the communicated deadlines **without individual reminders from the ESGO Office**.

7.5 ESGO Congress and Networking

Where possible, mentor–mentee pairs are encouraged to meet in person during the ESGO Congress and participate in relevant ESGO networking opportunities.

The ESGO Congress in London will serve as the **official launch of the programme** and provide an opportunity for mentors and mentees to establish their mentorship relationship in person.

Participation in additional peer networking or group activities may be offered during the programme where appropriate.

7.6 Support During the Programme

The ESGO Office will provide the programme structure, documentation and administrative coordination.

Participants are encouraged to contact the ESGO Office if significant difficulties arise that may affect the mentorship relationship or continuation in the programme.

The ESGO Office may consult the Mentorship Working Group where additional guidance or intervention is required.

8. Monitoring and Evaluation

The programme will use structured monitoring throughout the 12-month period to support active participation, identify potential difficulties at an early stage and evaluate programme outcomes.

8.1 Progress Monitoring

Mentee progress will be monitored through four mandatory checkpoints:

- **Month 3 – Progress Checkpoint**
- **Month 6 – Mid-term Progress Report**
- **Month 9 – Progress Checkpoint**
- **Month 12 – Final Progress Report**

The Month 3 and Month 9 checkpoints will be brief updates confirming:

- Number of mentorship meetings completed
- Progress against agreed SMART goals
- Key activities or achievements
- Any challenges affecting the mentorship
- Planned next steps

The Month 6 and Month 12 reports will provide a more detailed assessment of progress against the Mentorship Development Plan and overall mentorship experience.

All mandatory updates and reports must be submitted proactively by the mentee within the communicated deadlines **without individual reminders from the ESGO Office**.

8.2 Monitoring of Meeting Requirements

Mentees are responsible for maintaining records of their mentor–mentee meetings.

Progress reports will include confirmation of the number of meetings completed. A minimum of **6 documented meetings during the 12-month programme** is required for successful programme completion.

The ESGO Office may request supporting meeting documentation where required.

8.3 Monitoring of Engagement

Mentees are expected to maintain appropriate and timely communication with both their mentor and the ESGO Office throughout the programme.

Mentors will be encouraged to inform the ESGO Office if:

- Communication with the mentee becomes significantly irregular
- Meetings are repeatedly cancelled or not arranged
- The mentee appears persistently disengaged
- Other difficulties arise that may affect successful continuation of the mentorship

Where necessary, the ESGO Office may contact the participant and/or consult the Mentorship Working Group.

8.4 Missed Requirements and Non-Communication

Failure to meet a programme requirement will be assessed differently depending on whether the participant has communicated the circumstances proactively.

Where a mentee anticipates difficulty meeting a deadline or programme requirement, they must contact the ESGO Office as early as possible. Reasonable individual circumstances may be considered.

Where a mandatory requirement is missed **without prior communication**, the ESGO Office may initiate the programme's non-compliance procedure.

Repeated missed deadlines, failure to submit mandatory documentation or prolonged lack of communication may result in:

1. Formal notification of the outstanding requirement
2. Written warning and a defined deadline to resolve the issue
3. Review of participation by the Mentorship Working Group
4. Withdrawal from the programme where engagement does not improve

Participants who do not fulfil the minimum programme requirements will not be eligible for the **ESGO Certificate of Completion**.

8.5 Programme Evaluation

Evaluation of the programme experience will be conducted separately from participation and progress monitoring.

Both mentors and mentees will be required to complete:

- **A mid-term evaluation survey**
- **A final evaluation survey**

The evaluation surveys will be **anonymous**. Individual survey responses will not be linked to individual participants and will not be used to determine programme compliance or successful completion.

Anonymous and aggregated evaluation data may be used by ESGO for:

- Evaluation and improvement of the Mentorship Programme
- Internal reporting
- Scientific analysis and research
- Abstracts, presentations and scientific publications
- Communication of programme outcomes and impact
- Development of future ESGO educational and mentorship activities

Any use of evaluation data will follow applicable data protection, ethical and publication requirements.

As the surveys are anonymous, the ESGO Office will not be able to identify which individual participant has submitted a response. Therefore, **after completing each mandatory evaluation survey, participants must separately notify the ESGO Office that their survey has been submitted.**

This confirmation will be used only to record fulfilment of the programme requirement and will **not be linked to the participant's anonymous survey responses.**

Completion of the required evaluation surveys and confirmation of submission to the ESGO Office will form part of the programme completion requirements.

8.6 Programme Completion

Following submission of the final programme requirements, the ESGO Office will review whether each participant has fulfilled the defined completion criteria.

Successful completion will require, at minimum:

- Completion of programme onboarding
- Participation in at least **6 documented mentor–mentee meetings**
- Submission of the Mentorship Development Plan
- Completion of all mandatory progress checkpoints and reports
- Appropriate engagement and communication throughout the programme
- Completion of the final programme requirements

The programme will formally conclude at the **following ESGO Congress**, approximately 12 months after its official launch.

Participants who have successfully fulfilled the programme requirements will receive the **ESGO Certificate of Completion at the concluding ESGO Congress.**

9. Certificates of Completion

Participants who successfully fulfil all mandatory programme requirements will be eligible to receive an official **ESGO Mentorship Programme Certificate of Completion.**

Eligibility for certification will be confirmed by the ESGO Office following review of the programme completion requirements, including participation, meeting documentation, mandatory progress reporting and overall programme engagement.

Participants who do not fulfil the minimum programme requirements will not be eligible for the Certificate of Completion.

The programme will formally conclude at the **following ESGO Congress**, approximately 12 months after its launch. Certificates of Completion will be awarded to eligible participants at the concluding Congress.

Where a participant is unable to attend the Congress in person, alternative delivery of the certificate may be arranged.

10. Responsibilities and Conduct

Successful mentorship requires active participation, mutual respect, professional conduct and clear responsibility from mentors, mentees and the ESGO Office.

10.1 Mentee Responsibilities

Mentees are expected to take primary responsibility for their participation and development throughout the programme.

Mentees must:

- Take the initiative in establishing and maintaining regular communication with their mentor.
- Take primary responsibility for arranging mentorship meetings.
- Prepare appropriately for meetings and identify relevant topics, questions and development needs.
- Agree on SMART goals and the Mentorship Development Plan with their mentor.
- Follow up on agreed actions between meetings.
- Participate in a minimum of **6 documented mentor–mentee meetings** during the 12-month programme.
- Maintain appropriate records of mentorship meetings.
- Monitor programme deadlines independently.
- Submit all mandatory progress updates, reports and documentation to the ESGO Office within the communicated deadlines **without individual reminders**.
- Complete the required anonymous mid-term and final programme evaluation surveys.
- Following submission of each anonymous evaluation survey, **separately notify the ESGO Office that the survey has been completed**. This confirmation will be used only to record fulfilment of the programme requirement and will not be linked to the participant's survey responses.
- Respond to relevant communication from their mentor and the ESGO Office in a timely manner.
- Inform their mentor and the ESGO Office proactively if circumstances arise that may affect their participation.
- Participate professionally, respectfully and actively throughout the full 12-month programme.

10.2 Mentor Responsibilities

Mentors are expected to:

- Provide professional guidance appropriate to the mentee's agreed development goals.
- Support the mentee in establishing realistic and meaningful SMART goals.
- Participate in regular mentorship meetings and provide constructive feedback.
- Share relevant professional experience, knowledge and perspectives where appropriate.
- Encourage independent thinking, professional development and confidence.
- Respect the individual needs, circumstances and professional background of the mentee.
- Maintain appropriate professional boundaries and confidentiality.
- Inform the ESGO Office where persistent communication difficulties, disengagement or other significant concerns may affect successful continuation of the mentorship.
- Participate in required programme monitoring activities.
- Complete the required anonymous mid-term and final programme evaluation surveys.
- Following submission of each anonymous evaluation survey, **separately notify the ESGO Office that the survey has been completed**.

Mentors are not responsible for managing the mentee's programme deadlines, reporting obligations or administrative requirements.

10.3 ESGO Office Responsibilities

The ESGO Office will:

- Coordinate the administrative implementation of the programme.
- Provide participants with the programme framework, guidelines, timeline, templates and relevant deadlines.
- Coordinate programme onboarding and official programme activities.
- Support communication between participants where intervention is reasonably required.
- Monitor submission of mandatory programme requirements.
- Maintain programme records and documentation.
- Coordinate anonymous mid-term and final programme evaluations.
- Record participants' separate confirmations that the anonymous evaluation surveys have been completed, without linking these confirmations to individual survey responses.

- Escalate significant participation or communication concerns to the Mentorship Working Group where appropriate.
- Review fulfilment of programme completion requirements and coordinate Certificates of Completion.

The ESGO Office will provide reasonable administrative support; however, **participants remain responsible for managing their own mentorship relationship, communication, meetings and programme deadlines.**

10.4 Evaluation Data and Use of Programme Outcomes

Mid-term and final programme evaluation surveys will be **anonymous**.

Anonymous and aggregated evaluation data may be used by ESGO for:

- Evaluation and continuous improvement of the Mentorship Programme
- Internal reporting and programme development
- Scientific analysis and research
- Abstracts and scientific presentations
- Scientific publications
- Communication of programme outcomes and impact
- Development of future ESGO educational and mentorship activities

Any use of programme evaluation data will follow applicable data protection, ethical and publication requirements.

Confirmation provided to the ESGO Office that an evaluation survey has been completed will be used solely to verify fulfilment of the programme requirement and **will not be linked to the participant's anonymous survey responses.**

10.5 Professional Conduct and Confidentiality

All participants are expected to maintain high standards of professional conduct throughout the programme. Information shared within the mentor–mentee relationship should be treated as confidential unless both parties agree otherwise or disclosure is required by applicable professional, ethical or legal obligations.

Participants must:

- Treat each other with respect and professionalism.
- Respect agreed meeting times and communicate promptly if meetings need to be rescheduled.
- Maintain appropriate professional boundaries.
- Avoid discriminatory, inappropriate or disrespectful behaviour.
- Avoid using the mentorship relationship to place inappropriate pressure on the mentor or mentee.

Participation in the programme does not create an entitlement to:

- Employment or professional appointments
- Recommendation letters
- Research positions or fellowships
- Authorship or co-authorship
- Funding or financial support
- Preferential access to ESGO positions, committees or opportunities

Such opportunities may arise naturally from a professional relationship but must not be expected or requested as a condition or guaranteed outcome of participation in the programme.

10.6 Concerns and Difficulties

Participants should attempt to address ordinary practical or communication difficulties directly and professionally within the mentorship relationship where appropriate.

If a significant difficulty cannot be resolved, or if either participant feels unable to continue the mentorship relationship, the ESGO Office should be contacted as early as possible.

The ESGO Office, in consultation with the Mentorship Working Group where necessary, will assess the situation and determine appropriate next steps.

11. Programme Governance

The ESGO Mentorship Programme operates under the oversight of the **ESGO Training & Education Committee**.

The programme is supported by the **Mentorship Working Group**, with administrative coordination provided by the **ESGO Office**.

11.1 Training & Education Committee

The Training & Education Committee provides overall oversight of the ESGO Mentorship Programme and approves the implementation of each new programme cycle and any significant changes to the programme structure.

11.2 Mentorship Working Group

The Mentorship Working Group supports the scientific and strategic development of the programme and is responsible for:

- Reviewing and further developing the programme structure and content.
- Supporting the mentee application assessment and selection process.
- Participating in structured candidate interviews.
- Supporting the identification and selection of suitable mentors.
- Approving final mentor–mentee matching.
- Contributing to the programme onboarding.
- Reviewing significant participation, engagement or mentor–mentee relationship issues referred by the ESGO Office.
- Supporting evaluation of programme outcomes and recommendations for future programme cycles.
- Contributing, where appropriate, to scientific outputs arising from the programme.

11.3 ESGO Office

The ESGO Office is responsible for the administrative coordination and implementation of the programme, including:

- Coordination of applications and programme documentation.
- Organisation of the selection and interview process.
- Coordination of communication with mentors and mentees.
- Organisation of programme onboarding and other programme activities.
- Monitoring receipt of mandatory programme documentation and progress updates.
- Coordination of programme evaluations.
- Administrative support to the Mentorship Working Group.
- Maintenance of programme records.
- Coordination of programme completion and Certificates of Completion.

The ESGO Office supports the effective implementation of the programme but does not assume responsibility for managing individual mentorship relationships or for ensuring that participants meet their individual programme obligations and deadlines.