



ACPSEM

Australasian College of Physical
Scientists & Engineers in Medicine



FACTS

WHO

ACPSEM members who are early to mid-career (within the first 15 years of their career journey)

WHAT

Five one-hour mentoring sessions held across a 24week program

HOW

Complete the Expression of Interest form to join the program.

ACPSEM PROFESSIONAL MENTORSHIP PROGRAM

WHAT YOU NEED TO KNOW

Early and mid-career medical physicists and radiopharmaceutical scientists navigate evolving roles, new clinical contexts, increasing responsibility, and the ongoing challenge of building confidence and expertise in rapidly advancing professions. This program supports their development by pairing members with experienced mentors who can guide, challenge, and encourage them at key stages of their professional journey. Current TEAP registrars are not eligible for this program.

Over 24 weeks, mentees and mentors meet regularly to explore professional identity, strengthen judgement, build capability and foster long-term growth. The program is structured, supported and intentionally designed to create meaningful, lasting professional relationships.



ELIGIBILITY CRITERIA

MENTEE

CAREER STAGE

- Early or mid-career ACPSEM members, within the first 15 years of entering the profession
- Employed as a Medical Physicist or Radiopharmaceutical Scientist

READINESS AND ENGAGEMENT

- Clear motivation for joining, including defined learning goals
- Commitment to taking ownership of professional development
- Commitment to regular meetings (5 weekly) and active participation

PROFESSIONAL CONDUCT

- Agreement to maintain confidentiality and respect professional boundaries
- Commitment to ACPSEM's Code of Ethics and professional standards
- Willingness to complete program evaluations and provide constructive feedback

ADDITIONAL DESIRABLE CRITERIA

- Interest in developing specific competencies (clinical, research, leadership, communication)
- Openness to feedback and engaging in reflective practice

MENTOR

PROFESSIONAL STANDING

- Registered with ACPSEM, with a minimum of 5 years post-registration experience if registered via an ACPSEM TEAP pathway.

OR

Extensive clinical, industry or research experience at a senior level.

- Demonstrated competence in clinical practice, research, or leadership within medical physics or radiopharmaceutical science.

SKILLS AND ATTRIBUTES

- Strong communication and interpersonal skills
- Commitment to ethical practice and professional development
- Ability to provide constructive feedback and support reflective learning
- Willingness to model ACPSEM values

COMMITMENT REQUIREMENTS

- Availability for five meetings during the 24-week period
- Completion of mentor orientation
- Commitment to confidentiality, boundaries and evaluation activities
- Commitment to completing progress check-ins and evaluation activities

ADDITIONAL DESIRABLE CRITERIA

- Prior mentoring, supervision or teaching experience
- Representation across diverse practice areas



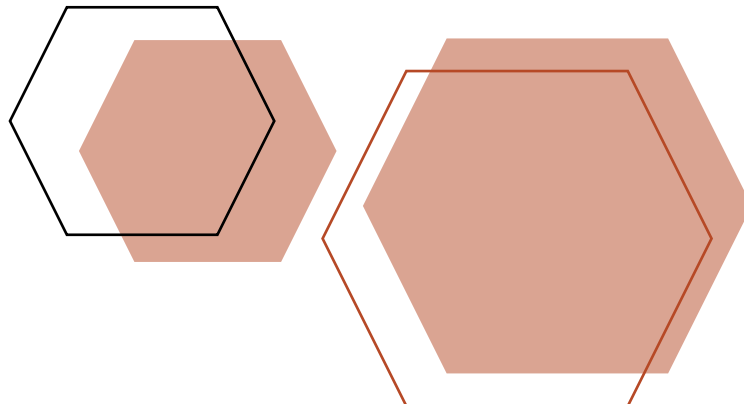
KEY OUTCOMES & BENEFITS

MENTEES

- **A stronger professional identity** — develop clarity about your role, values and direction as a practitioner.
- **Improved judgement and accountability** — build confidence in decision making, clinical reasoning and professional responsibility.
- **Leadership foundations** — strengthen communication, influence, initiative and self-awareness.
- **Capability uplift** — enhance technical, clinical and professional skills that support progression toward accreditation or registration.
- **Smoother early career transitions** — reduce uncertainty, increase workplace confidence and navigate complex situations more effectively.
- **Greater connection and engagement** — feel more supported within your team, organisation and the wider profession.
- **CPD recognition** — earn 3 CPD points for program completion and reflective activities.

MENTORS

- **Enhanced leadership and coaching skills** — refine your ability to guide, listen and provide effective feedback.
- **Reinforced professional identity** — strengthen your sense of purpose and contribution as a senior practitioner.
- **Sharper communication** — improve clarity and confidence in complex or sensitive conversations.
- **Deeper reflective practice** — gain insight into your own decision making, ethics and professional habits.
- **Expanded networks** — connect with mentees, fellow mentors and the broader profession.
- **Renewed motivation** — experience satisfaction through meaningful contribution to workforce development.
- **Ongoing learning** — stay current and challenge assumptions through dialogue with early career colleagues.
- **CPD recognition** — receive CPD points for supervision and reflective participation.





ROLES

MENTEE

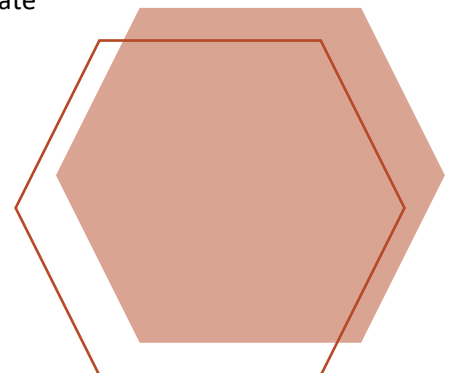
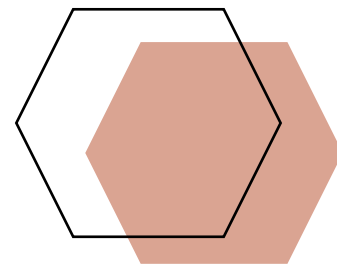
- Take ownership of your development and actively engage in the mentoring relationship
- Seek guidance aligned with your goals and come prepared for each meeting
- Demonstrate professionalism and respect for your mentor's time and expertise

MENTOR

- Support the mentee's growth in clinical practice, research, leadership and professional identity
- Model ACPSEM values, ethical standards and professional behaviour
- Provide a confidential, trusted space for reflection and problem solving
- Act as a sounding board, not a supervisor or assessor

SHARED RESPONSIBILITIES

- Establish mutual expectations early in the relationship
- Maintain respectful, professional communication
- Uphold confidentiality, boundaries and trust
- Review and adjust goals as needed
- Notify the coordinator if the relationship becomes unproductive or inappropriate
- Participate in orientation, check-ins and evaluation activities



PROGRAM MODEL



The program is guided by the CLINICAL mentoring model, which supports a structured yet flexible journey from early context setting to long term professional growth.

C — CONTEXT

Build a shared understanding of the clinical environment, regulatory landscape and workplace pressures. Establish trust, confidentiality and clear expectations.

L — LEARNING GOALS

Define meaningful professional development goals, focusing not only on technical skills but also judgement, identity and leadership. Identify what success looks like.

I — INTEGRITY & ETHICS

Explore ethical dilemmas, patient safety considerations and professional accountability in real world scenarios.

N — NAVIGATION

Discuss career pathways, research opportunities, leadership roles and other avenues for professional growth.

I — INSIGHT

Develop reflective capacity by examining decision making patterns, communication styles, risk tolerance and boundaries.

C — CAPABILITY IN PRACTICE

Translate insights into real actions, clinical behaviours, leadership practices and professional habits.

A — ASSESSMENT SEPARATION

Reinforce that mentoring is distinct from supervision, assessment or performance management.

L — LEGACY & LIFELONG GROWTH

Close the relationship well by capturing learning, celebrating progress, planning future development and establishing appropriate post program boundaries.





SUPPORT

PROGRAM COORDINATION SUPPORT

A dedicated ACPSEM Program Coordinator supports every stage of the mentoring journey. Their role is to ensure that each partnership is productive, well-matched and supported, and that both mentors and mentees feel confident and prepared.

The coordinator provides resources, training and ongoing guidance, monitors progress and is available to address issues promptly. This structured support helps maintain momentum, resolve challenges early and ensure a positive experience for all participants.

MID-POINT REVIEW

The midpoint review provides a structured opportunity to pause, reflect, and recalibrate. It ensures that the mentoring relationship remains purposeful and aligns with the mentee's goals. The review includes:

- A short participant survey exploring relationship quality, meeting frequency, clarity of goals and perceived value
- A review of the mentee's progress tracker entries
- Coordinator follow-up where challenges, mismatches or barriers are identified
- Space for mentors and mentees to refine expectations, communication styles or meeting structure
- Early identification of systemic issues such as scheduling difficulties or unclear guidance

END-POINT REVIEW

The end-point review captures achievements, reflects growth and supports a thoughtful close to the mentoring relationship. It also provides valuable insights to strengthen future program cycles. This review includes:

- A final participant survey assessing experience, goal achievement, confidence and overall impact
- Review of the mentee's progress tracker and development plan
- Mentor reflections on the mentee's growth and the effectiveness of the program
- Documentation of key outcomes, insights and recommended next steps
- Confirmation of appropriate post-program boundaries and expectations for any ongoing contact

TOOLS & RESOURCES



Participants receive access to a suite of resources designed to support a successful mentoring experience, including:

- Comprehensive mentor and mentee guides outlining expectations and best practice methods
- Orientation sessions (live or recorded) to prepare participants and establish shared understanding
- Templates and tools to support goal-setting, reflection, documentation and progress tracking