



UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG

Global Health Research Mentoring Competencies

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**WITS School of
Public Health**

- Hamer DH, Hansoti B, Prabhakaran D, Huffman MD, Nxumalo N, Fox MP, Gopal S, Oberhelman R, Mwananyanda L, Vwalika B, **Rispel LC**. Global Health Research Mentoring Competencies for Individuals and Institutions in Low- and Middle-Income Countries. *American Journal of Tropical Medicine and Hygiene*; 2018, pp. 1–5. <https://doi:10.4269/ajtmh.18-0558>

KEY MESSAGES

1. Mentoring is beneficial to mentors, mentees, and their institutions
2. Key competencies facilitate:
 - a. Development of skills for effective mentoring
 - b. Definition of training needs for local research mentors
 - c. Institutional capacity building to support mentors
3. We propose 9 key mentoring competencies

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**9
Key
Mentoring
Competencies**

Fostering institutional
change

Maintaining effective
communication

Overcoming
resource limitations
and other sources of
adversity

Aligning
expectations with
reasonable goals
and objectives

Promoting
professional integrity
and ethical conduct

Assessing and
providing skills and
knowledge
necessary for
success

Promoting
professional
development

Addressing diversity

Fostering independence

SNIPPETS OF DETAIL

Maintaining effective communication

- Listening
- Demonstrating interest/attention
- Encouraging mentees to speak
- Verbal and non-verbal clues
- Cross-cultural & cross-gender
- Constructive feedback

Assessing and providing skills and knowledge necessary for success

- Knowledge of relevant subject matter
- Competence in research –from proposal writing to dissemination and policy engagement
- Able to identify key gaps in knowledge and skills of the mentoring team

SNIPPETS OF DETAIL

Addressing
diversity

- Embrace diversity
- Willingness for ongoing learning or training in critical diversity
- Ability to recognise own biases-conscious or unconscious

Promoting
professional
integrity and
ethical conduct

- Serve as a role model
- Honesty, openness & trusting relationship
- Guidance on responsible conduct of research, ethical guidelines, institutional rules
- Acknowledge mentee contributions
- Mutual learning

SNIPPETS OF DETAIL

Overcoming
resource
limitations and
other sources of
adversity

- Training on managing administrative duties
- Problem solving skills
- Patience/ resilience in the face of setbacks
- Identify non-financial and financial resources needed to accomplish research goals

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