

Pathways at Warwick Mentor 2026-2027

Mentor Job Description

Post title: Pathways at Warwick Mentor

Position Available: 4 x Pathways to Law (PTL) Mentor, 1 x Pathways to Banking & Finance (PTB)

Department: Widening Participation and Outreach Team

Salary: £13.45 per hour plus £1.62 holiday pay per hour ([Pre-AWR](#)), £13.45 per hour plus £2.30 holiday pay per hour ([Post-AWR](#)).

Compulsory Dates

All shortlisted candidates will be invited to a selection event on **Wednesday 4th November** (4-7pm) and will be asked to attend compulsory training on **Wednesday 18th November** (4-7pm). These dates are fixed and if you are unable to attend, we will not be able to consider your application this year.

About the Pathways Programmes

Pathways at Warwick is an engaging two-year programme that gives students practical advice about university and the workplace in a particular sector, with the overall aim of leaving students feeling inspired and more confident about their future. Students interested in a career in Law, Banking & Finance or Engineering will have access to academic lectures, employer engagement, CV and personal statement support in their retrospective stream. The programmes are two years long, starting in year 12 and finishing in year 13.

The programmes are run jointly between the University of Warwick and the Sutton Trust. The Sutton Trust is the UK's leading foundation dedicated to improving social mobility. Founded by Sir Peter Lampl in 1997, the Trust delivers programmes to 5,000 young people each year across the country, rigorous research into the issues of low social mobility and educational disadvantage, and policy advocacy to affect systemic change. The Trust gives opportunities to young people from low and moderate-income backgrounds to improve their chances of accessing top universities and the professions. It seeks to ensure young people reach their potential, regardless of their background, school or where they live.

Outline of programme

Rough outline of the programme for 2026/27. Dates and times will be confirmed, and a finalised timetable will be provided at the training. You will be required to attend your specific programme events including the residential event but may also be asked to support cross programme events when additional support is required and you are available and wish to work.

Date	Event	Programme
28 th November 2026	Year 12 Programme Launch	PTL, PTB & PTE
28 th January 2026	Year 12 Sector Day with Deutsche Bank - Banking	PTB
3rd February 2027	Year 12 Sector Day - Law	PTL
10 th February 2027	Year 12 Sector Day – Engineering	PTE
TBC	Year 12 Explore Warwick Academic Taster Day	PtL, PtB, PtE
TBD March/April 2026	Year 13 Celebration Event	PTL, PTB & PTE
21 st April 2027	Year 12 Student Life Day	PTL, PTB & PTE
22 nd – 25 th March 2027 TBC	Pathways to Engineering National Conference (Residential)	PTE
12 th – 15 th July 2027	Pathways to Banking National Conference (Residential)	PTB
2 nd – 5 th August 2027	Pathways to Law National Conference (Residential)	PTL
Throughout Year 12	Online mentoring via TAP	PTL, PTB & PTE

Job Role

- Attend initial training and regular meetings with University Coordinator.
- Support Pathways events both online and face to face
- Engage positively with small groups of students.
- Act as a positive role model and be approachable and friendly.
- You will be working with Year 12 and 13 students from across the West Midlands. Please be aware of the language you use and do not make any derogatory comments about the local area.
- Ensure that you work with the whole group and ensure that you are involving all members (some participants may be more willing than others to engage).
- Be as warm, welcoming and enthusiastic as possible, keeping in mind students may have different amounts of knowledge and perspectives on their future.
- If you are speaking about your own experience at university, ensure you frame it this way and think about offering general advice so that as many people as possible can benefit from the session.
- Support students through online mentoring.

Responsibilities of a Pathways Mentor:

- Act in a professional and safe manner whilst at events, in accordance with the code of conduct and all information provided in training sessions.
- To represent the University of Warwick professionally and to adhere to child protection guidelines in accordance with the code of conduct.
- Work closely with and communicate effectively with the University Coordinator.
- Be punctual and timely throughout the programme in accordance with the code of conduct.
- Gain a valuable insight into the various areas of law/banking & finance/engineering and advise students accordingly.
- Gain access to TAP, our digital platform in which students will be able to ask IAG questions in which mentors are expected to answer.

Duties

1. Facilitate skills sessions including ice breakers, team-building and reflective activities on various events throughout the programme
2. Be available online for online mentoring during assigned hours to answer student questions and support them with independent learning through the TAP system (Training on TAP provided).
3. Motivate and encourage the Pathways students to actively participate in the programme.
4. Engage with students by talking through your experiences of applying to university, student life, your career aspirations and encourage the students to achieve their full potential.
5. Be a positive role model and lead by example.
6. Facilitate and deliver webinars such as a Student Life Webinar (Optional)
7. Adhere to the Staff Code of Conduct at all times.
8. Ensure the Code of Conduct is adhered to by the Pathways students at all times and refer any incidents or safeguarding concerns to the Pathways co-ordinator.
9. Maintain discipline when the students are in a team session.
10. Assist University Coordinators with general duties and tasks before, during and after events the conferences.
11. Support face to face events when university guidance allows. This will involve setting up rooms, registering students as they arrive, supporting staff within sessions.

Person Specification

Ideally you should satisfy most of the following criteria:

REQUIREMENTS	ESSENTIAL (E) or DESIRABLE (D) REQUIREMENTS	MEASURED BY: A) Application Form B) Training Assessment
The postholder must be able to demonstrate:		
Must be based in the UK when working digital events	E	A
Be committed to the aims of widening participation, raising awareness and aspiration for higher education	E	A, B
Awareness and understanding of the rationale behind the Pathways programme	E	A, B
Excellent time management and organisational skills	E	A, B
Evidence of team working skills and taking initiative	E	A, B
Excellent communication and interpersonal skills	E	A, B
Ability to work independently	E	A, B
Excellent presentation skills and the ability to adapt communication to suit a younger audience	E	A, B
Access to reliable internet connection, your own device and quiet space to work in throughout the conference hours	E	A, B
Experience of working with young people, or mentoring	D	A, B
Experience of Widening Participation activities	D	A, B
Experience within/studying Pathways subjects (Law, Banking & Finance, Engineering)	D	A, B
Experience facilitating groups and leading interactive activities such as team-building activities, ice-breakers and reflections	D	A, B
Understanding of safeguarding and health and safety	D	A, B

How to apply

If you wish to apply to become a mentor on the programme, please apply via the link on our webpage:

<https://warwick.ac.uk/study/outreach/currentstudents/mentoropportunities/>

Applications close on 26th October.