ICOPLAST Young Plastic Surgeons Mentorship Program

1 January 2027 - 31 December 2027

The ICOPLAST Young Plastic Surgeons Mentorship Program establishes structured mentorship to advance educational leadership, institutional governance, and clinical innovation. Structured mentorship has been shown to be critical to producing the next generation of competent, passionate, and successful surgeons, with impacts on research productivity, leadership attainment, and career satisfaction.

Rapid changes in healthcare and technology threaten to outpace traditional training models, making proactive leadership development and creation of a pool of skilled young plastic surgeons is essential.

Objective
The objective of the Young Plastic Surgeons Mentorship Program is to connect plastic surgeons across all career stages – trainees, young plastic surgeons and senior faculty - to foster collaboration through a unique team-based model. By bridging diverse perspectives, the initiative creates a continuous, long-term learning environment where every participant has the opportunity to both lead as a mentor and learn as a mentee.

1. ICOPLAST Young Plastic Surgeons Mentor

To become an ICOPLAST Young Plastic Surgeons Mentor, you must:

- Be a member of an ICOPLAST National Society in good standing
- Hold Board Certification for at least 10 years
- Have demonstrated leadership in plastic surgery (Program Director, Head of Department, Plastic surgeons with active academic engagement and recognized expertise in their field)
- Submit evidence of publications and scientific presentations

ICOPLAST Young Plastic Surgeons Mentor provides:

- 6-month program extendable to 12 months based on virtual meetings, with an emphasis on case-based discussion, clinical decision-making, surgical planning, management of challenging cases and complications, and career or academic development. At the beginning of the mentorship, mentor and mentee establish specific learning objectives that guide the experience.
- Upon finalization and whenever feasible, online mentorship may be complemented by a focused in-person observership, allowing the mentee to experience the mentor's clinical practice and surgical approach firsthand.
- On completion of the mentorship period, the Mentor will provide the Mentee with constructive feedback and advice
- On completion of the mentorship, the Mentor will also provide ICOPLAST with feedback on the experience

Credits for ICOPLAST Young Plastic Surgeons Mentors:
ICOPLAST Young Plastic Surgeons Mentors will be credited on the ICOPLAST website, in our Newsletter, on social media and will be also considered for inclusion in the Mentorship Program Presentation at the ICOPLAST World Congress.

Application to become an ICOPLAST Young Plastic Surgeons Mentor
Complete and return the Young Plastic Surgeons Mentor Application together with support documentation by 30 November 2026.

2. ICOPLAST Young Plastic Surgeon availing of Mentorship Opportunity

To apply for an ICOPLAST Mentorship, you must:

- Be a board-certified plastic surgeon within the first 5 years following completion of training
- Be a member of or affiliated to an ICOPLAST National Society in good standing
- Have clear objectives for participation in the ICOPLAST Membership Program

ICOPLAST Young Plastic Surgeons Mentee obligations:

- Participate fully and positively in all aspects of the program provided by the mentor
- On completion of the mentorship period, the Mentee will provide ICOPLAST with feedback on their experience for inclusion on the ICOPLAST website, in our Newsletter, on social media
- Be considered for inclusion in the Mentorship Program Presentation at the ICOPLAST World Congress.

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3. Next Steps

On receipt of all applications, the ICOPLAST Young Plastic Surgeons Mentorship Committee, with approval of the ICOPLAST Board of Directors, will:

- Review applications received from all parties
- Match the Mentors with the Mentees in accordance with details supplied on Application Forms
- Contact all parties involved within 30 days of the closing date

September 2026