

Unlocking Potential: the HIRANI Mentoring Programme

The HIRANI Mentoring Programme is designed to support the rapid growth of the life and health sciences sector by fostering professional development, knowledge exchange, and strategic networking. Through structured mentorship, mentees are guided in areas such as business model development, commercialisation strategies, and regulatory navigation.



The programme was funded in 2024 and 2025 by Innovate UK's Launchpad programme for Life and Health Science in Northern Ireland, reinforcing its role as a key initiative in strengthening innovation in the region.

And in 2026 Roche Diagnostics UK and Ireland have taken up the reins to sponsor the programme.

What do the statistics say?

More than 300 mentoring hours were recorded over 2024/25 and 91% of participants in the expressed interest in participating again, indicating a strong level of engagement and value.



**Innovate
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“My mentor introduced me to others, which led to collaboration opportunities and helped reshape my work.”

Programme Mentee

How Effective Mentorship Works

The programme is underpinned by established mentorship principles including:

- Transformational leadership: Mentors inspire mentees to set goals, think strategically, and navigate industry challenges.
- Mutual benefit and social exchange: Effective mentorship works best when both parties gain insights, networking opportunities, and a deeper understanding of industry trends.
- Structured goal setting: Mentees who established clear objectives early in the programme reported greater satisfaction and professional growth.
- Self-determination and skill-building: Mentorship supports autonomy, competence, and career clarity, particularly for those actively engaged in the process.

The programme is more than just a mentorship initiative, it is a community of practice, fostering long-term professional relationships and collaborative learning.



“I am genuinely grateful for the time and expertise invested in me and in the company through this programme.”

Programme mentee



“I joined the programme to share my knowledge, but I didn’t think about how rewarding it would feel to support newer innovators.”

Programme Mentor