



Word jij de nieuwe leider in verpleegkundig onderzoek?

Het Leadership and Mentoring in Nursing
Research programma

Meld je nu aan!



UMC Utrecht



ZonMw

Leadership and Mentoring in Nursing Research

Ben jij een (bijna) gepromoveerde verpleegkundig onderzoeker? Werk je als onderzoeker, docent of combineer je onderzoek met een functie in de zorg of het beleid? Heb je de ambitie om als leider het verschil te maken in wetenschap, zorgpraktijk en beleid? Dan is het Leadership and Mentoring in Nursing Research (LMNR) programma iets voor jou!

Met LMNR investeer je in jouw groei als leider in verpleegkundig onderzoek. Je versterkt je leiderschapsvaardigheden, vergroot je onderzoeksimpact en bouwt aan een krachtig (inter)nationaal netwerk. Samen werken we aan passende zorg en meer verpleegkundige zeggenschap in de zorg van morgen.

Wat kun je verwachten?

Het LMNR 4.0 programma bouwt voort op de succesvolle formule van eerdere edities (LMNR 1.0, 2.0 en 3.0). Het bestaat uit inspirerende een- en tweedaagse bijeenkomsten met sessies over leiderschap en onderzoek, waarin experts worden uitgenodigd en volop ruimte is voor discussie en uitwisseling. Daarnaast krijg je persoonlijke begeleiding via een mentortraject én maak je een waardevolle buitenlandstage.

Het programma ondersteunt je in het vinden van je weg binnen de academische wereld, met aandacht voor thema's zoals:

- Strategische communicatie
- Effectief onderhandelen en omgaan met conflicten
- Aanvragen van onderzoekssubsidies
- (Inter)nationale samenwerking
- Vergroten van je zichtbaarheid en onderzoeksimpact

Voor wie?

Het LMNR 4.0 programma is bedoeld voor verpleegkundigen die:

- hun proefschrift hebben laten goedkeuren door de promotiecommissie, of
- hun promotie binnen de afgelopen drie jaar hebben afgerond.

Of je nu fulltime onderzoeker bent of een gecombineerde functie hebt waarin je onderzoek met zorg, onderwijs of beleid verbindt: LMNR is er voor talenten die hun leiderschap willen ontwikkelen en impact willen maken op de toekomst van de zorg en de verplegingswetenschap. Het programma is bedoeld voor verpleegkundigen uit alle werkvelden: van GGZ en jeugd tot thuiszorg, verpleeghuiszorg, gehandicaptenzorg en ziekenhuiszorg.

Deelname

Per editie kunnen maximaal 10 deelnemers meedoen aan het programma. LMNR is een tweejarig traject dat in ieder geval de komende vier jaar wordt georganiseerd. Elk jaar start een nieuwe groep binnen het programma, zodat continu nieuwe talenten instromen en van elkaar kunnen leren.

Waarom deelnemen?

LMNR biedt je:

- Groeikansen als leider in de zorg en wetenschap
- Een stevig (inter)nationaal netwerk
- Persoonlijke begeleiding via een mentortraject
- Inspiratie en kennis van (inter)nationale experts
- Vergroting van jouw zichtbaarheid en invloed in beleid en praktijk

Ervaringen van alumni

“LMNR was enorm leerzaam, met inspirerende sprekers, uitdagende opdrachten en een sterke groepsdynamiek—een waardevolle stimulans bij het vormgeven van mijn verdere carrière in verpleegkundig onderzoek.”

– Prof. dr. Mark van den Boogaard, deelnemer LMNR 2.0 (2018–2020), hoogleraar intensive care Radboudumc



“Deelname aan LMNR 3.0 was voor mij een reis vol groei en ontwikkeling. Door inspirerende experts, interview en mentoring heb ik mijn blik verruimd en kan ik met meer visie en vertrouwen richting geven aan mijn onderzoek.”

– Dr. Yvonne Korpershoek, deelnemer LMNR 3.0 (2021–2023), postdoctoraal onderzoeker Hogeschool Utrecht



Praktische informatie

- **Kosten:** € 7.500 (2026–2028), te financieren door werkgever
- **Duur:** 2 jaar
- **Data bijeenkomsten:**
 - Maandag 26 januari & dinsdag 27 januari 2026
 - Dinsdag 17 maart 2026
 - Dinsdag 21 april 2026
 - Maandag 22 juni & dinsdag 23 juni 2026
 - Dinsdag 15 september 2026
 - Dinsdag 3 november 2026
 - Maandag 7 december & dinsdag 8 december 2026
 - Dinsdag 9 februari 2027
 - Dinsdag 13 april 2027
 - Dinsdag 25 mei 2027
 - Maandag 14 juni & dinsdag 15 juni 2027
 - Maandag 14 september 2027
 - Dinsdag 12 oktober 2027
 - Dinsdag 14 december 2027
 - Maandag 31 januari 2028 afsluitend congres
- **Tijdschema:** dagbijeenkomst 9.00 – 17.00u; tweedaagse 9.00 – 21.00u en 9.30 – 17.00u met overnachting
- **Locatie:** Het Universiteitsmuseum in Utrecht (dagbijeenkomsten) en Hotel Kerckebosch in Zeist (tweedaagse)

Meer informatie & aanmelden

Ben jij klaar om je leiderschap in verpleegkundig onderzoek verder te ontwikkelen? Bekijk de Call for Applications voor meer informatie over de deelname en de aanmeldingsprocedure. De deadline voor aanmelding is uiterlijk 20 oktober 2025. Neem gerust contact op met de programmacoördinator bij vragen.

Contact

Programmacoördinator: Marianne Lensink, MSc

E-mail: LMNR@umcutrecht.nl

Telefoon: 06 22461302

Dit leiderschapsprogramma is ontwikkeld in samenwerking met het Wetenschappelijk College Verpleegkunde, V&VN en ZonMw.

Call for Applications

1. INTRODUCTION

The Leadership Mentoring in Nursing Research program (LMNR) is a two-year program through which Dutch postdoctoral nurses strengthen competences in leadership in their research areas and establish new networks to generate the future generation of nurse leaders in nursing research. The program focuses on leadership development through mentoring, peer sessions, research program sessions, workshops, and an internship abroad. Since 2016, three groups of postdoctoral fellows (LMNR 1.0, 2.0 and 3.0) have completed the program. The LMNR program will run in four separate editions between 2026 and 2030, with 10 participants selected for each edition. From 2026 to 2028, the LMNR 4.0 will be offered to 10 postdoctoral nurses. The postdoctoral nurses will benefit from a program that suits their personal learning objectives and from the stimulating environment of national and international community of first-rate scholars.

The LMNR program 4.0 starts in January 2026. We welcome applications from promising postdoctoral nurses, who will take part in a selection process. In order to match the program standards applicants have to submit: (i) an application form, (ii) a Curriculum Vitae demonstrating the ability to forge beyond disciplinary research and to show international commitment as well as quality publications, (iii) a description of an innovative line of research and knowledge utilization and impact on the nursing profession; the possible impact of the program on own career, and (iv) a recommendation from a professor/dean of nursing or other faculty (see application form below).

2. OBJECTIVES OF THE PROGRAM

The overall objective of the LMNR program is to develop the next generation of leaders in nursing research, expand the cadre of nurse scientists, and foster national and international research networks. This will strengthen the research capacity of nursing science faculties and advance the potential for securing large-scale collaborative funding and, ensuring the sustainability of nursing research and nursing science in the Netherlands. The learning objectives are: a) the development of leadership skills for communicating, networking and collaborating with scientists in nursing and other disciplines; b) the development a career plan; and c) the enhancement of sustainability of research within the nursing profession.

3. PROGRAM FOCUS

The LMNR program 4.0 provides postdoctoral nurses with opportunities to work, among other topics, on the following areas:

Leadership development:

- improve strategic academic leadership competencies;
- improve skills in strategic communication and negotiation;

- improve skills in how to interact with the media;
- improve skills in networking and collaboration;
- improve career development and professional development;
- participate in national and international leadership meetings and conferences.

Research program development:

- develop a programmatic approach to research;
- improve postdoctoral research competencies;
- work with international and national experts in own research area;
- improve skills in applying for funding;
- improve skills in leading academic research teams;
- develop an engagement and impact plan;
- participate in and develop national and international networks and collaboration in own area of research (to achieve collaborative funding for national/international research);
- visit international collaborating partner/international expert for an internship, where shadowing a professor in nursing/mentor is an important aspect of the visit.

4. APPLICATION AND DEADLINE

The deadline for applications is **October 20th, 2025** (noon CET). The application forms are presented in chapter 9. Submission requirements. Applications are submitted by e-mail to **LMNR@umcutrecht.nl**. The program coordinator, Marianne Lensink (LMNR@umcutrecht.nl) can be contacted to inquire about information regarding the program, the application process, eligibility criteria, and selection procedure. Late and/or incomplete applications will not be considered.

5. SELECTION PROCEDURE

Applications will be assessed by an independent National Advisory Council (NAC), composed of experts from diverse backgrounds, including expertise in scientific research and healthcare governance. The NAC includes six members: a) a representative of the WCV (in Dutch: Wetenschappelijk College Verpleegkunde), who is a professor of nursing science (who does not have an applicant); b) a representative of the board of the Dutch Nursing Association; c) a representative of the board of a governmental organisation; d) two professors and/or dean(s) from health science faculties and other faculties that are closely related to faculty of nursing science; and e) a chief nursing officer. The chair of the NAC is the WCV representative.

Following an initial review of the applications by the NAC, shortlisted candidates will be invited for an interview with two NAC representatives. The purpose of this conversation is to gain insight into the candidate's personality, potential leadership behavior, learning objectives, and commitment to the program. Based on this comprehensive evaluation, the NAC will select the final ten participants taking into consideration the following criteria: 1) the scientific quality of the researcher; 2) the quality and innovative character of the research idea and its academic impact for the research proposal to be developed into a national/international grant application during the program; 3) the knowledge utilization

and impact on the nursing profession; and 4) the potential for strategic leadership. The selection of promising applications will subsequently be weighed to include a variety of research methods, outcomes, healthcare sectors, and employment type (i.e., research and combined research/care positions).

6. CALENDAR OF ACTIONS

Application deadline:	October 20th 2025 (12.00u CET)
Interviews with selected candidates by the NAC:	The weeks of November 17th & 24th 2025
Start of the program:	January 26th 2026

Program meetings

The program includes both one-day and two-day meetings:

- Monday, January 26 & Tuesday, January 27, 2026
- Tuesday, March 17, 2026
- Tuesday, April 21, 2026
- Monday, June 22 & Tuesday, June 23, 2026
- Tuesday, September 15, 2026
- Tuesday, November 3, 2026
- Monday, December 7 & Tuesday, December 8, 2026
- Tuesday, February 9, 2027
- Tuesday, April 13, 2027
- Tuesday, May 25, 2027
- Monday, June 14 & Tuesday, June 15, 2027
- Monday, September 14, 2027
- Tuesday, October 12, 2027
- Tuesday, December 14, 2027
- Monday, January 31, 2028 (Closing conference)

One-day meeting: 9:00 AM – 5:00 PM

Two-day meeting: 9:00 AM – 9:00 PM and 9:30 AM – 5:00 PM (including dinner and lodging)

The program concludes with a closing conference, where participants who have successfully completed the LMNR 4.0 program receive their certificate of completion.

7. VENUE

The meetings will take place at Hotel Castle Kerckebosch in Zeist and the University Museum in Utrecht.

8. ELIGIBILITY CRITERIA

Below are the eligibility criteria for participation in the program.

I. Criteria for the individual applicant:

- Is a Registered Nurse;
- Is an early postdoctoral nurse who: a) has had her/his PhD theses approved by the doctoral committee or b) has finished a PhD within 3 years (equal to 3 years of receiving the PhD).
 - For applicants who have become parents since receiving the PhD, the program offers an extension of the time limit of 3 years. If an applicant has had one or more children since receiving the PhD, the applicant/parent (mother/father) can have 16 weeks of extension per child. Thereby the applicant must complete a parental statement, which can be requested from the program coordinator.
- Is a citizen of the Netherlands and its territories;
- Works at least 0.75 fte (75%) in a research position in a nursing science faculty or other health care faculty of a university or in a university of applied science in a research institution collaborating with a (host) university OR works in a combined research/education/care position in a health care organisation collaborating with a nursing science faculty or other health care faculty of a university or in a university of applied science or in a research institution collaborating with a (host) university;

II. Criteria concerning the working institution:

- Provides a written guarantee by the board of directors that commits to financial contribution;
- The applicant in terms of a course fee for an amount of €7,500 and employment during the course;
- Supports the application and enables the applicant to follow the program and develop strategic leadership;
- If the applicant is working in a non-university-based research institute, the applicant needs to be recommended by a professor of one of the Dutch universities;
- A maximum of two candidates from each faculty can apply each year and each faculty can have no more than 2 active participants in the program.

III. Criteria concerning mobility:

- The applicant remains employed in their home institution or if they wish to transfer to another institution continuation of the program needs to be secured;
- The participant will be required to visit a research center abroad for 1 week, within Europe.

IV. Criteria concerning mentoring:

- The participant identifies a senior international expert in their own research area whom they approach for mentorship. The mentor commits to two years of mentoring, including bi-monthly meetings.

V. Criteria concerning teaching:

- The participant is required to teach and develop teaching skills throughout the program; in the baseline assessment the fellow gives an indication of an area of improvement to develop her/his teaching qualifications, including basic and/or senior teaching qualifications (required for academic teaching in the Netherlands).

VI. Criteria concerning networking:

- Nurses typically work in interdisciplinary collaboration, which also extends to research. Within the program, the participant is required to incorporate interdisciplinary research and engage with all relevant disciplines based on the research topic.

VII. Criteria concerning time investment:

- The participant is committed to follow the program for 2 years;
- The participant is committed to work for approximately 10 hours per month on the program. This is a global estimation and time investment in the program is flexible. Applicants need confirmation from their institution verifying their ability to dedicate approximately 10 hours per month to the program.

9. SUBMISSION DOCUMENTS

Submission documents are written in English and must address the criteria below. A complete submission includes the following documents:

- Curriculum Vitae (CV)(max. 5 pages, A4)
- The research area and aim of the research program (max. 2 pages, A4)
- Knowledge utilisation (max. ½ page, A4)
- Possible impact of the program on the fellow's personal career (max. 1 page, A4)
- A letter of recommendation from a professor of nursing (max. 1 page, A4)
- A letter of commitment by the board of directors of the institution

Follow the guidelines below and use the headings as given.

1. Curriculum Vitae

- 1. Personal details

Title(s):

Initial(s):

First names (in full)

Surname:

Nationality:

- 2. Nursing degree:

University/University of Applied Sciences:

Faculty:

Date of the certificate:

Main subject:

BIG register:

- 3. Master's degree:

a) University/ University of Applied Sciences:

- b) Faculty:
- c) Date of the certificate:
- d) Main subject:
 - 4. PhD degree (received/planned)
- a) University:
- b) Date and place of PhD degree as stated on your certificate:
or
- b) Date and place of the PhD as planned and evidence letter agreement of the PhD thesis
- c) Supervisors ('promotors and co-promotors'):
- d) Title of thesis:
 - 5. Current employment and work experience since graduation from nursing school
 - 6. Brief summary of experience in nursing
 - 7. Brief summary of pre- and/or postdoctoral research experience
 - 8. National activities, memberships of professional organizations and groups
 - 9. International activities, memberships of international organizations and groups, and extended periods of study/research abroad: If subsidized, please specify grant source.
 - 10. Invited presentations at national and international conferences
 - 11. Awards, scholarships and prizes
 - 12. Other academic activities
 - 13. Publications

2. The subject and aim of the line of research

Describe background, including clinical relevance, of your line of research, the main questions you would like to address in your research, the intended methodology, and the (intended) partners with whom you will collaborate; intended visit to a research centre abroad (aims/rationale for visit/time).

3. Knowledge utilisation

Describe how you intend to contribute to the realisation of the possible knowledge exchange and impact on the nursing profession.

4. Possible impact of the Leadership Nursing Research program on personal career

Describe what kind of impact you expect this program to have (if granted), including the argumentation of the choice of mentors and intended learning outcomes, and what your plans are after finishing the program.

5. A letter of support from a professor in nursing science

6. A letter of commitment by the board of directors of the institution stating a guarantee of funding and employment during the course

10. COSTS

The Leadership Mentoring in Nursing Research Program 4.0 is funded with a ZonMw-grant (number 10040072410002). The participants' institute provides a financial contribution in terms of a course fee of € 7,500 (payable in 2 terms of €3,750). This covers the costs of workshops, meetings, trainings, meals, lodging, materials, and visit abroad (up to a maximum amount).

11. CONTACT

For further information and questions regarding the program or the application please contact: Marianne Lensink MSc, program coordinator

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Tel: 06 22461302

Postal address:

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