The University of North Carolina (UNC) Lineberger Comprehensive Cancer Center (LCCC), a public state institution, must adhere to state parameters dictating position classification, compensation, education, and related experience requirements. To meet staffing demands, LCCC needed a mechanism to hire talented individuals with high potential and more limited experience, creating a feeder pool where individuals could gain experience for higher-level positions.

Post onboarding, the ASC position needed additional structure therefore, a mentorship program (Figure 5) was designed to provide support, ongoing training, and increase job satisfaction. Integrating this novel position into an established office also provided professional growth for existing staff as they contributed to shaping and supporting the new role. Promotion from the ASC role has allowed staff to enter a new role with prior training in internal policies, systems, standard operating procedures (SOPs), and trial portfolios. The addition of the ASC role has proven to be a successful approach to hiring, training, career development, and staff retention.

Lessons Learned and Future Directions

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