

## Conditions for participation

The mentoring program for female doctoral candidates is directed at female doctoral candidates at Osnabrück University who wish to assume a management position in academia, business or another non-university field. The program commences in June 2018.

## If you would like to take part, you should be willing to

- become actively involved in shaping the mentoring relationship,
- help develop a network for female scholars, and
- attend the framework and seminar program.

**A fee of € 200 is charged as a contribution towards costs, enabling the participant to attend all of the seminars.**

## Application and selection procedure

Participants are accepted on the basis of a written application and a selection interview with the program committee.

## Your written application should include the following documents:

- a letter of motivation,
- the application form for mentees (can be downloaded from: [www.uni-osnabrueck.de/en/research/development\\_of\\_young\\_scholars/mentoring/participation.html](http://www.uni-osnabrueck.de/en/research/development_of_young_scholars/mentoring/participation.html)),
- your Curriculum Vitae,
- a list of your publications,
- a list of the courses you have given so far,
- a copy of your student ID card and
- a tabular schedule of your PhD project.

**The closing date for applications is January 11, 2018.**

## Additional information

Why not find out more about the program in an informational meeting!

## Project Management and Program Coordination

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For more information about seminars, dates and how the program works, visit:  
[www.uni-osnabrueck.de/en/research/development\\_of\\_young\\_scholars/mentoring.html](http://www.uni-osnabrueck.de/en/research/development_of_young_scholars/mentoring.html)



## Steering group

### Professor Dr. Susanne Menzel

Vice President for Research and Student Development at Osnabrück University

### Dr. Barbara Schwerdtfeger

Head of the «National Research and Development of Young Scholars» division of Academic Planning and Development at Osnabrück University

### Dr. Sabine Jösting

Equal Opportunity Officer at Osnabrück University



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## Mentoring for female doctoral candidates

Career paths in academia and business

June 2018 – June 2019



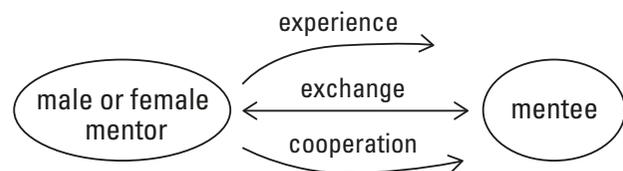
## Mentoring programs for young female scholars at Osnabrück University

The mentoring programs enable highly-qualified young female scholars to gain individual accompaniment and support with regard to their career advancement.

Osnabrück University offers a mentoring program for **female PhD students** as well as a program for female postdocs and junior professors.

The programs are one of the targeted and process-oriented instruments for developing young scholars, and help to strengthen equal opportunities in the science system.

The program's conceptual design is tailored to the needs of the respective target group, and is based on the quality standards for mentoring in science established by the federal association Forum Mentoring e.V.



### What is mentoring?

Mentoring means »learning from experience«. In a mentoring relationship, an experienced manager (male or female mentor) passes on his or her knowledge and experience to a young scholar with leadership potential (mentee). Personal discussions are held at regular intervals to help the mentee plan her individual career strategies and to guide her through professional and personal decision-making processes.



### Our objectives are to:

- increase the proportion of women in leading positions in science, business, administrative bodies and other institutions
- promote female doctoral candidates' careers
- tap the academic potential of women

### Mentees benefit from:

- confidential exchange about their plans to embark on a career and their personal development
- new ideas about how to plan their lives and careers
- training to foster their career-related skills
- cross-hierarchical and interdisciplinary networking
- profound insight into future fields of activity

### Mentors benefit from:

- becoming actively involved in the academic development of young scholars
- inspiring exchange and the expansion of their interdisciplinary networks
- reflection about their own career and management experience
- being able to enhance their advisory skills and gain new ideas for their own work

## Aspects of the program

Mentoring for female doctoral candidates is embedded in a structured **12-month program** in which the concept of training and networking plays a major role. The Seminar language is German. Our program features the following components:

### Mentoring

The personal advisory relationship between the mentor and the mentee is central to the program. Based on the mentees' wishes, the University Management and the program coordination recruits experienced male and female professors and managers from companies and public bodies to act as mentors. The actual tandems determine the specific content of mentoring and the framework conditions (e.g. the type of meetings and how often they are held).

### Seminars

The seminar program is tailored towards the development of the mentees' professional careers. It features topics such as «Strategic networking analysis», «Peer counselling», «Conflict management», and «Self-presentation» as well as vocal training.

### Network activities

Topic-related networking evenings to which both mentees and mentors are invited promote interdisciplinary exchange about university- and career-related topics. In addition, informal meetings will be organized to encourage mutual support amongst the mentees and to foster their peer network (peer-mentoring, teambuilding event).

### Framework program

A preparatory workshop for mentees on **March 15/16, 2018**, workshops for reflection and evaluation, and the official handover ceremony on **September 13, 2018**, and closing event constitute the framework program.