Conditions for participation

The program is aimed at female doctoral students at the University of Osnabrück who are aiming at a professorship or are in the orientation phase with regard to their career options in and outside academia after their doctorate. The program addresses particularly female doctoral candidates who were the first to study in their families.

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 (download available via: www.uni-osnabrueck.de/en/research/development_of_young_scholars/mentoring/participation-html),
• your Curriculum Vitae,
• a list of your publications (if applicable),
• a list of the courses you have given so far (if applicable),
• a copy of your student ID card and
• a schedule of your PhD project.

The closing date for applications is January 17, 2020.

Additional information

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

Project Management and Contact

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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

Steering group

Prof. Dr. Kai-Uwe Kühnberger
Vice President for Research and Advancement of Young Academics at Osnabrück University

Dr. Barbara Schwerdtfeger
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Dr. Sabine Jösting
Equal Opportunity Officer at Osnabrück University

Mentoring for female doctoral candidates

Career prospects after the doctorate

May 2020 – May 2021

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Mentoring programs for young scholars at Osnabrück University

The mentoring programs enable highly-qualified young scholars to gain individual support with regard to their career advancement. At the same time the programs aim to make a substantial contribution to increasing equal opportunities in the scientific system. The PhD/Postdoc Career Center offers two targeted mentoring programs in alternation, which focus both on strengthening equal opportunities for women and men within the science system and on reducing inequalities with regard to the educational background.

These objectives are implemented conceptually differently in the two programs. Whereas the mentoring program targeted for the doctoral phase continues to be exclusively open for female doctoral candidates, the program for the postdoc phase and junior professors, starting May 2021, is for the first time open for both male and female scholars.

What is mentoring?
The mentoring relationship mainly involves sharing knowledge founded on experience. A manager (mentor) passes his or her knowledge to a young scholar with leadership potential (mentee). The mentor helps the mentee plan her individual career strategies and supports her personal development.

Program components
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. However, on request some events (discussions, One-to-One-Mentoring, network evenings) can be held in English. Please contact the program coordinator if you require program components to be in English. 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 recruit experienced male and female professors and managers 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 career development, diversity sensitive leadership, as well as presentation skills and visibility in the professional context.

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, a teambuilding event and informal meetings will be organized to encourage mutual support amongst the mentees (peer-mentoring) and to foster their peer network.

Framework program
A preparatory workshop for mentees on March 26/27, 2020, workshops for reflection and evaluation, and the ceremonious kick-off event on July 8, 2020 constitute the framework program.