

## 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](http://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](http://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

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 prospects after the doctorate

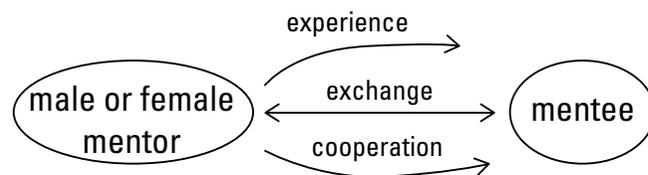
May 2020 – May 2021



## 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.



### Our objectives are to:

- Promote female doctoral candidates' careers
- Increase the proportion of female professors
- Enhance equal opportunities by increasing awareness of future leaders in regard to diversity

### 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 with future leaders
- Expansion of 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

## 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 ceremonial kick-off event on **July 8, 2020** constitute the framework program.