

## Conditions for participation

Our program is geared towards female post-docs, young scholars who have qualified to become a professor, and junior professors at Osnabrück University. Program participants are selected on the basis of their qualifications and level of motivation, also taking into account the homogeneity of the group.

## If you would like to take part in the mentoring program, 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. **Your written application should include the following documents:**

- a **letter of motivation**
- the **application form for mentees** (can be downloaded from: [https://www.uni-osnabrueck.de/en/research/development\\_of\\_young\\_scholars/mentoring/participation.html](https://www.uni-osnabrueck.de/en/research/development_of_young_scholars/mentoring/participation.html))
- your **Curriculum Vitae**
- a list of your **publications** and academic achievements, and
- a list of the **courses** you have given so far

**The closing date for applications is October 19, 2016.**

## Additional information

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

## Who to contact

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For more information about seminars, dates and how the program works, visit [http://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.in Dr. May-Britt Kallenrode  
Vice President for Research and Student Development  
at Osnabrück University

Dr. Barbara Schwerdtfeger  
Head of the »National Research and Student  
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Equal Opportunity Officer at Osnabrück University



## Imprint

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## Mentoring for female post-docs and junior professors

Enhancing female scholars' career prospects

January 2017 – June 2018



## 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.

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

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

- promote individual careers in academia
- tap the academic potential of women
- motivate young female scholars to embark on an academic career
- increase the proportion of women in science and research

### Mentees benefit from

- confidential exchange about their plans to embark on a career in academia and their personal development
- new ideas about how to plan their lives and careers
- training to foster their career-related skills
- networking at an interdisciplinary academic level

### Mentors benefit from

- inspiring exchange and the expansion of their interdisciplinary networks
- becoming actively involved in the academic development of young scholars
- reflection about their own career and experience
- being able to enhance their advisory expertise

## Aspects of the program

Mentoring for female post-docs and junior professors is embedded in a structured **18-month program** in which the concept of training and networking plays a major role. **The seminar language is German.** Our program features the following elements:

### Mentoring relationship

The personal advisory relationship between the mentor and the mentee constitutes the heart of the program. Based on the participants' wishes, the University recruits experienced (male and female) professors and managers from non-university research institutions to act as mentors.

### Seminars and coaching

A key area of the seminar and coaching program lies in the area of key competencies relevant to the scholarly context. It comprises elements such as strategic career planning, third-party funding, training sessions for appointment processes, self-presentation, and leadership in academia. Participation is mandatory for mentees. The program is complemented by individual coaching options.

### 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.

### Framework program

A preparatory workshop for mentees on **November 18/19, 2016**, the ceremonial kick-off and closing events, and workshops for reflection and evaluation constitute the framework of the mentoring program.