The Career Tandem is a personalized service offered by the PhD/Postdoc Career Center (ZePrOs) at Osnabrück University. The “Career Tandem” program offers advanced young scholars the opportunity to collaborate with experienced professors and leading specialists in academia, business, politics and society to forge bespoke strategies for the young scholars and provide momentum for their future career development. The tandem partners are free to choose what format the collaboration should take.

Target Groups: Advanced Postdocs, Junior Professors and Tenure-Track Professors

Applications: Please apply for the Career Tandem by sending your resume together with a letter of motivation to ZePrOs (zepros@uos.de). Your letter of motivation should outline what you expect to achieve in the Career Tandem and the key topics you would like to work on.

Commencement: You may start the Career-Tandem program at any time.

Duration: 1 Year

Process:

- **Preparatory Phase (ZePrOs)**
  - Application
  - Preparatory Meeting
  - Matching

- **Mentoring Phase in the Career Tandem**
  - Tandem Meetings:
    - First Contact
    - Follow-up Discussions

- **Final Phase**
  - Feedback

Following a successful application, a first contact meeting between the young academic and the ZePrOs project management team serves to identify the nature of the planned collaboration in the Career Tandem. The purpose of this meeting is to flesh out the goals and the core content of the one-to-one discussions. It also offers the mentees a chance to reflect on their role and their preferred choice of mentor. The next step involves the matching process, which brings the young academic together with their mentor, thereby completing the Career Tandem under the aegis of the ZePrOs project management team. As a rule, the Career Tandem lasts one year. If desired, the tandems are at liberty to continue their meetings informally by mutual consent after the official time period has elapsed. The Career Tandem is constantly monitored by ZePrOs quality assurance (re: preparation, interim evaluation and outcome). The project management team is always available to offer advice to mentors and mentees alike if they have any questions about or suggestions for collaboration in a tandem partnership.

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