

Conditions for Participation

The 12-month mentoring program is aimed at female doctoral candidates at Osnabrück University 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. First-generation students, i.e., persons whose parents did not study, are warmly invited to apply.

Applicants should be willing to

- become actively involved in shaping the mentoring relationship and the collaboration in the group of mentees (peer mentoring),
- help develop a network for female scholars,
- and attend the framework and seminar program and participate in the organization of networking evenings.

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 will be accepted based on 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: <https://www.uni-osnabrueck.de/en/research/development-of-young-scholars/mentoring/>),
- your CV, including a list of your publications and of the courses you have taught so far, if applicable,
- a copy of your student ID card (registration as a PhD candidate is required),
- and a schedule for your PhD project.

Registration with ZePrOs is mandatory.

The closing date for applications is August 10, 2022.

Additional Information

You are warmly invited to find out more about the program in an informational meeting.

Project Management and Contact

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For more information about dates and a detailed program, please visit:

<https://www.uni-osnabrueck.de/en/research/development-of-young-scholars/mentoring/>



Steering Group

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Mentoring for female Doctoral Candidates

Career prospects after the doctorate

January 2023 – December 2023



Researchers at Osnabrück University

The mentoring programs of the PhD/Postdoc Career Center aim to support highly-qualified young scholars in their career advancement. At the same time the programs pursue the goal of making a contribution to increasing equal opportunities in the science system. The PhD/ Postdoc Career Center offers two targeted mentoring programs in alternation, which focus both on strengthening equal opportunities for all scientists regardless of their gender 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 to female doctoral candidates, the program for the postdoc phase and junior professors has recently been opened for all 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:

- Promote the careers of early career researchers
- Increase the proportion of females, and first-generation students in academic leadership positions
- Enhance equal opportunities by increasing awareness among future leaders in regard to diversity

Mentees benefit from:

- Confidential exchange about career plans and personal development
- Training to foster their career-related skills.
- Interdisciplinary networking
- Profound insights into future fields of activity

Mentors benefit from:

- Becoming actively involved in the academic development of young scholars
- Expansion of interdisciplinary networks
- Reflection about their own career
- 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 concepts of training and networking play 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 management, if you require program components to be in English. Our program features the following components:

One-to-One 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 project manager recruit experienced professors and managers to act as mentors. The tandems determine the specific content and the framework conditions of the mentoring relationships (e.g., frequency of meetings) individually.

Seminars

The seminar program is tailored towards the requirements of the qualification phase and the development of the mentees' professional careers. It features topics such as assessment of potential, lateral leadership, and self-representation in a professional context. Furthermore, the mentee group can bring forward its own topics as needed.

Network Activities

Initiating and intensifying professional networks counts among the most important concerns of the mentoring program. Networking and exchange among participants and between mentors and mentees are central. Networking evenings promote interdisciplinary exchange about university- and career-related topics. The mentees participate in the organization of these events, to which both mentees and mentors are invited. In addition, mentees are encouraged to work together in small groups, practicing collegial consultation (peer mentoring) for mutual support and to strengthen the mentee network.

Framework Program

The framework program serves to accompany the mentoring relationship, introduce participants to their roles, and provide space for reflection and the sharing of experiences. A **preparatory workshop** for mentees will take place on **October 13 and 14, 2022**