

What is mentoring?

In a mentoring relationship in general, an experienced person (mentor) assists a less experienced person (mentee) in order to give guidance and encouragement for the mentee's professional and personal development. A mentoring relationship is based on the mentor's experience. The mentor should be familiar with the mentee's chosen career path without having had a direct working connection with the mentee prior to the programme.

What does mentoring in academia and science offer?

In academia and science, structured mentoring programmes are well-proven instruments to support female scientists in non-permanent positions in the development process of their academic careers.

Moreover, beyond the individual support of female scientists, mentoring programmes facilitating the career development of female researchers are particularly important in revealing structural disadvantages and contributing to a structural change leading to gender equality.



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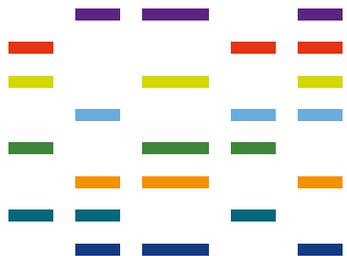
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International mentoring for female postdoctoral researchers

What is **via:mento**^{international}?

via:mento_international is a branch of via:mento. The mentoring programme supports female researchers' career, has an international focus and is held in English.

Who are the mentees?

Mentees are female postdoctoral researchers and assistant professor of all faculties and disciplines at Kiel University who are continuing their academic career, aiming at a professorship or a permanent senior research scientist position. Mentees of via:mento_international are either international researchers or those who are planning an extensive stay abroad.

What does **via:mento**^{international} offer?

In this mentoring programme, a tailor-made individual mentoring relationship with a professor or senior scientist in a permanent position is embedded in further measures for self-development and career management. Regular exchange with other mentees enables the programme's participants to build a collegial network.



All mentees of one programme cycle participate in these three programme elements:

Mentoring relationship as the core of the programme

- possibility to broaden knowledge of formal and informal rules of the science system in Germany and beyond
- chance to gain international experience

Trainings on relevant key qualifications for a successful academic career

- topics are matched with the mentee's requirements, this could include strategic career development, networking strategies or communication
- a special focus will be on third-party funding and cross-cultural competences

Networking as an instrument for reflecting the mentoring process and aspects of everyday life as postdoctoral researchers in Kiel

- get-togethers with invited guests regarding topics like higher education politics or work-life-balance
- peer coaching and successful team coaching methods are provided as needed

Additionally, via:mento_international offers individual support and space for reflection on the development of the mentoring relationship as well as the mentee's career.

What are the conditions for participation?

Mentees are chosen in two steps:

1st step: written application

Applicants have to hand in their CV and the application form. The application form can be downloaded on our website

www.mentoring.uni-kiel.de/en.

Applications should be sent in via post or e-mail.

2nd step: personal interview

Selected applicants will be invited to an interview.

Visit our website for information on application deadlines.

Participation is free of charge. Travelling expenses for meetings of mentees and mentors will be partially refunded.

