

International Mentoring Plus

Program for female PhD and postdoctoral candidates*

- ✓ Exchange with established specialists and managers
- ✓ Actively shape your career and life plans
- ✓ Sharpen your personal competence profile
- ✓ Expand your networks

Submit your
application
by
**October
2nd, 2022**



www.uni-potsdam.de/pogs



mentoring

plus für studentinnen, doktorandinnen und
promovierte nachwuchswissenschaftlerinnen

INTERNATIONAL PROGRAMM 2022

**The international mentoring group will begin in October 2022
for advanced female doctoral and postdoctoral candidates**

- ✓ *Increases* the visibility of young women researchers' competencies and potentials
- ✓ *Strengthens* female leadership roles in science, business, administration and politics
- ✓ *Promotes* intergenerational exchange on career issues

**Apply now
until October 2nd, 2022!**

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In cooperation with



**Service
Career**





INTERNATIONAL MENTORING PLUS

For the second time the Potsdam Graduate School (PoGS) and the Coordination Office for Equal Opportunities (KfC) are announcing the Mentoring Plus Program in English at the University of Potsdam, exclusively **for advanced international female doctoral students and international female postdoctoral candidates**, as well as for **female German researchers who aim at an international career**. The program is aimed at all doctoral and postdoctoral candidates **who identify as women on a permanent basis** who are pursuing an academic career, are planning a career in science-related fields, or are considering alternative career paths. As a participant, you will receive targeted and practice-oriented support for your next career decisions in specialist and management positions.

The core of the one-year program is the **mentoring collaboration between you as a mentee and an experienced specialist and/or manager** who assumes the role of a professional mentor. As you and your mentor exchange personal and professional information and experiences, you will reflect on your career to date, identify possible career fields, define concrete goals, develop suitable strategies for your next professional steps and acquire valuable and informal knowledge from professional practice. In addition, you will participate with other mentees in three **interdisciplinary training sessions** on career planning, intercultural empowerment and the application process. Under professional guidance, you will prepare yourself for mentoring and sharpen your personal competence profile. At regular **networking events**, you will also come into contact with experts from various professional fields and exchange ideas within the peer group.

Throughout the entire program period from October 2022 to October 2023, the PoGS will offer **continuous advice and support** for the mentoring collaboration. Free childcare can be organized for all events. The PoGS ensures barrier-free access to all training courses and events. Mentoring Plus is implemented at the University of Potsdam in close cooperation with the Career Service, which manages the [Mentoring Plus program line for female students](#), and the [Coordination Office for Equal Opportunities \(KfC\)](#).



- ✓ All workshops and events are planned as face-to-face events
- ✓ For all components there is also an online version to find adapted flexible solutions

REGISTRATION FEE

	UNIVERSITÄT POTSDAM (UP)	PARTNERS	EXTERNAL
COST PRICE	<p>The University of Potsdam will bear the program costs for members of the University of Potsdam. Participants have to pay a cost price of:</p> <ul style="list-style-type: none"> • PhDs 60 €, (20€/Workshop) • Postdocs, Juniorprofs 90€, (30€/Workshop) 	<p>No cost price. If applicable, internal regulations of the institution.</p>	
PROGRAM COST	See above, no program costs	<p>The costs for PhDs/Postdocs from partner institutes and external researchers should be covered by your institute. Please ask your administration officer for absorption of costs Partners: 3.245€ External: 3.894€ Please make sure that the absorption of costs is officially confirmed by the administration officer on the prepared form and add it to your application.</p>	

In case of non-participation in the program, a refund of the fee paid or payable is only possible if the cancellation is made in writing by e-mail up to 10 days before the start of the program. A partial refund of the fee for non-participation in individual workshops will not be made.

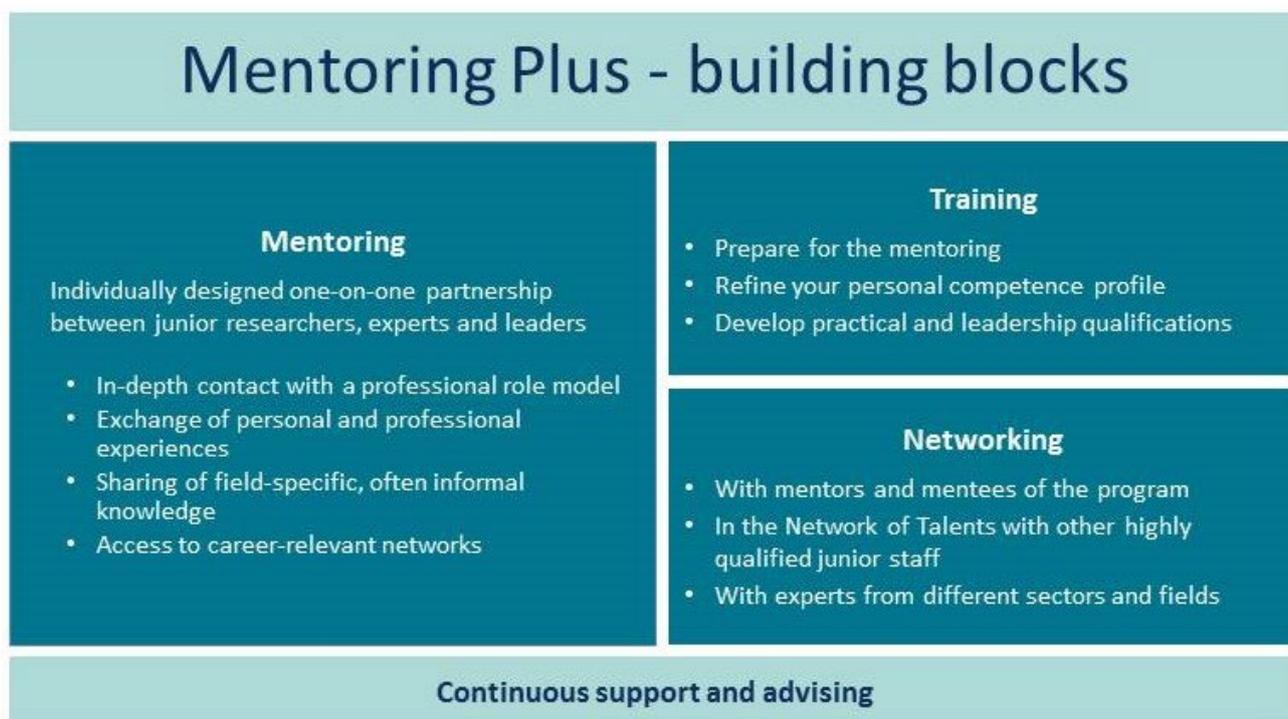
If you have any questions about the program, please contact the program coordinator at the Potsdam Graduate School:



Jasmin Blümlein
0331/977-4556
jasmin.bluemlein@uni-potsdam.de

PROGRAM DETAILS

International Mentoring Plus consists of three closely related modules:
Mentoring - Training – Networking



MENTORING

The core of the program is the mentoring cooperation between you as a mentee and an experienced specialist and/or executive mentor. Your mentor will assist you during the program period with questions relating to your career and life planning, in regular meetings that are individually designed in terms of content and time. Through the in-depth exchange with your mentor, you will receive individual support in defining concrete career goals and developing and implementing career strategies. With their background and experience, a specialist and/or manager can give you valuable information about career entry and advancement, identify challenges in professional life and point out possible ways to meet these challenges. They can also give you access to career-relevant formal and informal networks.

The foundation for a profitable mentoring partnership is the successful combination of mentee and mentor. In order for such a match to succeed, you as an expert in your field are asked to make suggestions for possible mentors. An experienced individual who you consider to be a professional role model and on whom you are not directly dependent is suitable. We are looking for a person who has a head start in the professional field in which you are planning your own career or in which you would like to gain more insight. In order to provide you with the best possible support in your search, we will collect information about you, your career and your ideas of an ideal mentoring cooperation in the form of a profile survey. In the acquisition of specialists and managers as mentors, the PoGS

will also make use of its own contacts and is supported by its cooperation partners, the Career Service and KfC, as well as the Industry Partner Circle of the University of Potsdam.

After a successful match, you and your mentor will jointly define the topics, goals and organizational framework for mentoring in a written agreement. The PoGS will complement and support the cooperation with introductory events, mentoring guidelines, individual advice and a mid-term reflection.

Important requirements for a successful mentoring partnership are:



- ✓ a willingness on both sides to openly communicate and self-reflect
- ✓ a respectful interaction with one another
- ✓ absolutely confidential treatment of the conversations
- ✓ a willingness to invest the necessary time resources
- ✓ commitment and initiative on the part of the mentee

TRAINING

The Mentoring Plus supporting program includes three two-day workshops in which you can further develop your practical and career-oriented qualifications, as well as your own professional competence profile in line with your needs. You will also have the opportunity to exchange ideas in a peer group and with other mentees pursuing similar career paths.

At the beginning of the program, you will take part in a career navigation workshop together with all the mentees of your group. With the support of an experienced trainer, you will prepare for the mentoring collaboration by identifying career topics, formulating goals and reflecting on your expectations of the mentor. The other two workshops cover intercultural empowerment and the application process. You will take part in the workshops together with doctoral and postdoctoral researchers from the various Mentoring Plus groups.

NETWORKING

Within the Mentoring Plus program and the larger framework of the Potsdam Graduate School's Network of Talents, you will receive regular invitations to exclusive events such as Career Talks, themed events, the Science Club and 'Spot on PoGS Community.' Here, you can exchange ideas with mentees and mentors and get in touch with other highly qualified junior staff as well as experts from various fields. The first meeting of your mentoring group will take place on 17 October 2020 from 10:00 - 12:00 and will provide information about the program. Further dates can be found in the key data at the end of this document.

SELECTION PROCESS

International Mentoring Plus is aimed at women who want to engage in in-depth planning of their future career and professional perspectives. **The program is open to anyone who permanently identifies as a woman.** You can apply for the current round if you are an international female doctoral student in the second or later years of your doctoral studies, a postdoctoral candidate at the University of Potsdam or a partner institute of the University of Potsdam or a female German researcher who aims at an international career. The prerequisite for UP doctoral students is [membership in the PoGS](#), which can be applied for at any time free of charge.

Interested candidates are requested to apply by e-mail at the latest by 2 October 2022 with the following documents:

APPLICATION DOCUMENTS

- ✓ Completed profile survey (you will find the template on our website)
- ✓ Tabular resume (without photo)
- ✓ Letter of motivation (max. 1 page), which should highlight the following:
 - What do you expect from the International Mentoring Plus program?
 - What are your goals for participating in the program?
 - What does mentoring mean to you?
 - How would you describe your current professional situation?
 - Does the program fit your schedule?
 - What can you bring to the program?
- ✓ Completed confirmation of participation and for applicants from partner institutions or externals declaration of absorption of costs

Please combine all files into one (!) PDF file and identify them with your last name.

Please send your complete application by October 2nd 2022 to: pogs@uni-potsdam.de, subject: "Application Mentoring Plus"

Participants will be selected by an interdisciplinary group of reviewers according to the following criteria: compliance with formal guidelines and completeness of documentation; motivation and expected commitment; prospects of a full and successful program participation; and the professional gain from the program that can currently be expected.

MENTORING DATES

DATES	EVENT
17 October 2022, 10:00 – 12:00	Info-Meeting
19/20 October 2022, 09:00 – 13:00	Workshop: <i>Career Navigator for Mentees</i>
November/December 2022	Matching Profile Survey and Selection Process
November 2022 – October 2023	Mentoring-Cooperation
27/28 April 2023 09:00 – 17:00	Workshop: <i>Intercultural Empowerment</i>
May/June 2023 09:00 – 18:00	Event: <i>Spot on PoGS Community</i>
2 days in June 2023 09:00 – 17:00	Workshop: <i>Application Training</i>
15 June 2023 15:00 – 18:00 Uhr	Mid-Term Reflection
September/October 2023	Possibly additional workshop with self-selected topic
October 2023	Evaluation and Conclusion Talks
19 October 2023 15:00 – 18:00 Uhr	Closing Event

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