

# MENTORING PROGRAMME FOR POSTDOCS

## WHAT IS MENTORING?

Mentoring means that an experienced person shares their knowledge with a young colleague and accompanies him or her in their professional and personal development. The focus is on informally passing on knowledge gained from experience and giving confidential, individual advice.

### Objectives of the programme

The aim of the 12-month mentoring programme is to provide early-career researchers at Heidelberg University with the best possible support in reaching their personal career goals.

### Target groups

The programme is designed for advanced postdocs, habilitation candidates, young research-group leaders, junior professors and tenure-track professors at Heidelberg University who are aiming for a career in academia. They should be willing to take part in the event programme and to actively maintain their mentoring relationship for at least one year.

The programme is also intended to promote groups hitherto under-represented in leading academic positions. Hence a warm invitation to apply goes to women, persons with family duties, first-time academics, and those with a migration history, a disability or chronic disease.



## Structure of the mentoring programme

In the confidential relationship with your mentor the programme offers

- individual counselling, tailored to your needs and questions
- feedback on your individual strengths and weaknesses in a sheltered environment
- implicit knowledge from experienced persons, e.g. on the internal "rules of the game" in the academic system

Mentors may work either at Heidelberg University or at research facilities outside Heidelberg.

## Networking and qualification

The mentoring relationship is supplemented by the following elements:

Informal **networking events** (e.g. topic lunches or fireside evenings) open up new access to relevant networks and foster collegiate exchanges on topics related to your career (e.g. obtaining a professorship, acquiring third-party funding, publishing, or building-up and leading a working group).

Two full-day workshops offer tailor-made **qualification opportunities**, e.g. on the thematic fields "Handling professorial appointments and practising negotiations", "Networking strategies", "Power and micropolitics in academia" and "Work-life balance". Attending at least one of the two workshops is obligatory.

The exact themes reflect the wishes of the participants and are agreed in a kick-off event.

## Application

A completed application form and a curriculum vitae in tabular form are required for the application.

► **Form**

Please send your application by email to

**mentoring@uni-heidelberg.de**

Programme duration:

**12 months from October**

Application deadline:

**June 15, 2024**

## Information events

Those interested are warmly invited to the online information events on

**Monday, May 6th 2024, 11–12 am**

**Friday, May 24th 2024, 1–2 pm**

Please sign up via email: [mentoring@uni-heidelberg.de](mailto:mentoring@uni-heidelberg.de)

During the information event, we will present the programme in more detail and answer questions.

## Further information

Lena Haubold-Frommherz, who is responsible for the programme, is available to answer any more far-reaching questions and to meet for a personal/virtual talk.

This programme follows the quality standards of the Forum Mentoring – associations mentoring in academia.

► <https://forum-mentoring.de/mentoring/qualitaetsstandards/>

The programme language (e.g. kickoff and workshops) is German but the 1:1 mentoring can be done in English.

## Become a mentor

If you yourself are interested in playing an active role in promoting young academics as a mentor, and would like to create new networks with highly qualified early-career researchers, we would be glad to hear from you.

## Contact

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