



What is mentoring?

Generally, in a mentoring relationship an experienced person (mentor) assists a less experienced person (mentee) in order to give guidance and encouragement for professional and personal development. A mentoring relationship builds upon the mentor's experience. A mentor should be familiar with the mentee's chosen career path without having a direct working connection with the mentee.

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 developing their academic careers. In mentoring programmes, 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 programme participants to build a collegial network.



Project Coordination:

via:mento ocean is coordinated by the office of the central equal opportunities commissioner at Kiel University

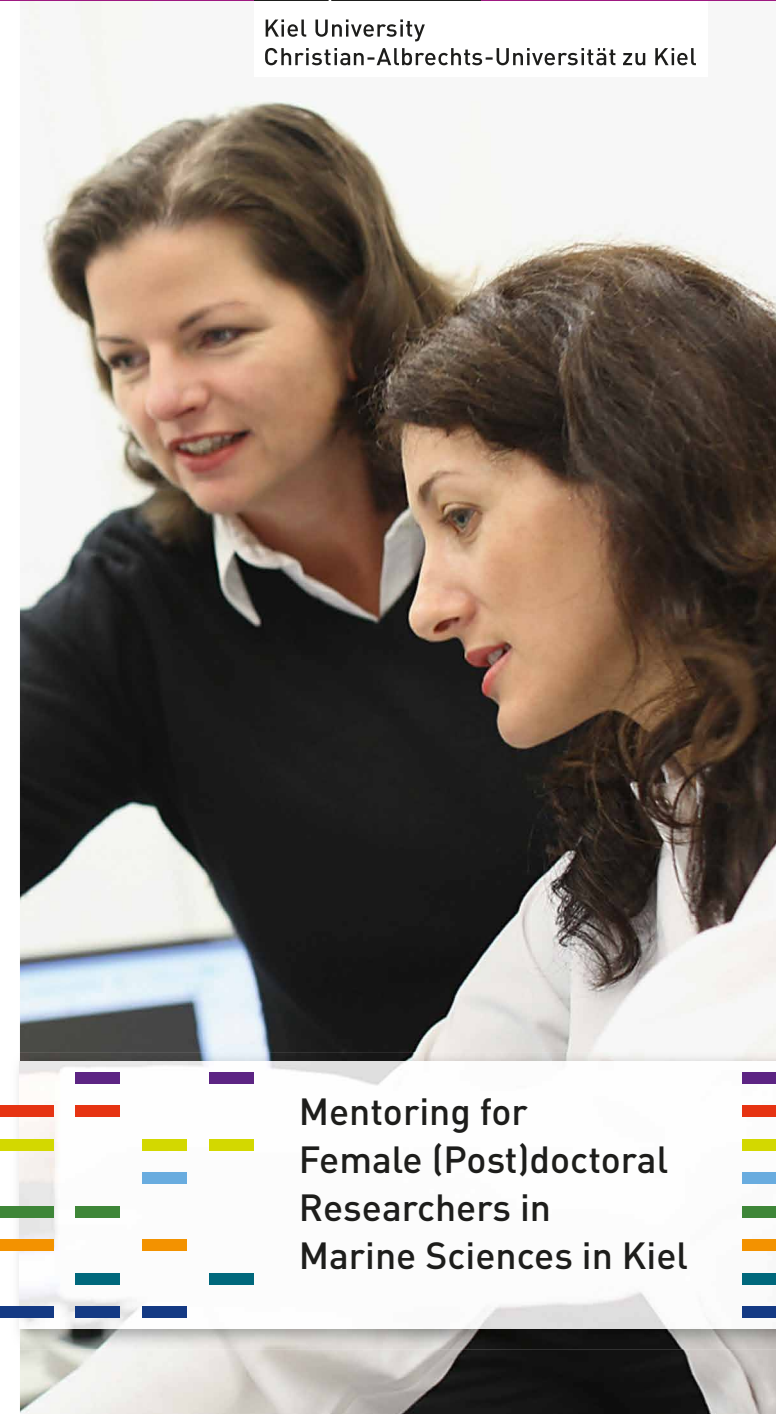
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Photos: R. Kamm (Uni Kiel), Vincent Leifer



Mentoring for
Female (Post)doctoral
Researchers in
Marine Sciences in Kiel

What is via:mento_{ocean}?

via:mento_ocean is a branch of via:mento, the mentoring programme for female postdoctoral researchers of all faculties and disciplines at Kiel University.

Who are the mentees?

- female doctoral and postdoctoral researchers from all areas of marine sciences in Kiel who are continuing their academic career, aiming at a professorship or a permanent senior research scientist position
- via:mento_ocean is open to members and associate members of the Cluster of Excellence ›The Future Ocean‹

Who are the mentors?

- experienced female or male senior scientists, usually professors from any German university or non-university research institute
- mentors usually don't come from Kiel
- mentors are chosen by the mentees after their kick-off workshop



What does via:mento_{ocean} offer?

All mentees of one programme cycle participate in three programme elements.

Mentoring

- individual mentoring relationship as the core of the programme
- support of mentees' systematic reflection on career development
- possibility to broaden knowledge on formal and informal rules of the science system in Germany
- assisted process of finding a suitable mentor and getting into contact with her or him
- continuous guidance and feedback for mentee and mentor

Training

- trainings on relevant key qualifications for a successful academic career
- topics are matched with mentees' requirements, this could include strategic career development, networking strategies or communication

Networking

- networking events for mentees to reflect mentoring process and aspects of everyday life as postdoctoral researchers in Kiel
- get-togethers with invited guests on topics of the group's interest, e.g. higher education politics, third-party funding or work-life-balance

What are the conditions in participation?

Mentees are chosen in two steps:

1st step: written application

Applicants have to hand in their CV and the via:mento_ocean application form. The application form can be downloaded from our website

www.mentoringocean.uni-kiel.de.

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

2nd step: personal interview

Selected applicants will be invited for interviews with the project coordinator.

Visit our website for information on application deadlines.

A programme cycle starts with a kick-off workshop for all mentees.

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

