

Programme Guidelines

Short-term international Mentorships are designed to give young female researchers the opportunity to travel abroad to visit internationally renowned researchers. Mentees will gain international experience at an early stage in their career, establish collaborations leading to the acquisition of new skills in research and will extend their professional network into other fields of scholarly interest. These on-site visits may serve to establish a mentoring relationship outlasting the initial stay providing valuable contacts for further career planning. Upon return Mentees will be expected to prepare a short report and give a talk about their visit. Given that researchers today are greatly involved in various time consuming duties more or less related to their research, the programme has deliberately been set up with very lean structures.

Objectives

- Enhancing career perspectives of women
- Improve success and retention in a research career
- Initiating sustainable international networks
- Developing female role models in academia
- Acknowledgement of female contributions to research
- Promoting the representation of women in the higher echelons of academia

Eligibility

Mentees

- ▷ The programme is open to female doctoral students and PostDocs working in collaborative research units at Göttingen Research Campus.

Mentors

- ▷ Distinguished researchers (female and male) abroad

Participation Requirements

Mentees must first contact the programme manager and then fill in the application form. A mentor can either be proposed by a participating mentee or will be recruited by the programme manager and the mentee's supervisor in accordance with the mentee's requirements.

The successful mentoring relationship shall focus on the mentee's professional development and is built on mutual

- Confidentiality and trust
- Respect and honesty
- Engagement and commitment
- Lack of hierarchy and solidarity
- Openness for new ideas and the willingness to explore

It involves the concept of reciprocity and voluntary participation of both mentee and mentor. Furthermore, participation requires that everything discussed within the mentoring relationship shall be confidential unless otherwise specified at the time of discussion. The unique character of the mentoring relationship shall be respected and the relationship should be truly independent of vested interests. Upon return Mentees will be expected to prepare a written report and give a talk about their visit.

Requirements for Mentors

- ▷ Internationally renowned and experienced researcher
- ▷ Motivation to *individual* attendance and support
- ▷ Experience and first-hand insights to the *dos and don'ts* in academia
- ▷ If applicable: experience with dual-career
- ▷ If applicable: experienced in reconciling work and family life
- ▷ Gendered perspective

Benefits to Mentees

- ▷ Encouragement and assistance towards developing a professional career
- ▷ Greater awareness regarding career options and possibilities

- ▷ Broadening of professional knowledge and adoption of strategic lines of action
- ▷ Stronger involvement in international networks

Benefits to the Mentor

- ▷ technology and knowledge transfer
- ▷ self-reflection and development
- ▷ new insights and perspectives
- ▷ enhancing leadership skills
- ▷ broadening the professional and personal network
- ▷ establish new collaborations
- ▷ sharing experience
- ▷ supporting the young and talented
- ▷ providing a role model

Please note that travel allowances cannot be made if applied for elsewhere in the proposal. The Programme is subject to the DFG guidelines for the allocation of funds: http://www.dfg.de/foerderung/formulare_merkblaetter/index.jsp

Please note: Costs may be limited per stay and person.