

Application procedure

The selection panel consists of members of the Equal Opportunity Committee, Equal Opportunity Officers, the Equal Opportunity Consultant and other experts.

The digital application requires a letter expressing your interest and outlining your motivation and expectations.

Please also comment on your perceptions of relationships within in the tandem.

It should also include your thoughts on those diversity aspects which apply primarily to you.

Other documents of your dossier are:

- Completed application form
- Academic CV, including list of publication
- Portfolio of teaching at the UKE
- Outline of independently raised third party money, grants and academic awards
- Overview: clinical experience if applicable
- References
- Outline of a project planned for the mentoring phase.

The Equal Opportunity unit of the Medical Faculty finances the programme.

Each mentee contributes 350 Euro.

Contact and further Information

For further information on the programme and application don't hesitate to contact:

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Medical Faculty

Equal Opportunity Office

International Mentoring-Programme

Target Group:

**Post-Docs and Clinical Researchers
at the Medical Faculty**

September 2021 – September 2023



Universitätsklinikum
Hamburg-Eppendorf

Background

The UKE attracts outstanding international researchers and ensures career development of all national and international academic staff. To further promote this career development, the Equal Opportunity office of the Medical Faculty offers a comprehensive mentoring-programme in English. The programme focuses on the needs of post-doctoral researchers with an international background, or scientists aiming to include increased transnational experience in their careers.

Goals

The career and personal development of individual scientists and mentees is a major goal of this mentoring-programme. Achieving this will be based on an increase in publication output and on procurement of third-party funds.

The objective of the mentoring-programme is to support the development of gender equality, diversity, internationalism and interdisciplinarity in research and academia at the UKE.

Developing a body of knowledge of the national and international requirements of different academic systems, and the importance of micropolitics and networking in this context are a central component of the programme.

Target group

The programme will take on 16 mentees. As the Faculty is focused on gender equality, 70% of the group will be female scientist/clinicians.

Prospective applicants will have an interest in a range of diversity areas, such as, gender and identity, nationalities, ethnicity and social background, or care responsibilities.

Structure

The programme consists of four strands:

- Mentoring-tandem
- Peer group mentoring and networking
- Training: Up to ten seminars covering personal development topics and cross-cultural themes in academia as well as strategies to increase funds and publication output. Additional inputs by in-house experts are planned.
- Coaching: provided by professional coaches

Schedule

The timeline for the two-year programme:

- Opening online call: 06th Sept. 2021
- **Closing date for Application: 17th Oct. 2021**
- Selection procedure: Oct. – Nov. 2021
- Matching process tandem: Nov. 2021 – Jan. 2022
- Workshops for Mentees: Nov. 2021 – Aug. 2023
- Coaching for Mentees Jan. 2022 – July 2023
- Networking events for Mentees and Mentors Jan. 2022 – July 2023

A symposium ends the first cycle in Sept. 2023

Tandems

The matching process between mentee and mentor is initiated, supported, and monitored by the programme-coordinator. The tandem relationship is based on mutual trust, openness, engagement, and commitment to encourage the career-development of the mentee. It is a relationship between equals with no dependency. There will be an acceptance and tolerance of different views.

Mentees

The mentee plays an active role in the tandem to identify and achieve the professional and private goals. This development process requires

- a willingness to work on oneself
- an increase the publication output
- the acquisition of third-party funds for research
- initiation of networks with peers and mentors.

Mentors

Mentors support mentees by sharing knowledge of structures and processes, micropolitics in the scientific community and practical knowledge from leadership position. They can provide access to networks for mentees and vice versa. Working with young scientist provides cross-generational perspectives.