



Mentoring for early career researchers



Institute of Sociology
Czech Academy of Sciences



gender & science



Goals

- Increasing gender equality in academia
- Improving the position of women and young people in academia

Agenda

- Research
- Developing discussions at political level
- Supporting activities
- Popularization

www.genderaveda.cz

Support for early career researchers



Goal: support of professional development of Ph.D. candidates and postdocs, **help with the start of academic/research career** and with identifying its direction

- Identification of career goals and steps how to achieve them
- Facilitation the navigation in the academic career system
- Expansion of the professional network and the scope of professional opportunities
- Strengthening mutual exchange of experience
- Support of self-confidence

Our mentoring program



- 2015 - first pilot year
- More than 400 mentees since the start of the program
- Mentees from various institutions
- From 2019 the program runs in English
- Designed for men and women

How the program works



Target groups

- **Mentees:** Ph.D. candidates and postdocs from all fields and all Czech public academic/research institutions
- **Mentors:** academicians/researchers on the more senior level position than a mentee (postdoc can be a mentor for Ph.D. candidate mentee) and from other institution than the one attended by the mentee

Format

- **Individual cooperation of a mentee and a mentor**
- **Group activities** (workshops, discussions, alumni event)
- **Peer mentoring** (informal meetings, reading groups etc.)

Schedule



March:

- Start of the program for mentees – introductory workshops (separated for SSH and STEM groups; formulation of individual mentoring goals and steps how to achieve them; creation of a mentoring plan)
- Addressing mentors

April: start of the program for mentors

April – December: mentorship; group activities
(soft-skills workshops, discussions)

December: end of the program, evaluation

Possibility to attend another year of the program

Soft skills workshops



- Time management
- Project management
- Academic presentation skills
- Academic writing
- Competency mapping

Our experience



**During the years of our program we did some design changes.
We also learned about the struggles that are mentees
often face.**

- No given list of mentors

Reoccurring struggles

- Low self esteem
- Lack of motivation
- Combining career/academic life and personal life
- Supervisors

Q&A and contact



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