

Title:	Mentoring programme X-Ment
Implementation	
Field(s) of Action:	* Presence and Visibility
Objectives:	* Support of men and in particular of women in career development and career progress (KIT is endeavouring to promote both sexes equally) * Gender sensitivity and gender aspects in the entire programme
Target Group(s):	PhD students, PhD candidates and research assistants Postdocs and mid-career scientific personnel Professors
Description:	The mentoring programme is designed to support researchers, especially graduates/doctoral researchers and postdoctoral researchers working in the organisation. Researchers are supported by a mentor to enlarge their scientific network and to develop their own personality. As a good preparation for their professional career process, this mentoring programme is helping them to move towards a professorship or a position in a private sector. The programme includes the following: * One-to-one mentoring: Participants receive personal support over the course of a year from an experienced person (female or male) from a higher qualification level at a university or a non-university research institution or corporate organisations. * Training and workshop programmes: Training sessions and workshops allow mentees to expand their skills and prepare for a career in research or Private Corporation. In addition there are collegial coaching sessions for exchange and mutual learning from each other. * Networking events: exchange and network formation, new impulses from other participants
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