


<b>Title:</b>	<b>Mentoring programme X-Ment</b>
<b>Implementation</b>	
<b>Field(s) of Action:</b>	* Presence and Visibility
<b>Objectives:</b>	<ul style="list-style-type: none"> <li>* Support of men and in particular of women in career development and career progress (KIT is endeavouring to promote both sexes equally)</li> <li>* Gender sensitivity and gender aspects in the entire programme</li> </ul>
<b>Target Group(s):</b>	PhD students, PhD candidates and research assistants Postdocs and mid-career scientific personnel Professors
<b>Description:</b>	<p>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:</p> <ul style="list-style-type: none"> <li>* 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.</li> <li>* 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.</li> <li>* Networking events: exchange and network formation, new impulses from other participants</li> </ul>
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