Title:	**MINERVA FEMMNET Mentoring**
Implementation	
Field(s) of Action:	* Presence and Visibility
Objective:	Support young female scientists in their career development through mentoring relationships with highly qualified female scientists
Target Group(s):	PhD students, PhD candidates and research assistants Postdocs and mid-career scientific personnel Professors Mentees: female researchers (Master's/PhD to junior professors) from all MPIs Mentors: experienced female researchers (PhD to MPI directors) from the MPIs or alumnae
Description:	Minerva-FemmeNet is a network for female scientists at the Max Planck Society, which was set up at the Max Planck Institute for Biophysics in Frankfurt in early 2001. The network is open to female scientists from the MPI and its alumnae. The programme is open to all (no selection process) and applications can be submitted throughout the year. Via the application form, the best fitting mentor/mentee pair is determined. Mentors are usually one to two career steps ahead of their mentees and do not work at the same Institute. Furthermore, mentors are drawn both from academia and the industry and are assigned based on the mentees´ needs. Afterwards, the mentor and the mentee discuss the form their relationship will take, their individual needs and set specific goals and aims for the duration of the relationship. Should the needs or aims change, another mentor can be added. The network is based on 1:1 mentoring, but peer and group mentoring are available upon request. Members of the network can be mentor and mentee at the same time. The Network counted about 400 mentees and 300 mentors from Germany and abroad in 2014. In addition to the mentoring relationship, the network offers workshops and trainings focussing predominantly on soft and leadership skills. Furthermore, members are able to attend and benefit from the workshops and trainings organized by the network's cooperation partners and networks. Lastly, *Stammtische* (regulars' tables, meetings) are organized in some German cities. The first *Stammtisch* was held in 2005 in the Rhein-Main area and continuously takes place every three weeks, for instance. The network provides young female scientists with role models and enables them to make informed career decisions, guided by the experiences of their mentors.
More information:	Max Planck Society, Germany Website: http://www.minerva-femmenet.mpg.de/

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