OLTECH - Mentoring programme for young researchers

in cooperation with
Equal opportunity office for School V - School of Mathematics and Science, School VI – School of Medicine and Health Sciences, Hearing4all and collaborating research training groups (SFBs)

11/2022 – 10/2023
You can join the programme, if you are:

- a PhD student
- enrolled in the Graduate School Science, Medicine and Technology – OLTECH
- member of the School V – School of Mathematics and Science or member of a SFB or other coordinated programme, or of Department of Computing Science (DfI)
- member of the School VI – School of Medicine and Health Sciences
- a disadvantaged or discriminated scientist due to your gender and or other conditions

- Maximum of 12 participants
- Language: English
What is a mentoring?

- An older and experienced “mentor” shares knowledge with you and supports you in finding your personal career.
- The mentor is like a wise person, who you can ask all about the profession and career you like to reach.
- One-to-one mentoring is usually complemented by a supporting programme that prepares you as a “mentee” for their role and offers opportunities for networking and reflecting on the mentoring process.
- Mentoring is a non-hierarchical partnership and does not involve authority to issue instructions.
- The duration of a mentoring partnership is limited. Regular contact is maintained throughout the mentoring period.
- In addition, training workshops or lectures are usually offered that are specifically tailored to the needs of the mentees.
Concept and Goal of our Mentoring

Young researchers:

- Actively addressing their career options
- Learning methods for career development
- Building a network and improve networking strategies

This will be done through:

- Career phase-specific trainings e.g. workshops & lectures
- Offering a frame for a fruitful mentoring partnership

https://uol.de/en/oltech/courses-events/mentoring
Program overview

Kick-off – Workshop: Preparation & goal setting
Official opening and introduction of the programme. Methods and strategies for individual career management and for finding the right mentor.
*In presence 21. & 22. November 2022 (1,5 days) or online*

1st Meeting: Starting your effective mentoring relationship
*In presence 2. February (1 day)
or online: 2. & 3. February 2023 (09:00 – 12:00)*

Coaching hour: *between December 2022 and February 2023*

Meetings with the mentor

Meeting 1:

**Meet a mentor**

Meeting 2:

**Fire side chat “Science management”**

Meeting 3:

**Fire side chat “working in industry”**

Meeting 4:

Half Year Meeting
*26. May 2023 (1/2 day)*

Meeting 5:

Extra Workshop: Conflict resolution / leadership / self presentation / interview skills *t.b.d.*

Meeting 6:

*In presence 26.-27. October (2 days) or Online*
Mentoring – time and effort

- **Mentor-Mentee relationship:**
  - Support finding a mentor
  - Monthly meetings with the mentor (~ 2 hours)
  - Two group Workshops (1,5 - 2 days)
  - Two day (or half day) Meetings

- 5 days workshops within a year on career management, communication and more

- Optional:
  - Further thematically **workshops**
  - Two evening **talks** (Fire side chats, 2 hours)
  - Individual **coaching** (1 hour)

- ... and even 6 Credit points
Application

- Motivation letter and Application form for mentees
- Sent the application to the coordinator of the OLTECH graduate school: Dr. Ferdinand Esser: oltech@uol.de
- https://uol.de/en/oltech/courses-events/mentoring
- Deadline: 12. October 2022

- Join the info event to the OLTECH - Mentoring programme for young researchers: 04.10.2022 at 14:00
- Online meeting: https://meeting.uol.de/b/fer-6iq-0xn-xuy

Coordinator:
Dr. Ferdinand Esser
Graduate School Science, Medicine and Technology (OLTECH)
E-Mail: oltech@uni-oldenburg.de
https://uol.de/en/oltech
Obligatory participation:

- Once you have accepted the mentoring programme, participation is obligatory.
- Active participation is expected.
- Cancellation is only possible with a valid (medical) reason. In the event of non-participation without a reason, expenses must be paid.
Programme instructor

Britta Naumann
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# Mentoring Program in a nutshell

**Target group:** Doctoral candidates from their 2nd year of PhD, member of Graduate School Science, Medicine and Technology – OLTECH, Members of the FK V and FK VI or Dep. for Informatics or member of Hearing4all, a SFB or other coordinated programme.

**Mentor:** Are approached by the mentee and can come from companies, public authorities, industry, consulting institutions, universities, etc.

**Duration:** 12 month (11/2022 to 10/2023)

**Number of participants** 12 Mentees

**Start** 17. November 2022

**Fee:** Participation is free of charge

**Language:** English

The mentoring program is opened by patron **Prof. Dr.-Ing. Astrid Nieße**, Deputy Director of OLTECH from Faculty II-Department of Informatics.