

## MENTORING

### Definition

Mentoring is an advising relationship between an experienced person (mentor) and a person in their early career (mentee), who meet according to agreed-upon modalities in order to discuss the mentee's career-related questions. In order to help us match you with the people most suitable for advising you in your career project, please specify your mentor's ideal profile, according to your particular needs.

### Objectives

The PROWD programme aims to help women in postdoctoral positions prepare for the next stage of their academic careers, particularly for professorial positions. In addition to mentoring, programme participants will attend two one-day workshops titled "Beyond the obvious: Academic Career Planning for Female Scientists" and "Preparing your application for a professorship," as well as thematic lunchtime workshops on career development. Mentoring aims to complement and deepen the workshops with individual and targeted advice. It can thus concern advice and feedback on a job application or grant proposal, information on recruitment procedures, assistance in preparing for an interview or trial lecture, or support for career planning more generally. But it can also include exchanges on soft skills, issues of self-confidence or legitimacy, the implicit rules and codes that underlie the academic world, etc.

### Duration

The PROWD programme runs from October 2019 to May 2020. Exchanges between mentees and mentors can take place throughout the programme. The mentoring relationship can continue beyond the end of the programme, if both parties agree.

### Organisation

The format and frequency of the exchanges will be agreed upon by the two parties. A mentoring agreement states the practical and ethical aspects of the relationship.

### Responsibility

The initiative of the meetings is the responsibility of the mentee. Mentors and mentees, however, share equally and jointly the responsibility for the smooth running of the mentoring partnership.

### Confidentiality

The mentor and mentee commit to respecting each other's privacy and to treat all information in strict confidentiality.

### Evaluation

At the end of the programme (May 2020), a feedback on the overall mentoring experience (interest of mentoring, time invested, difficulties and potential problems, etc.) will be requested by the PROWD program manager for evaluation and improvement.

### Questions

If you have any questions or problems, do not hesitate to contact the PROWD programme manager by email at [Joanne.Chassot@unil.ch](mailto:Joanne.Chassot@unil.ch) or by phone at 021 692 67 86.