

## JSMC Mentoring Programs – Info Sheet

The JSMC is now offering three Mentoring Programs tailored to the different needs of PhD candidates and Postdocs at the different stages of their early careers. *Please note that all Programs are pilot projects and your feedback and input are always highly appreciated.*

### **Intercultural Peer Mentoring:**

International students, scientists, guests, and visitors often struggle with the ‘German way’ of direct communication and our many cultural habits. To make it easier to adapt to the new life in the new country and culture (in and outside the lab) **international PhD candidates** (mentees) would be given help in form of a **German peer scientist** (PhD or even postdoc scientist as mentors). The mentee can ask for help with everyday questions, university affairs, and get insights into the German culture in a relaxed atmosphere from a peer (not a PI or admin). This way the ‘adaption’ will happen more naturally and easily and new friendships can be found over coffee and ‘Bratwurst’.

The program is designed for 6 months in total. Matchings will be made based on the questionnaire results and in an in-person event where everyone can meet and talk to each other - The respective questionnaire will be sent to interested candidates after March 1<sup>st</sup> - After the matching, the mentor/mentee will be free to design their relationship according to their liking and needs. After 3 months another in-person event (in the form of a movie night or cooking around the globe, etc.) is planned to meet, eat, laugh, and exchange experiences and ideas.

The mentor (PhD/Postdoc scientist) will be granted 3 Credit points for their time and effort and be given a certificate/confirmation (for members of the JSMC only). No prior experience is needed. Starting of this program is planned for the first half of 2024 but depending on the applicants.

Interested scientists may apply as mentees or mentors for this program. Please see below.

### **Doctoral Peer Mentoring:**

Interested PhD candidates (mentee) may apply for this program to get help from a more experienced peer scientist in their postdoctoral stage (mentor). The goal is to accompany the PhD candidate during – what is generally seen as - the most stressful and insecure time of their early career and offer support and knowledge to navigate their academic struggles. The time when support is needed most and the form of support (encouraging words, experience, active help, knowledge, etc.) varies a lot for every candidate, so this program is open to PhD candidates during their whole time of research. The duration of this program is initially planned for 1 year but may be extended depending on development and changing needs.

Matchings will be decided based on respective questionnaires for both, mentors and mentees and either in an in-person event or online or via email based on your liking.

The postdoctoral mentors will be trained in an in-person workshop on peer mentoring and leadership ahead of time (coaches already secured, the time and date will be announced but is planned for March/April 2024). Additionally, postdocs will be awarded a certificate and gain precious leadership skills for their future careers.

Interested scientists may apply as mentees or mentors for this program. Please see below.

### **Postdoctoral Career Mentoring:**

The postdoctoral time is generally seen as the time and point where one establishes oneself in their (academic) career. Therefore, it is necessary to figure out the direction one's career shall head (academia, industry, management, politics, ...?). In this new JSMC Career Mentoring Program postdocs may apply for a senior mentor who is already established in their career and is willing to guide them with experience, support, insights, and tools in their respective profession.

**All Alliance Life in Focus/JSMC postdocs are eligible to apply as mentees.** Matching will be done by the JSMC office and is based on the results of a respective questionnaire (sent out after March 20<sup>th</sup>) for both, mentors and mentees and availability of respective mentors. The current mentor list includes academic scientists, industry professionals, JSMC Alumni, professionals with German or international backgrounds, etc. After pairing suitable matches, mentors and mentees will be provided with contact details of each other, and mentoring style and intensity are subject to individual liking and mentor. Guidelines will be provided by the JSMC together with feedback rounds in regular intervals (roughly every 3 months). As most mentors are not located in Jena (or in some cases not even Germany) in-person meetings are not planned at this time.

Please note that not all applicants may be assigned to their 'dream' mentor immediately as the time and availability of valuable mentors are limited (as in all mentoring programs).

The program is planned to launch in the second half of 2024. The duration is initially designed to be 1 year but depends on the availability of mentors and may be extended depending on individual cases.

*Please note that in general, all Alliance Life in Focus/JSMC early career scientists are eligible to apply as mentors or mentees but the participation depends on pairing possibilities. As these are pilot projects all programs are subject to changes along the line to offer you the best possible support.*

**To participate in the JSMC Mentoring Programs please fill out the questions below and submit it to [jasmin.mertens@uni-jena.de](mailto:jasmin.mertens@uni-jena.de) no later than March 20<sup>th</sup>, 2024.**

*An asterisk (\*) indicates mandatory questions.*

1. **Your name** (first and family name, title) \*



2. **Affiliation** (Graduate School, Research Group, Institute, Department/Faculty) \*

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3. **I'm interested in applying as a mentor for ... \***

The Intercultural Peer Mentoring Program .....

The Doctoral Peer Mentoring Program .....

4. **I'm interested in applying as a mentee in ... \***

The Intercultural Peer Mentoring Program .....

The Doctoral Peer Mentoring Program .....

The Postdoctoral Career Mentoring Program .....

5. **Comments**

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.....  
Place, date

.....  
Signature