

STEPS MENTORING PROGRAMME

The mentoring programme in STRUCTURES is part of STEPS, a step-by-step career programme for young researchers, designed to counsel and support them in particular at the transitional points of their scientific career, and to improve diversity and work-family balance in STRUCTURES.

The mentoring programme establishes relationships between two subsequent career levels that are based on an agreement among partners. As mentors, individuals share their knowledge, skills and information with the aim to foster the personal and professional growth of the mentee. Through continuous and dynamic feedback, both the mentor and the mentee benefit from this partnership.

The programme allows you to explore both roles by becoming either a mentor or a mentee.

Apply now!

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MENTORING ACROSS STEPS



STEPS

STRUCTURES TRAINING & EDUCATION
PROGRAMME FOR SUCCESS

MENTORING

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KEY IDEAS

KEY IDEAS IN MENTORING:

The key ideas of the mentoring programme are:

- Focus on transition points
- Mentor matching – across career steps
- Choose mentoring style of 1:1 or 1:few
- Experience both roles – mentee and mentor
- Get matched for one term or longer
- Informal mentoring – meet once per month or choose your favorite meeting frequency
- Make new contacts
- Expand your support network



STRUCTURES TRAINING & EDUCATION PROGRAMME FOR SUCCESS (STEPS)

MENTORING

The mentoring programme aims to foster interactions and networking among individuals from diverse backgrounds, promoting an atmosphere of openness and mutual learning.

EARLY INDEPENDENCE

In order to allow young scientists to develop early independence and to pursue their own ideas, the STRUCTURES YRC offers its members a budget for visitors and conferences, allowing them to organize their own lecture series, invite speakers, and run workshops and meetings.

INTERNATIONAL NETWORKING

The continuous exchange of scientific ideas and knowledge in a stimulating collaborative network is of vital importance for a successful career path. STRUCTURES College provides a vibrant environment for scientific debate, frequent international workshops, special lecture series, summer schools, and strong worldwide research collaborations.

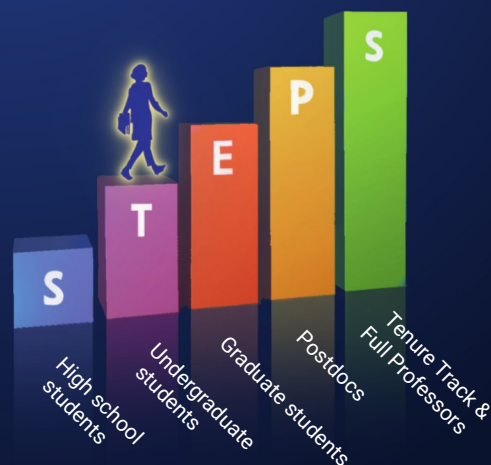


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EQUAL OPPORTUNITY AND ENCOURAGEMENT

DIVERSITY & GENDER EQUALITY

Within its institutional strategy, STRUCTURES implements various measures to support young scientists at all levels, to achieve equal opportunities for all genders, and to promote diversity and family-friendliness at the workplace. These institutional measures are complemented by additional support programmes (such as the STRUCTURES Diversity Initiative), management strategies and outreach activities.

FAMILY FRIENDLINESS

A strong emphasis within STEPS lies on providing an environment that puts all young scientists in the position to combine a successful career with the development of their personal lives, in particular with having a family and raising children.

KIDS PARENT-CHILD OFFICES

The Parent-Child Offices "KIDS" jointly organized with SFB 1225 ISOQUANT offer child-friendly workspaces to all participants of STRUCTURES at two locations in Heidelberg.