



Carl von Ossietzky  
Universität  
Oldenburg

# 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)

**03/2023 – 03/2024**



**OLTECH**  
GRADUATE SCHOOL  
SCIENCE, MEDICINE AND TECHNOLOGY

# 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

**OLTECH - Mentoring programme for young researchers**

Dr. Ferdinand Esser — Graduate School Science, Medicine and Technology - OLTECH



# 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:

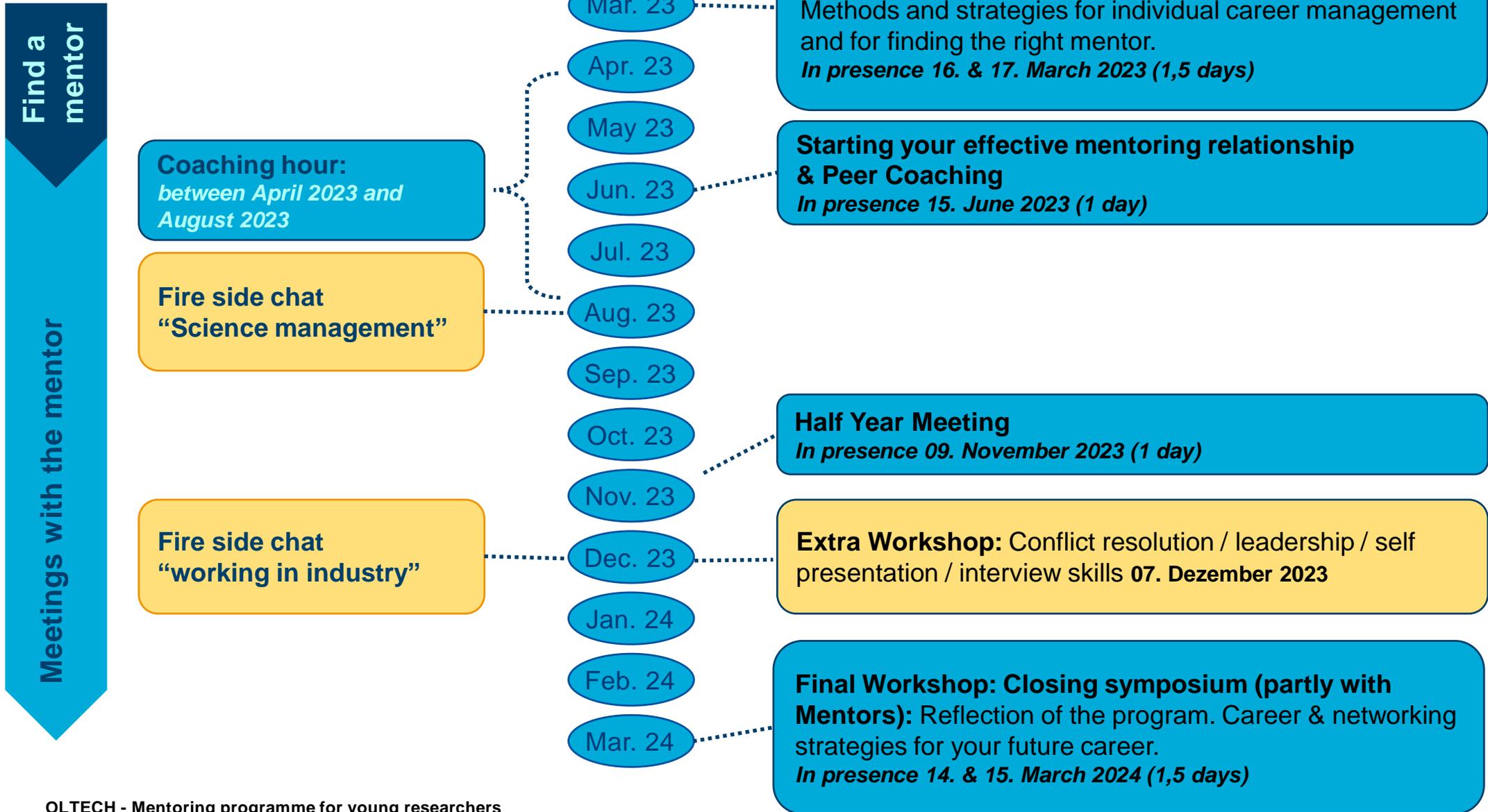
- Actively addressing their career options
- Learning methods for career development
- Building a network and improve networking strategies

## 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



# 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](mailto:oltech@uol.de)**
- <https://uol.de/en/oltech/courses-events/mentoring>
- **Deadline: 31. January 2023**
- Join the **info event** to the OLTECH - Mentoring programme for young researchers: **19.01.2023 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](mailto: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.***



**Coordinator:**

**Dr. Ferdinand Esser**

Graduate School Science, Medicine  
and Technology (OLTECH)

E-Mail: [oltech@uni-oldenburg.de](mailto:oltech@uni-oldenburg.de)

<https://uol.de/en/oltech>

# Programme instructor

**Britta Naumann**

Personal- & Persönlichkeitsentwicklung

Steinhöft 11

20459 Hamburg

Tel.: +49 174 921 76 88

<http://brittanaumann.de>



# Mentoring Program in a nutshell



<b>Target group:</b>	Doctoral candidates from their 2 <sup>nd</sup> 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
<b>Mentor:</b>	Are approached by the mentee and can come from companies, public authorities, industry, consulting institutions, universities, etc.
<b>Duration:</b>	12 month (03/2023 to 03/2024)
<b>Number of participants</b>	12 Mentees
<b>Start</b>	16. March 2023
<b>Fee:</b>	Participation is free of charge
<b>Language:</b>	English

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