

## Application: Requirements for participation

The international **Baltic Gender Mentoring Scheme** is dedicated to female 3<sup>rd</sup> year PhD students, (early to mid-career) female marine scientists holding a doctoral degree and female engineers. At the time of application, applicants have to be employed at the participating institutions or at marine research & technology institutions with whom there is a long established partnership. There are no age restrictions. The programme runs in English only.

## Application documents

We kindly ask you to apply exclusively in the form of a single PDF document.

Your document should contain a detailed scientific CV, a list of your publications, a motivation letter (a maximum of 3.500 characters including spaces).

The motivation letter should engage with your desired career path, give a brief description of your goals for the next 5 years and your expectations of the scheme.



This project received funding from the European Union's Horizon 2020 research and innovation program [no. 710363].



## Key Dates

The current **Baltic Gender Mentoring Scheme** starts in August 2018 and will end in July 2020. Acceptance letters will be sent to the mentees end of July 2018. The second Baltic Gender mentoring round will support up to 10 applications from within the participating institutions and collaboration partners.

Please send your application to:

**[baltic-gender@io-warnemuende.de](mailto:baltic-gender@io-warnemuende.de)**

no later than **30.06.2018**

**(EXTENDED DEADLINE!)**

## Further Information

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## Baltic Gender Mentoring Scheme

Training for female marine scientists and engineers



## The Programme

The international **Baltic Gender Mentoring Scheme** is dedicated to highly qualified early to mid-career female marine scientists holding a PhD and female engineers wishing to obtain a leading position within the marine science and technology community.

The scheme rests on continuing education, networking and process-oriented coaching. It assists the mentee/mentor pairs in managing their careers by applying goal-driven approach, in building and expanding their subject-specific professional networks and in improving their managerial abilities.

The pairs consisting of mentor and mentee are expected to meet and exchange regularly to evaluate the mentee's professional development.

Baltic Gender offers additional skills-based seminars and advances key qualifications for leading positions, specifically in academia.

## Programme Content

All participating female mentees choose a personal mentor. The general idea of a mentee-mentoring relationship is to give personal career management more focus and structure, moreover the mentees are encouraged to shape the mentor-mentee relationship according to their own ideas and needs.

The individual mentoring relationship with a professor or senior scientist in a permanent position will be embedded in additional measures for self-development and career management.

Regular exchange with other mentees enables programme participants to build a professional network. The mentees will gain the opportunity to detail their mentoring experience in the Baltic Gender newsletter once a year.

The mentoring will continue for **2 years** providing each successful mentee with financial support (3.000 €), e.g. for conference, travel costs to mentor and professional training courses. However, the mentees will be asked to provide receipts proving proper use of the funding.



### For mentees

- Goal-driven planning of academic career
- Enhancing management & communication skills
- Evaluation & discussion of working style
- Access to specific professional networks
- Introduction to the Baltic Sea research community

### For mentors

- Professional network expansion
- Evaluation of own career path, personal working style & professional experience
- Introduction to peer-to-peer coaching
- Training of social & communication skills
- New inspiration for own work



**BALTIC GENDER**