

FraMeS Mentoring Program Siegen

Benefits for mentees

- individual counseling and planning of own career path
- acquisition and development of key qualifications
- establishment and expansion of own professional network

Benefits for mentors

- reflection on their career path and inspiration for further career development
- enhancement of personal interviewing and consulting skills
- expansion of own professional network

Application procedure

- completed profile form (see website)
- two-page exposé on qualification thesis or current research project
- time and work plan

After receipt of the documents, an expert opinion on the exposé and a selection interview decide on admission to the program.

FraMeS is a program of the Equal Opportunity Officers. It follows the quality standards of the Bundesverband Mentoring in der Wissenschaft, Forum Mentoring e.V. (Federal Association for Mentoring in Science, Forum Mentoring e.V.).

→ [More Information
online](#)



www.uni-siegen.de/gleichstellung/karriere/frames

FraMeS

The women specific
mentoring program

Coordination

Dr.'in Rebecca Weber, Dr.'in Inga Haase
karriere.gleichstellung@uni-siegen.de
T +49 271 740-3974 or -3973
F +49 271 740-12227

University of Siegen
Adolf-Reichwein-Str. 2
57068 Siegen



uni-siegen.de/en/equity

FEMALE DOCTORAL STUDENTS
FEMALE POSTDOCS
FEMALE JUNIOR PROFESSORS



Mentoring program

What is mentoring?

Mentoring programs are professional instruments for personnel development and are particularly used to recruit qualified women for science. Within the mentoring relationship between a young female scientist (mentee) and a more experienced person (mentor) who has already made the previous career step, the mentor can individually address the questions and needs of the mentee.

Target groups

The mentoring program FraMeS (to frame = to form, shape, develop) aims at female doctoral students, postdocs, and junior professors at the University of Siegen who want to actively shape their careers and systematically develop their skills.

Goals

FraMeS promotes the individual scientific careers of women by imparting knowledge and rules of the game within the scientific community. The program aims to encourage female doctoral students to pursue a scientific career. Postdocs and junior professors are accompanied and supported by the program on their way to becoming professors.

Program overview



I MENTORING

The mentoring program consists of three intertwined elements: MENTORING, TRAINING and NETWORKING.

The focus of the mentoring program is the one-year one-to-one mentoring relationship between the mentees and their mentors. The partners can discuss the professional and personal development of the mentees regularly.

The partners can shape the mentoring relationship through periodic discussions about the professional and personal development of the mentee.

The mentoring relationship is kept free of hierarchy. The mentors do not take over the professional supervision of the mentees' research work but support them with their experience in terms of career planning and development.

FraMeS does not provide a pool of mentors. We expect the program participants to find someone who can individually advise them on their current development aspirations. They receive the necessary support both through the introductory workshop and from the program coordinator, who usually also establishes the first contact between mentee and mentor.

II TRAINING

To optimize one's key competencies, workshops on topics regarding career planning and development, self-marketing, leadership skills, time and self-management, acquisition of third-party funding, vocation training, or publication strategies are offered during the year.

III NETWORKING

The accompanying program consists of an introductory workshop on personal assessment and successful mentoring. Additionally, regular networking meetings and information events with experts on selected topics offer the mentees valuable networking opportunities.

