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 Officer. It follows the quality standards of the Federal Association for Mentoring in Science, Forum Mentoring e.V.

→ For more information, visit

uni-siegen.de/en/equality/frames

Universität Siegen

FraMeS
Frauenspezifisches Mentoring Siegen

FraMeS

The Women-Specific Mentoring Program



Coordination

Dr.'in Rebecca Weber
karriere.gleichstellung@uni-siegen.de
T +49 271 740 3974

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

https://www.uni-siegen.de/en/equality of opportunity

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



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

I MENTORING

The focus of the mentoring program is the one-year one-to-one mentoring relationship between the mentees and their mentors. The partners can shape this relationship themselves through regular discussions about the mentee‘s professional and personal development.

The mentoring relationship is kept free of hierarchy. Furthermore, mentors do not take on the role of supervising the mentees’ research work, but rather support them with their practical knowledge regarding career planning and development.

FraMeS does not provide a pool of mentors. Program participants are expected to find someone who can provide them with personalized advice tailored to their current development goals. They receive the necessary support both through the introductory workshop and from the program coordinator, who usually also establishes initial contact between the mentee and mentor.

II TRAINING

To help optimize one‘s key competencies, workshops are offered throughout the year on topics such as career planning and development, self-marketing, leadership skills, time and self-management, acquisition of third-party funding, vocation training, and publication strategies.

III NETWORKING

The supporting program consists of an introductory workshop on personal assessment and successfully finding the right mentor. Additionally, regular networking meetings and information events with experts on selected topics offer the mentees valuable networking opportunities.

RefChG
Referat Chancengerechtigkeit

Gleichstellungsbeauftragte

ForumMentoring
Bundesverband Mentoring in der Wissenschaft