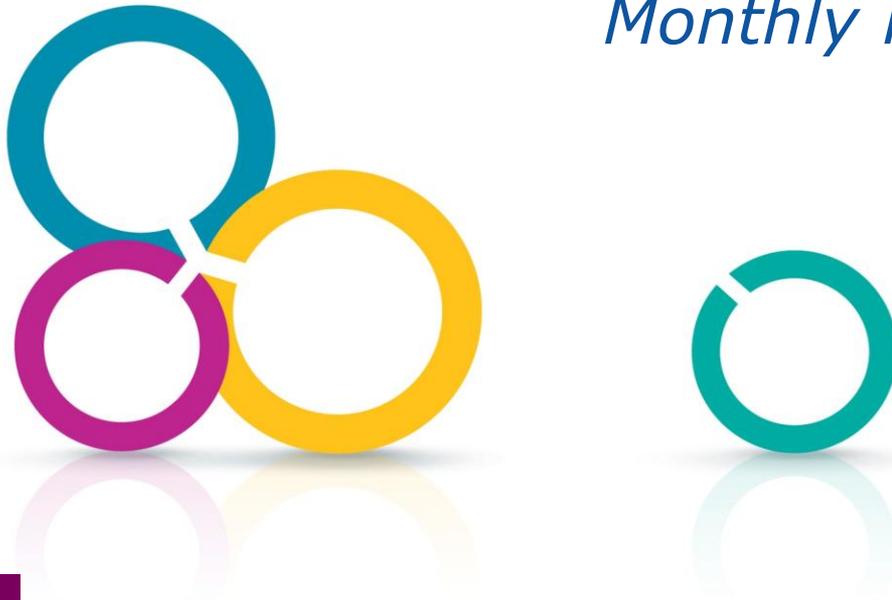


# EURAXESS Mentoring Program

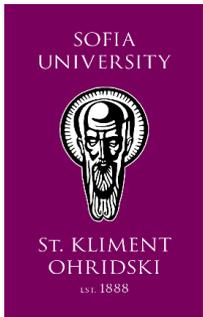
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*Monthly Meeting, 24<sup>th</sup> June, 2022*



Mentoring Programme Coordinator – EURAXESS BHO at Sofia University “St. Kliment Ohridski”

*The programme has been developed within the EURAXESS TOP IV project “EURAXESS Open to the World” and is financed by the European Commission under H2020-SwafS-2016-17, 786133*



# What will we introduce you to today?



- State of the art of the program
- Orientation for newcomers
  - What are the first steps **AFTER** registering
  - How to get **best out of** EURAXESS Mentoring program
  - Tips and **practical** advice
- **Internal** mentoring program at Sofia University – **opportunities for organisations**
- Discussion & **sharing** experience

# Last update on the program – 1.5 year of operation



- Registered **891 researchers form all over the world**
- From them **178 mentors**
- Working/ finished **couples 182**

## EURAXESS Mentoring Programme

### Find a Mentor / Mentee

Contact a Mentor / Mentee

Choose some options

Years of research experience

Choose some options

Save search

Name \*

Saved search

Notification interval \*

- Select -

✓ SAVE SEARCH

From the website:  
**30 main specialties**

Researchers based  
**in > 50 countries**

Promote among your colleagues – we need more **MENTORS!**  
<https://mentoring.euraxess.bg/user/register>

# EURAXESS Mentoring Programme



ABOUT US

FIND A MENTOR / MENTEE

NEWS

MY ACCOUNT

LOG OUT



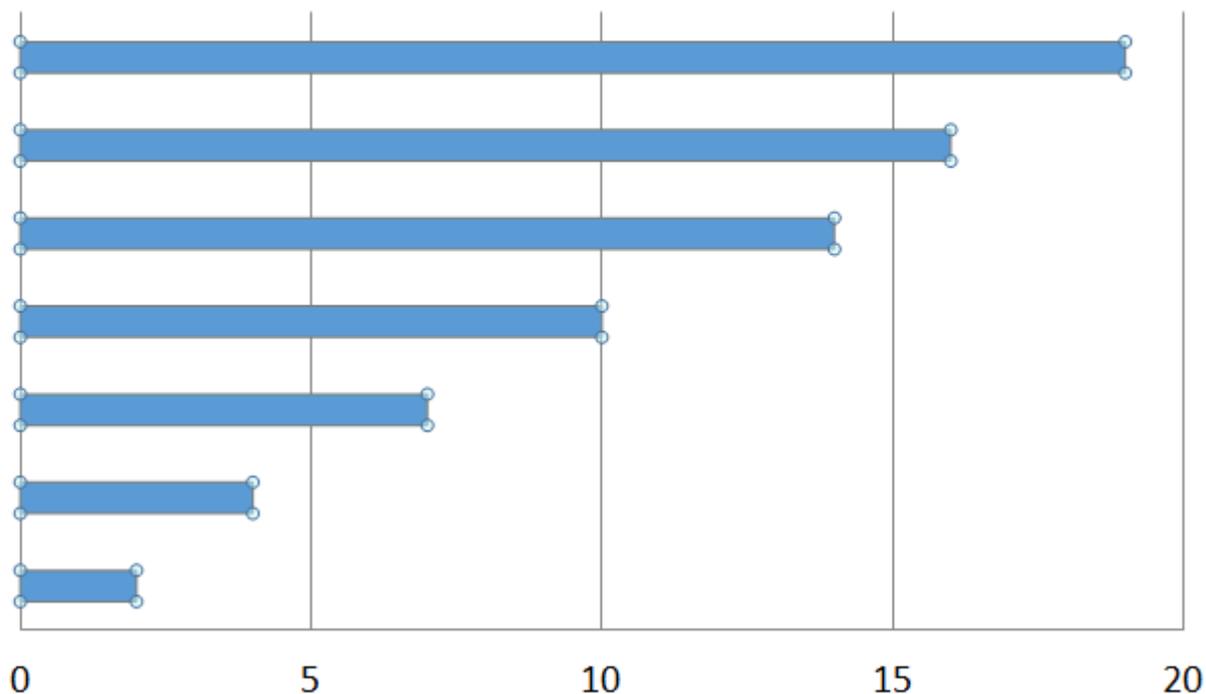
## Mentoring Programme “Shape the Researcher coming to Europe”

# The most often topics chosen among the mentoring couples are:



## Topics for discussions

- Career Counseling
- Publications and presentations
- Advancing the professional networking opportunities
- Funding opportunities
- Career Opportunities outside academia
- Open Science policies
- Other



# The Mentoring Programme map

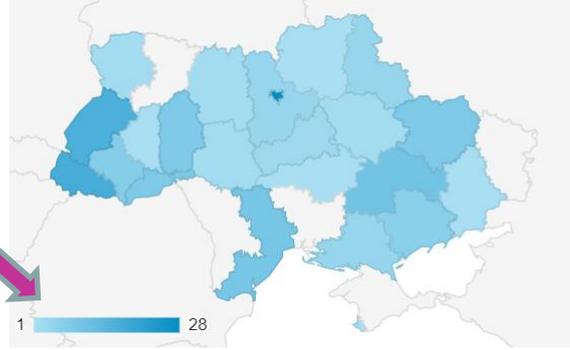
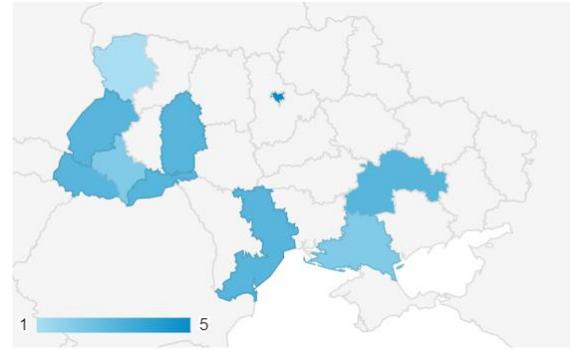
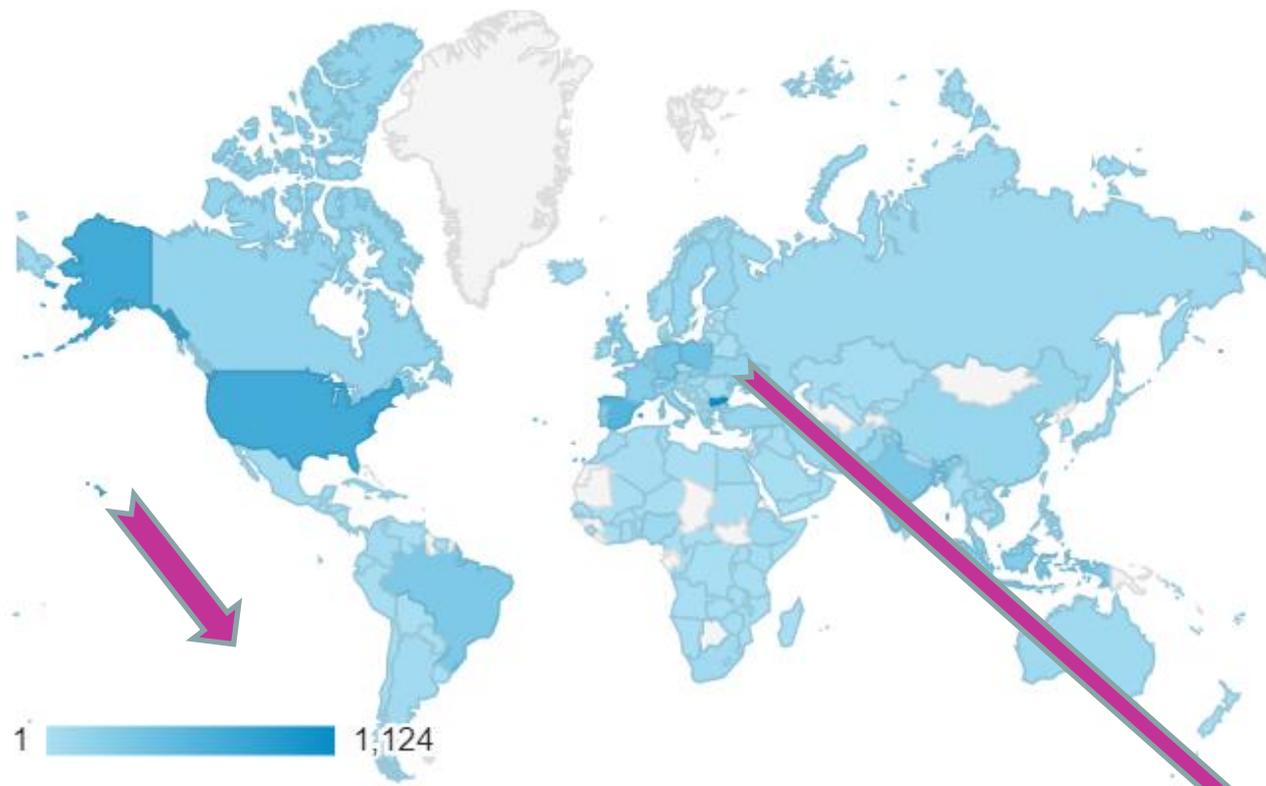
## Growth of No of visits – Google Analytics

Growth by 150 visits  
for the last month!

Update on our  
initiative for Ukraine

From 5 to 28 the  
highest No of visits

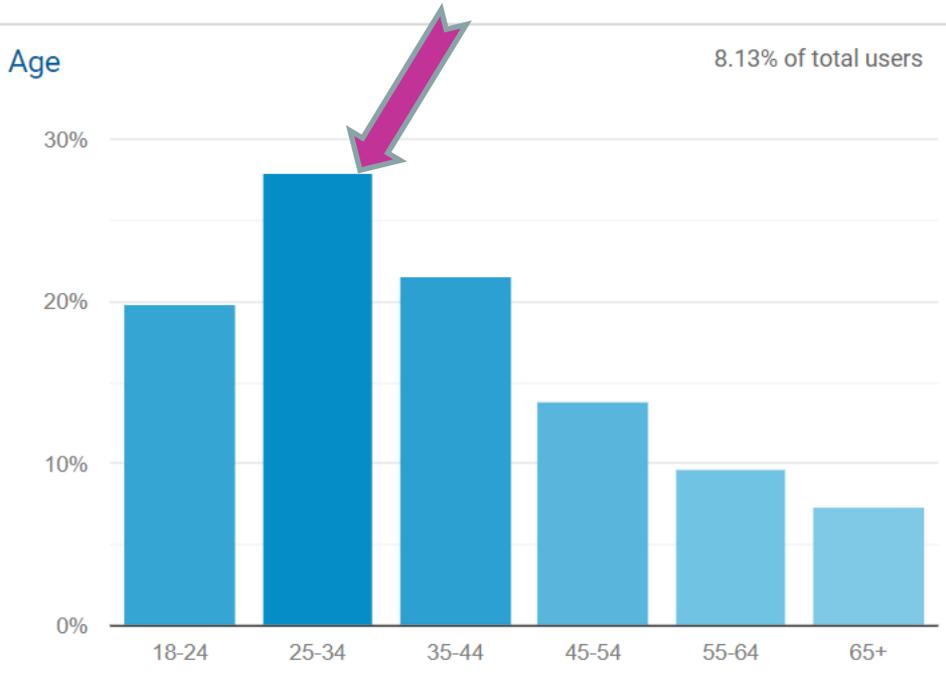
Wide spreading among  
the country



# Updated data – Google Analytics Visitors for the 1<sup>st</sup> year +1 month of operating

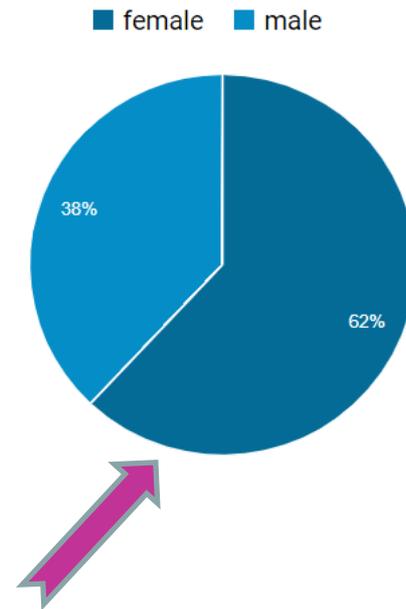


increasing



Gender

8.33% of total users



increasing

# EURAXESS Mentoring program Linked In group



LinkedIn group for discussion

and sharing news & highlights

○ **284** members of the LinkedIn group

○ **Posts** for the period of existing

- Lectures and webinars
- News and upcoming events
- Comments, Impressions and Recognition!
- Presenting mentors in the program
- Job announcements

○ <https://www.linkedin.com/groups/9090864/>



# Outcomes from the Survey on the monthly meetings

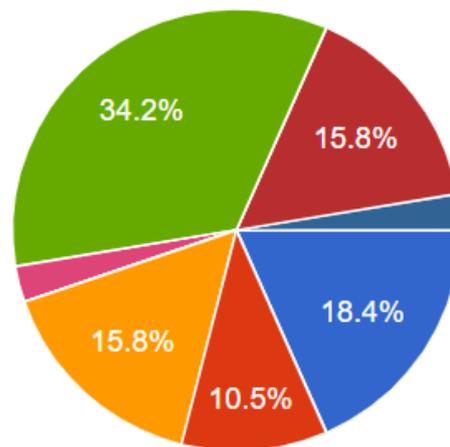


2. Do you consider that monthly meetings are important for the Mentoring program success?

100% yes  
1 hour duration

5. What content is most relevant according to you?

38 responses



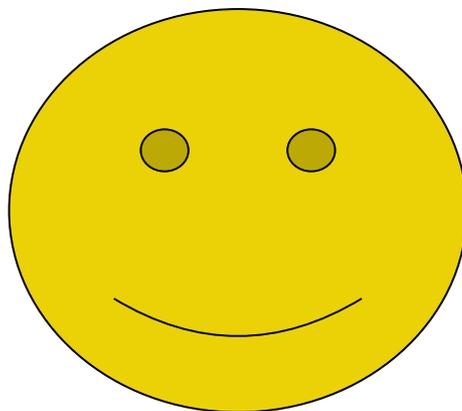
- Update on the program,
  - News from EURAXESS,
  - Activities,
  - Orientation for newcomers,
  - Sharing experience,
  - Invited Speaker (please, suggests one...)
  - Discussion,
  - Sharing experience
- ▲ 1/2 ▼

Survey on the monthly meetings  
Open and waiting for your feedback! [Link to the survey](#)

# How to get best out of EURAXESS Mentoring programs - "Shape the Future of a Researcher"?

The answer is simple 😊

**YOU HAVE TO BE ACTIVE!**



# After REGISTRATION – write down and save somewhere your username and password!



Should I do anything AFTER the registration – isn't there an **AUTOMATIC** matching?

## What show the numbers?

➤ Most of the **MENTORS** wait and this is reasonable to a certain extent – some mentors search for a mentee/s

There are mentors that within the 1<sup>st</sup> year

- Had **5** and even **7** mentees
- Had none

➤ Most of the **MENTEES** ...also wait!!! **BUT WHY – No reason!**

There are mentees that within the 1<sup>st</sup> year

- Had **3** mentors
- Had **NONE!**

# After REGISTRATION



## MENTEE



- **Explore** the functionalities
- **Search** engine – **SAVE SEARCH OPTION**
- **Request** Mentorship – at least 2 at a time!
- **Prepare** for the 1<sup>st</sup> meeting

# How to get best out of EURAXESS Mentoring program



## MENTEE

- **Prepare** for the 1<sup>st</sup> meeting
- Short **CV**
- Be **ready to talk** about your research interests, motivation, difficulties & problems
- **Draft** your mentoring plan and send it in advance to your mentor
- List your **questions** to the mentor in order not to forget anything important



# Drafting your Mentoring Plan



○ At least 3 of the predefined topics!



**MENTEE**

## Contents

<b>Topic 1. Career Counselling</b> .....	1
<b>Topic 2. Publications and presentations</b> .....	2
Topic 3. Add topic that is of your interest .....	2
Topic 4. Add topic that is of your interest .....	3
Topic 5. Add topic that is of your interest .....	3
<b>Topic 6. Funding opportunities</b> .....	3



○ Prepare *questions* and *subtopics* for each topic!

## MENTEE

### Topic 2. Publications and presentations



How do you convert a result into a publication?

What are the criteria for a successful poster to be presented at an international conference?

Are there any good strategies to present in a postdoctoral interview?

What is the right way to present my work to the scientific community?

How can I improve my dissertation writing skills?

# At the 1st meeting



## MENTEE

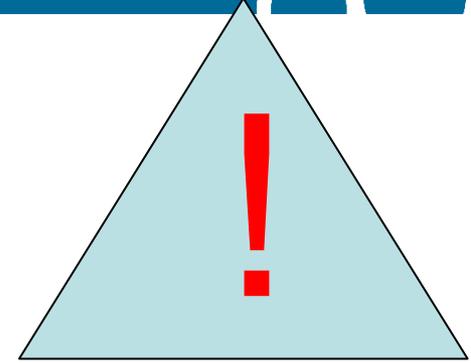


- **Present** yourself and your interests
- **Ask** all questions that you are interested
- **Discuss** your proposal for mentoring plan with your mentor
- **Agree** on adjustments to the plan if needed
- **Make for yourself clear** what you have to prepare for the next meeting
- **Agree** on date and time for the next meeting

# To both



## Mentors & Mentees



- *Intercultural differences*
- *Research systems differences*
- *Organisational culture differences*
- *Personality specifics*
- *Psychological and emotional aspects of communication*

***Follow ethical principals of the mentoring program!!!***



## MENTORING:

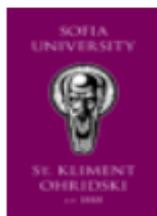
- Is successful when both sides are ACTIVE!
- Is WIN / WIN outcome!
- Help ALL researchers advance FASTER!
- Open the doors of the networking & cooperation!
- Make career choices better!



Build global research community!



## Sofia University Mentoring Program



for students  
in the final year of their Masters programme,  
PhD students and postdoctoral students



BG version

### Objectives

The aim of the SU Mentoring Programme for young researchers - Masters, PhD students and post-docs, is to unite the efforts of the SU academic staff in supporting early career researcher to achieve faster and more effective results in terms of:

- **orientation** in the scientific environment,
- **mastering** the organizational culture at SU,
- **planning of scientific career,**
- **creating and developing** an own network of scientific contacts,
- **acquiring** scientific work skills applicable in other fields – so-called “soft” skills,
- **mastering and/or improving** teaching competences.

### Advantages of participating in the programme

The advantages and benefits of participating in the programme are **twofold**. Both the young scientist and the mentor will be able to:

- develop **new skills and knowledge**,
- create **new contacts** and expand their scientific network,
- create professional and interdisciplinary **collaboration**,
- help achieve **their scientific goals** through shared experiences and ideas.

### Key elements of the programme

Two target groups:

- researchers with **low experience**, at the beginning of a career – students in the final year of their **Masters programme** and wishing to start a **PhD, PhD students and post-docs**, and
- **mentors** - researchers with **sustained academic and research experience** willing to support the development of young researchers and university teachers.

### Six preliminary topics for discussion

1. Scientific research **environment** and scientific research activity, academic **writing**, academic **reading**.
2. Organisational and administrative dimensions of the **academic communication** at St. Kliment Ohridski”, participation in **projects**.
3. Academic **teaching**.
4. **Scientific career** planning and development - self-assessment and creating a development plan, career opportunities in and outside the academic environment – carried out jointly by the mentor and EURAXESS centre.
5. Creation and development of a scientific research **network of contacts** – carried out jointly by the mentor and EURAXESS centre.
6. Developing scientific research **skills** applicable to other areas – so-called “soft” skills, early career stress management – carried out jointly by the mentor and EURAXESS centre, and courses are recommended.

## Couples 7

### Differences

- **Objectives** differ – include organisational ones
- **Specialties** of the couple are different
- **Topics** are related to organisational objectives

### Similarities

- Use the **same tool** and website
- Benefit of the **synergy** between international and organisational programs
- **6 predefined topics** – option to choose other
- **6 month**



## MENTORING PATH



# EURAXESS Mentoring Programme

## “Shape the future of a Researcher Coming to Europe”

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**THANK YOU!**

Should you have any questions:

<https://www.linkedin.com/groups/9090864/>

Contact us:

[mentoring@fmi.uni-sofia.bg](mailto:mentoring@fmi.uni-sofia.bg)

**EURAXESS** cares about **Researchers!**

