

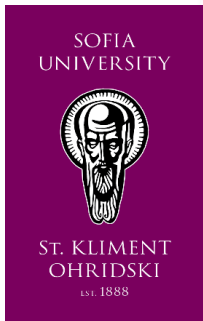
EURAXESS Mentoring Program

Monthly Meeting, 28th October, 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
- Discussion & **sharing** experience

Last update on the program – 1 year and 9 months of operation



- Registered **970** researchers form all over the world
- From them **194** mentors
- Working/ finished **couples 207**

The screenshot shows the EURAXESS website's 'Find a Mentor / Mentee' page. At the top left is the EURAXESS logo with the tagline 'RESEARCHERS IN MOTION'. Below it is a breadcrumb trail: 'Home > Find a Mentor / Mentee'. The main heading is 'EURAXESS Mentoring Programme'. A navigation bar contains links for 'Home', 'ABOUT US', 'FIND A MENTOR / MENTEE' (which is highlighted), 'NEWS', 'MY ACCOUNT', and 'LOG OUT'. The main content area is titled 'Find a Mentor / Mentee' and includes a sub-heading 'Contact a Mentor / Mentee'. There are three input fields for filtering: 'Choose some options' for general search criteria, 'Years of research experience' with a dropdown menu, and another 'Choose some options' field. On the right side of the search area, there is a 'Save search' section with a 'Name *' field containing 'Saved search', a 'Notification interval *' dropdown menu set to '- Select -', and a yellow 'SAVE SEARCH' button with a checkmark icon.

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



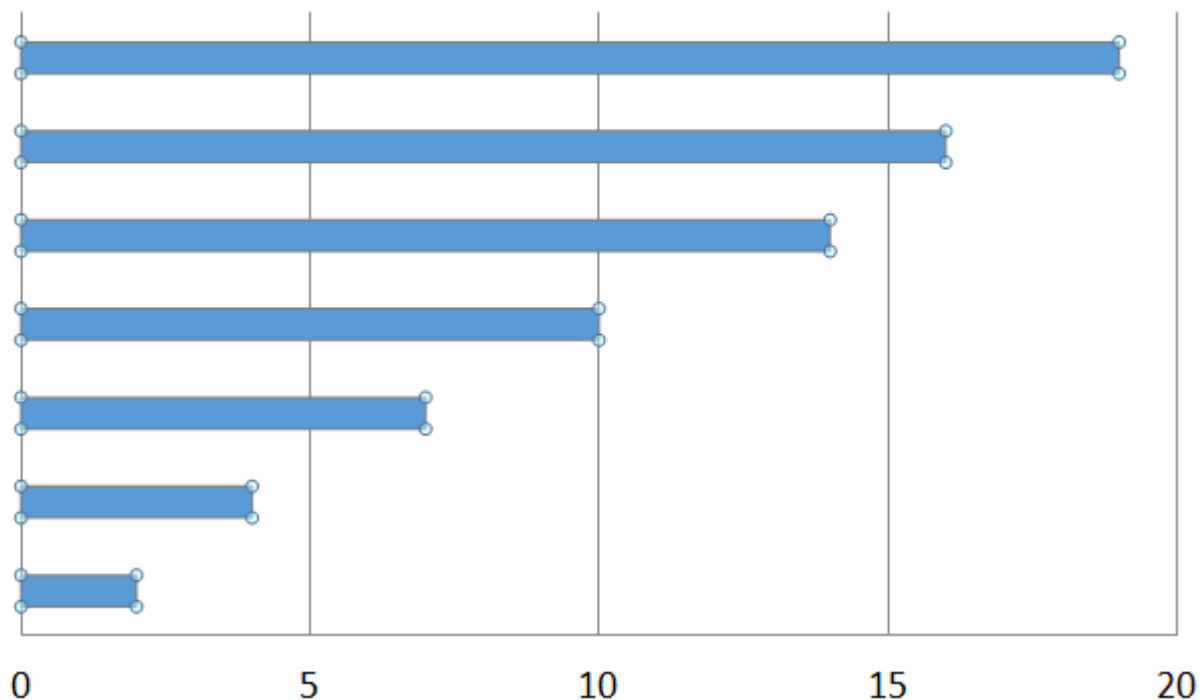
Mentoring Programme “Shape the
Researcher coming to Europe”

The most often topics chosen among the mentoring couples are:

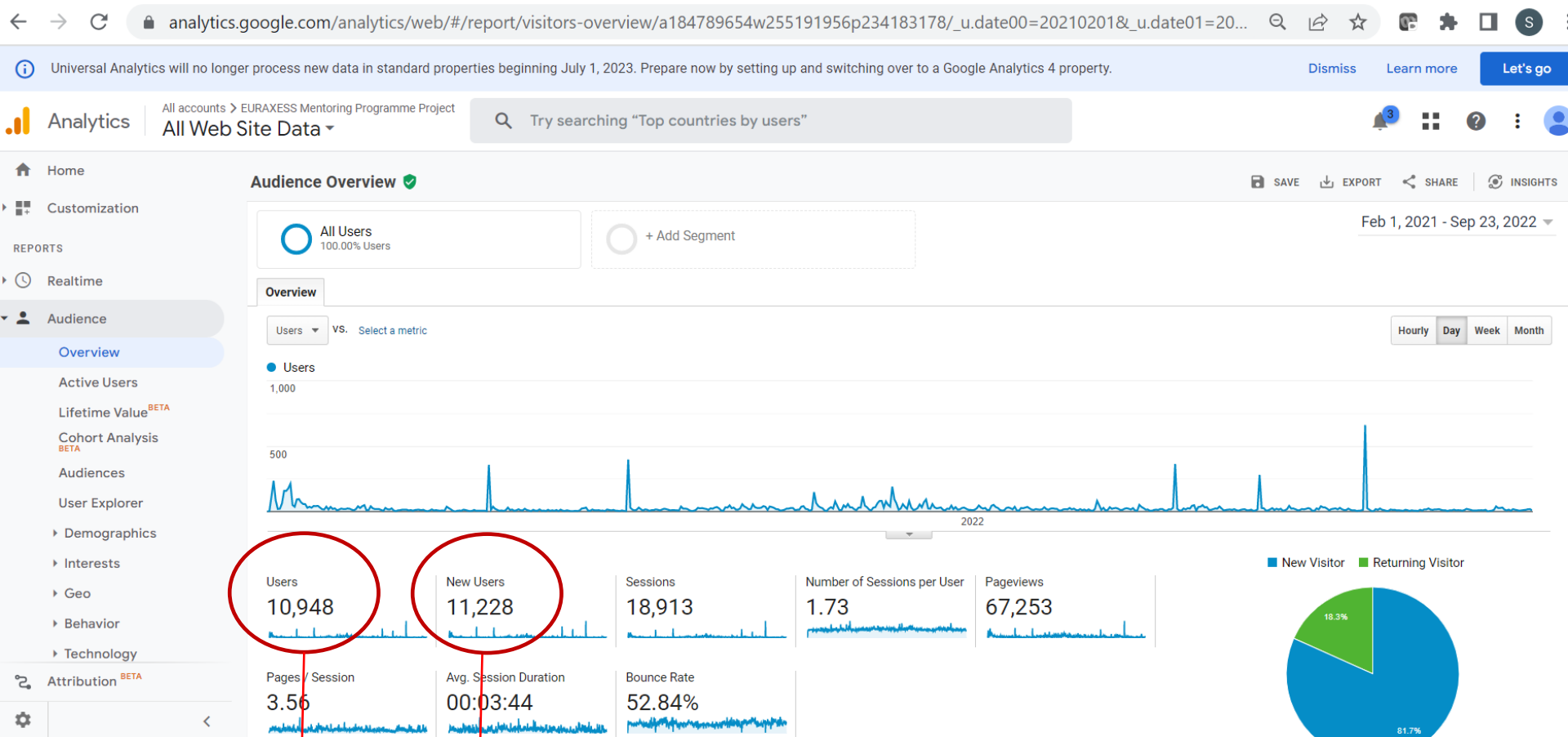


Topics for discussions

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



Users – Google Analytics



Oct 2022 11, 207 11, 495

The Mentoring Programme map

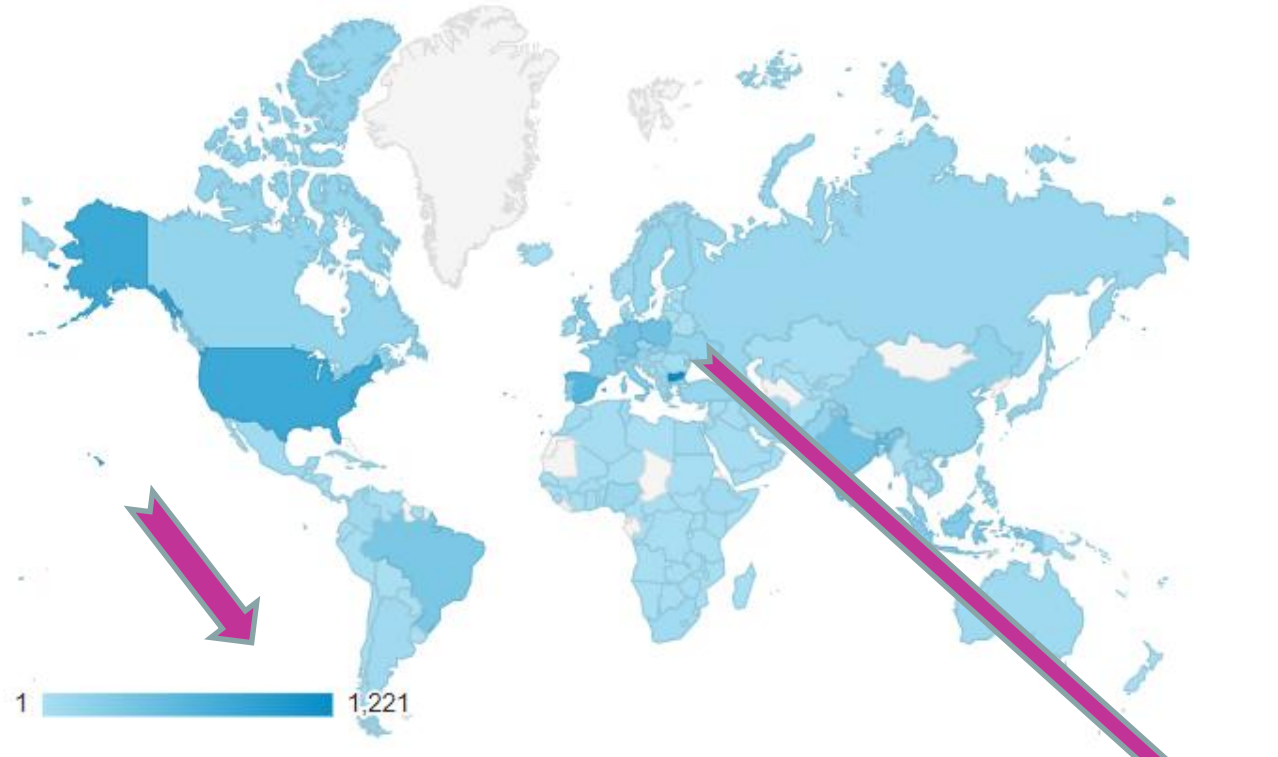
Growth of No of visits – Google Analytics

Growth by 84 visits for the last month!

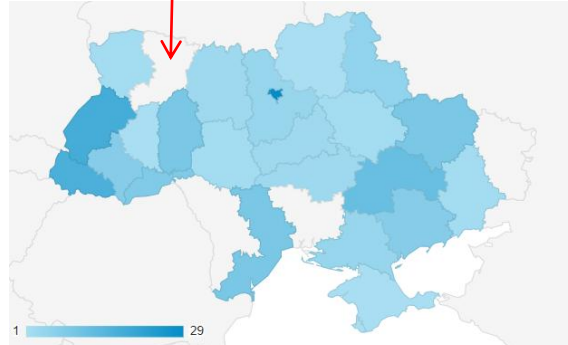
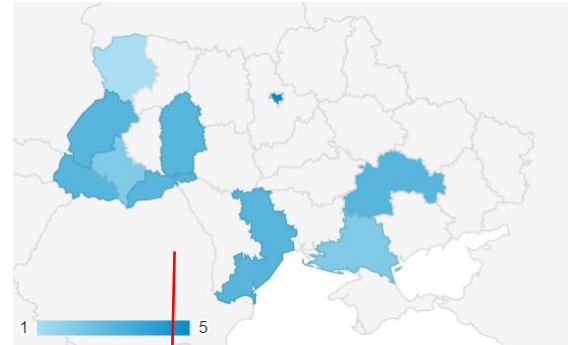
Update on our initiative for Ukraine

From 5 to 29 the highest No of visits

Wide spreading among the country



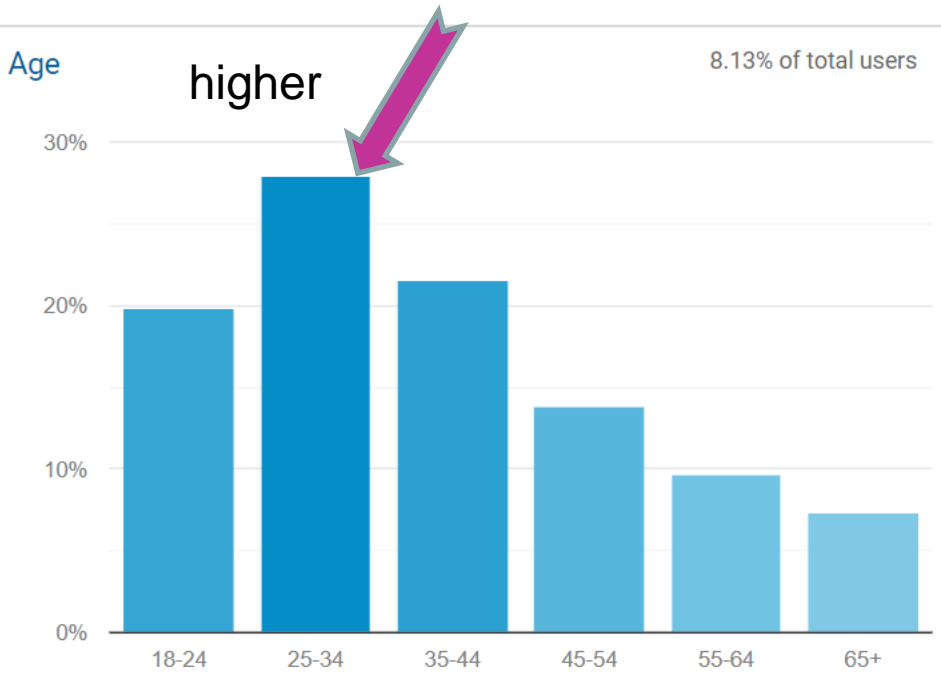
Oct 2022 1 305



Updated data – Google Analytics Visitors for the 1 year 9 months of operating

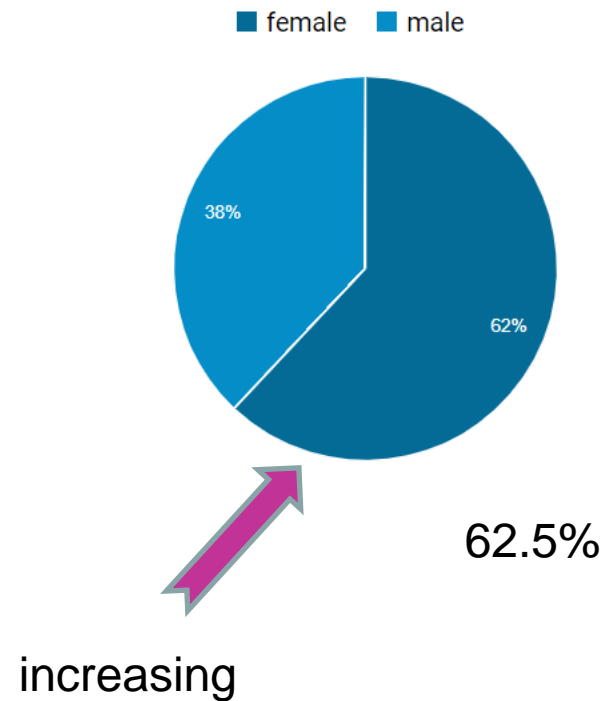


increasing



Gender

8.33% of total users





LinkedIn group for discussion

and sharing news & highlights

Oct 2022 - 373

363 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 of the Survey on the monthly meetings

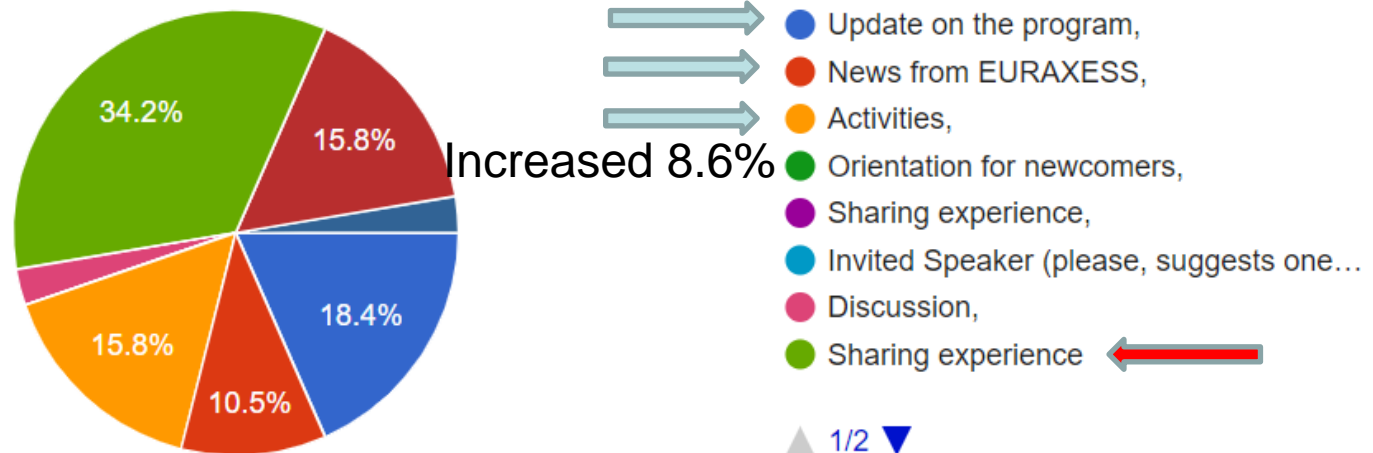


2. Do you consider that monthly meetings are important for the Mentoring program success?

100% yes
1 hour duration

5. What content is most relevant according to you?

38 responses



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

Open question – What to improve?

Survey on the monthly meetings

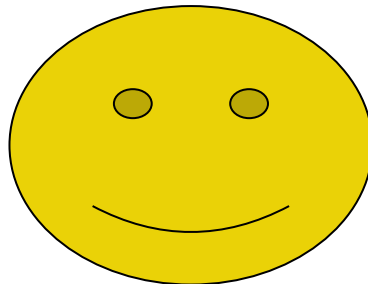


- The meeting have to be **more dynamic**
- **Collaboration** Project match – in the **mentorship couple**, in the **LinkedIn group**, during the meeting
- A basic **English language course** for academics since the language spoken in the Programme is the English. – **only the 1st communication is in English, couple can communicate in any other language by joint choice**
- 1.The program is good to be shared not only for coulleges (in which I already did) but also for students (who want to pursue their degree abroad or get the knowledge related to this program). 2.Also, I hope either mentor or mentee can have a **chance to present related to his/her own research** in the larger scope (such as in a monthly meeting event). – **this can happen as well in the in the LinkedIn group,**
- it would be more efficient and practical if its possible to **share other experiences related to work/life balance** in academia ,**paper to policy, and paper to business experiences** faced by the academics , **project management and project proposal writing tips** (most of the academics fail to transfert information about it and its a black box that need to be discovered) . – **you may use for this purpose the EURAXESS virtual training, connect with the trainers and have their support for free**
- To **remind mentors to kindly decline a mentorship within a few weeks, not months.** Thank you (I asked some about 4 months ago and I am still waiting, my guess is that she declines to be my mentor and that´ s OK, I would have liked a response, though).
- Relevant content: **how to succed as a researcher, job oppurtunities in industry – we suggest using profile functionalities and jobs portal**
- The **certificate could have included the titles of the contents, seminars, and the course load of the meetings with mentors** who participants realized during the Programme on the back of the certificate. These pieces of information are very important to show the knowledge that students had in the course. - **next time we´ll request this info from you to be included for those that wish so!**
- Collaboration: for more collaboration, I think **we should connect with each other – use the LinkedIn group, share emails during the monthly meeting**
- Maybe it will be useful to **combine invited speakers plus tematic discussion.** – **suggest topic and speaker!**
- to **open post-doc positions in Sofia University** for Bulgarian and other citizens. – **we do this, all published on the jobs portal**

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:

- Had **5** and some even **8** mentees
- Had none

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

There are mentees that:

- Had **6** 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 1st meeting

How to get best out of EURAXESS Mentoring program



MENTEE

- **Prepare** for the 1st 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

Topic 1. Career Counselling	1
Topic 2. Publications and presentations	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
Topic 6. Funding opportunities	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

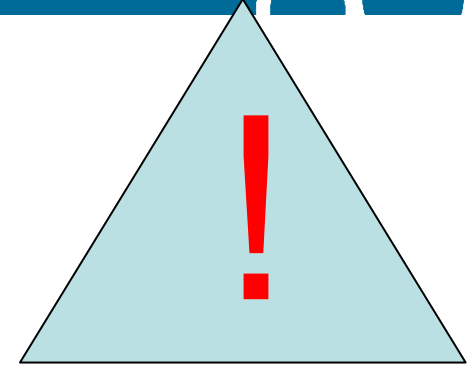


- **Present** yourself and your interests
- **Ask** all questions that you are interested
- **Discuss** your proposal for mentoring plan with your mentor
- **Agree** on adjustments to the plan if needed
- **Make for yourself clear** what you have to prepare for the next meeting
- **Agree** on date and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



MENTORING PATH



EURAXESS Mentoring Programme

“Shape the future of a Researcher Coming to Europe”



THANK YOU!

Should you have any questions:

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

Contact us:

mentoring@fmi.uni-sofia.bg

EURAXESS cares about **Researchers!**

