

## Call for applications to the SIICA Mentoring Program for Postdocs 2023

The SIICA Mentoring Program for Postdocs aims at **supporting post-doctoral researchers** in facing the challenges of their career paths by providing personalized mentoring.

The SIICA Mentoring Program for Postdocs will offer an empowering environment for the **professional growth of Postdoctoral Researchers** and could provide **concrete help** in dealing with uncertainties, challenges and failures that are part of our everyday **professional life**.

The SIICA Mentoring Program for Postdocs 2023 will be open to **12 mentees**.

### Brief program description

The Mentoring Program, which will last for one year (Jan 2023 to Dec 2023), will be composed of two different mentoring activities:

#### 1) Tandem Mentor-Mentee

*Goal:* personalized support based on Mentee's professional challenges

*Frequency:* 1 hour per month

In the kick-off meeting of the Mentoring Program for Postdocs 2023 the selected mentees will be provided with tips and information on **how to identify the best Mentor**.

Potential mentors have to fit the following profile:

- Established Group Leader abroad or in Italy
- Not working in the same institute
- Not working in the same topic of research
- Not part of the SIICA board

The Mentee will decide together with the Mentor about possible **topics** to be discussed during the tandem meeting. However, it is strictly required to **not discuss scientific data**. The tandem is meant for giving support on career path decisions and not on the project set up or experiments.

Here some examples of possible topics for discussion:

- Mentee professional career: how to prepare the next step
- Work/life balance
- Setting priorities
- Communication issues

## 2) Peer-coaching session

*Goal:* support for mentee's personalized cases with a structured discussion

*Frequency:* 1 hour every 2 months

Peer-coaching sessions:

- Mentees will be divided into three groups, each composed of four postdocs and one member of the SIICA Career Development working group.
- Clearly structured process with defined and distributed roles (moderator, case owner, coaches).

Goals of peer-coaching:

- Find solutions for concrete professional challenges
- Reflection on mentee's professional challenges
- Development of communication competencies

***Important!!!*** The entire program will be held in English.

### **Eligibility criteria**

- Postdocs who defended their PhD within the last 8 years (not earlier than 2014)
- Postdocs who are SIICA members. If you are not a SIICA member but you are interested in applying for the Mentoring Program, you have time until September 30th, 2022 to apply for a membership.

Notification of the application to the Mentoring Program to the Head of the laboratory where the applicant is currently working is highly recommended.

### **How to apply**

- Register to the following link: <https://bit.ly/3HNpoDy>
- Provide a concise CV (no longer than 3 pages, Arial 12, 1.5 interline space), including the year of PhD defense and publication track record
- Provide Motivation letter (1 page max, Arial 12, 1.5 interline space)

**Opening of the call:** July 6th, 2022

**Closing of the call:** September 30th, 2022