

# EURAXESS Mentoring Program

## MENTORS

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*Monthly meeting  
16<sup>th</sup> Feb, 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*

SOFIA  
UNIVERSITY



ST. KLIMENT  
OHRIDSKI  
EST. 1888

euraxess   
RESEARCHERS IN MOTION

# What we will introduce you to today?



- State of the art of the program
- What are this 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 - For the 1<sup>st</sup> year



- Registered **757 researchers form all over the world**  
– 317 male/ 440 female
- From them **157 mentors** – 78 male/ 79 female
- Working/ finished **couples 157**

## 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 -

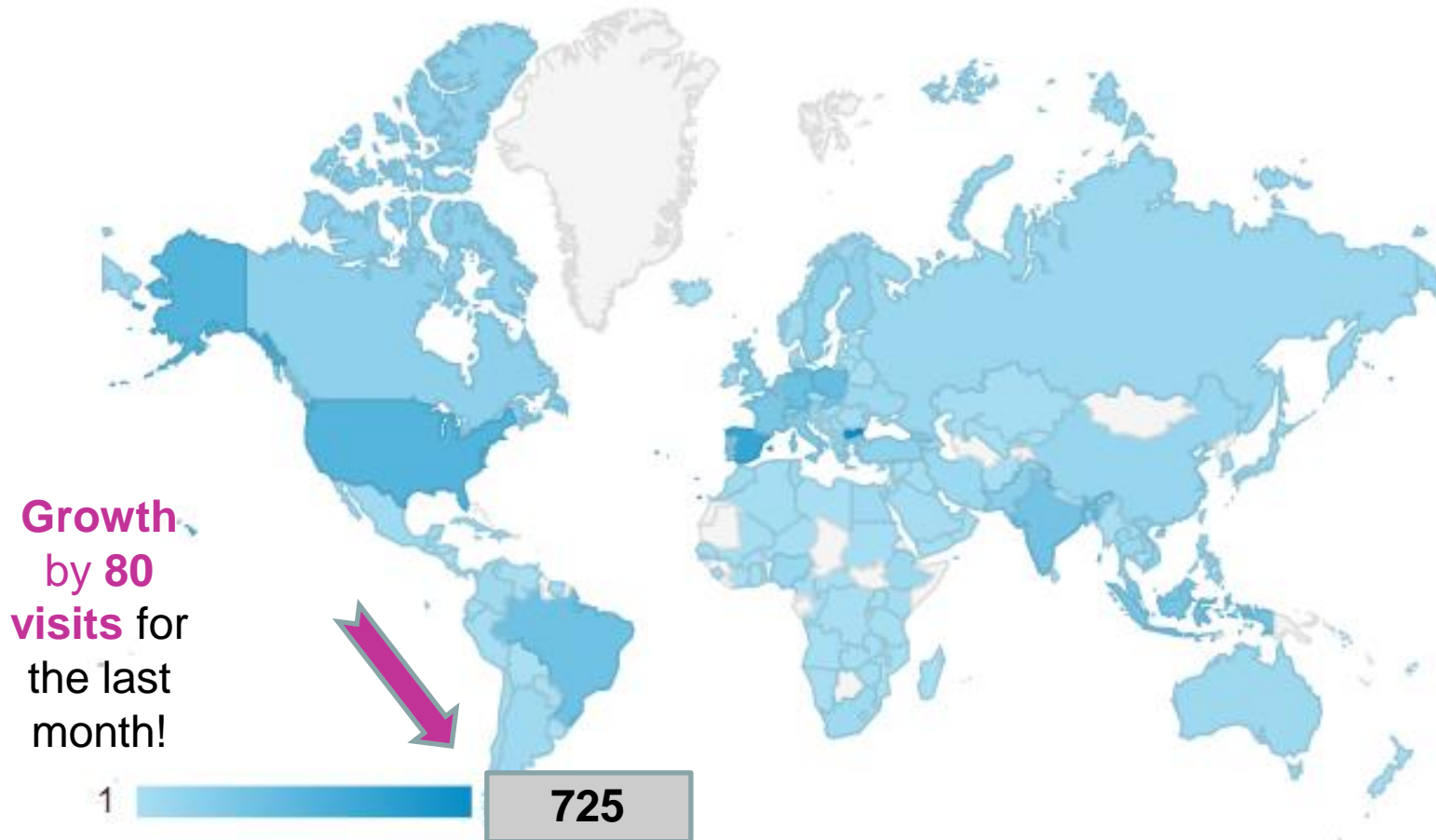
✓ SAVE SEARCH

From the website:  
More than  
**41 main specialties**

Researchers based  
**in > 50 countries**

# The Mentoring Programme map

## Google Analytics – No of visits



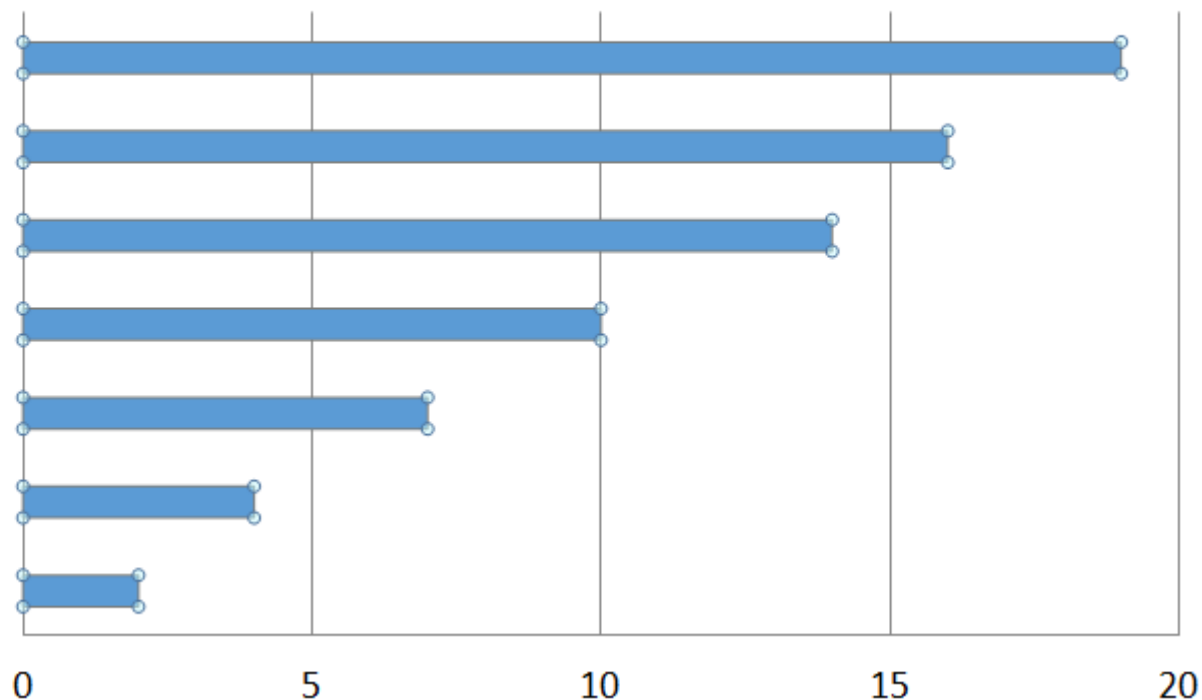
To be helpful,

The topics of the mentoring program are:

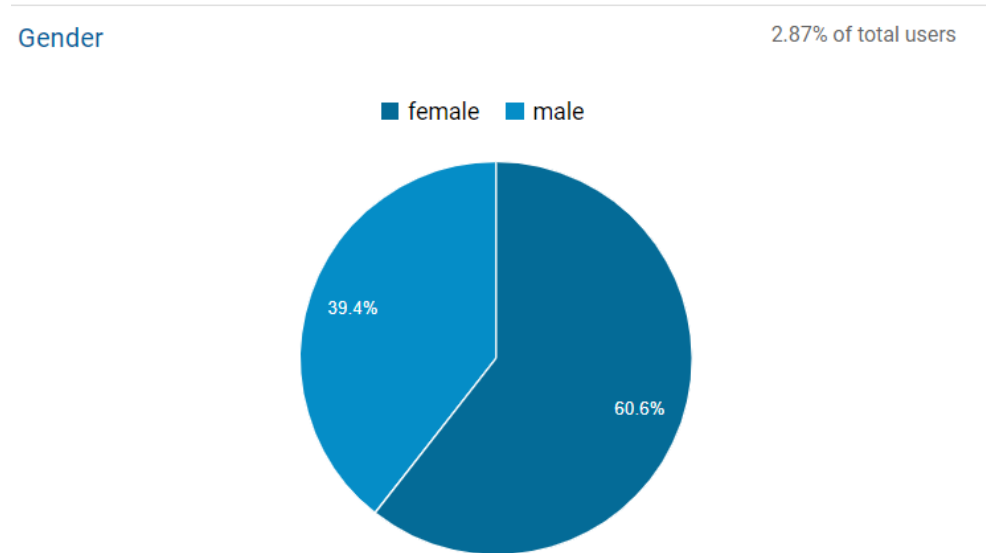
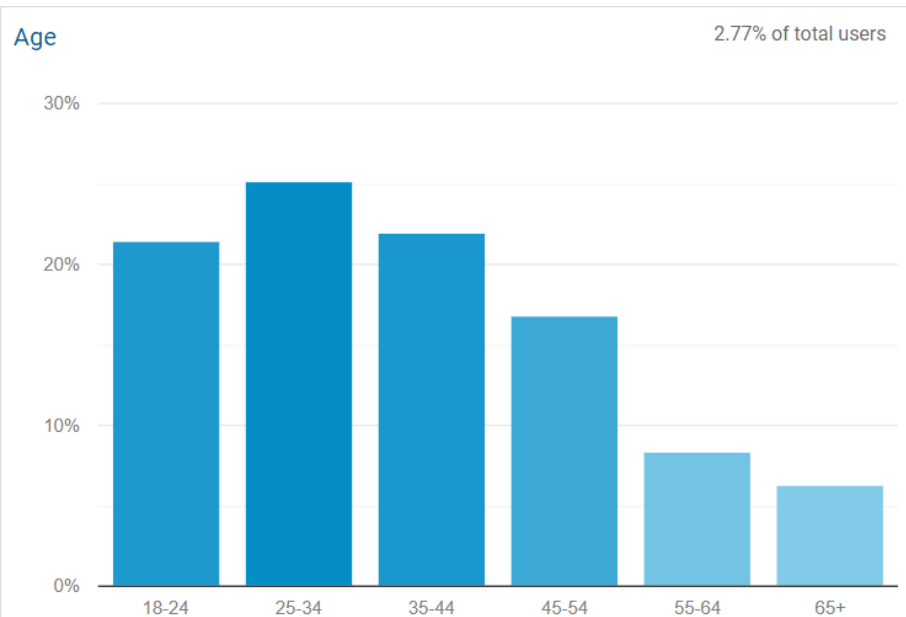


## Topics for discussions

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



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



# EURAXESS Mentoring program Linked In group



LinkedIn group for discussion  
and sharing news & highlights

**237** members of the LinkedIn group

**45** posts for the period of existing

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



Oct 25, 2021 - Jan 11, 2022

## Engagement highlights

44  
Posts  
▲2% past 7 days

12,170  
Post views  
▲3% past 7 days

# Cooperation with other mentoring programs - REFERENT



- Collaboration of EURAXESS Mentoring program with Marie Curie Alumni Referent Mentoring Programme
- Calls for mentors and mentees open – **program started in Jan 2022**
- **Virtual seminar with their coordinator in 21 Jan 2022 –the speaker is registered as mentor in EURAXESS -**  
<https://www.euraxess.bg/bulgaria/events/well-being-young-researcher-virtual-seminar-researchers>



The REFERENT initiative is created to organize mental health peer support within MCAA. Using your experience, we can help young researchers to navigate their own issues.





# Cooperation with other mentoring programs - REBECA



**Intersectoral Mobility and Mentoring Schemes  
Seminar for Researchers – 15 Feb 2022**

**VIDEO** recording (soon!) & **MATERIALS** available at:

<https://www.euraxess.bg/bulgaria/events/intersectoral-mobility-and-mentoring-schemes-virtual-seminar-researchers>

# EURAXESS Policy development



## EURAXESS Policy Workshop 3<sup>rd</sup> Dec 2021

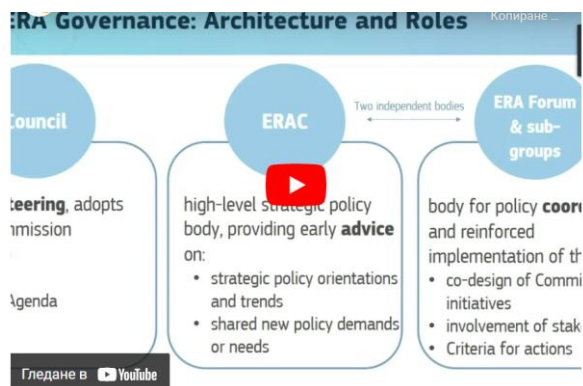
<https://www.euraxess.bg/bulgaria/events/euraxess-policy-workshop-2021>

The main focus of the workshop was “Needs & Challenges for EURAXESS transfer into ERA Talent Platform – what else is needed, what else and how could be done for implementation of ERA priorities”.

### Relevant materials

are downloadable from the link above!

Videos are free to watch!



EURAXESS Hub project

Копиране...

### The hub concept

- EURAXESS hubs: **integrated platforms for thematic cross-border collaboration** of EURAXESS service centres (ESCs) external partners, such as multiplier and enabler organisations, in engaging and providing services to researchers, research organisations and other ESCs.
- **Organisational aspect:** a EURAXESS cross-border hub centres on *multi-stakeholder* connecting and making available partner competences in the providing services within and beyond local ecosystem via a *virtual platform*.
- **Operational aspect:** a EURAXESS cross-border hub works specified *thematic area* where the members' competences and their networks add up.

Гледане в YouTube

euraxess RESEARCHERS IN MOTION

# Outcomes from the Survey on the monthly meetings

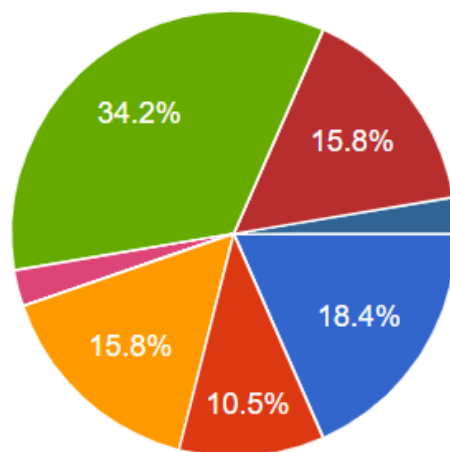


2. Do you consider that monthly meetings are important for the Mentoring program success?

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](#)

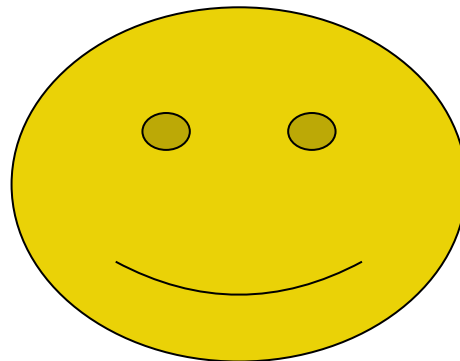


# How to get **best out of** EURAXESS Mentoring program

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

The answer is simple 😊

**YOU HAVE TO BE ACTIVE!**



Promote among your colleagues:  
<https://mentoring.euraxess.bg/user/register>



Mentoring Programme “Shape the future of a  
Researcher coming to Europe”



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

## Numbers speak for themselves

- 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 – Enigma!**

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 clear** what you have to prepare for the next meeting
- **Agree** on date and time for the next meeting

# After REGISTRATION



## MENTOR



- **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



Prepare for the 1<sup>st</sup> meeting

## MENTOR

- Short **CV**
- Be ready to **talk** about your research interests, experience and abilities to support young researchers
- **Mark** which of the predefined topics and subtopics you're able to cover and which new topics you'd **suggest**, why they are important for a young researcher
- **List** your questions to the mentee in order to forget anything important



# At the 1st meeting



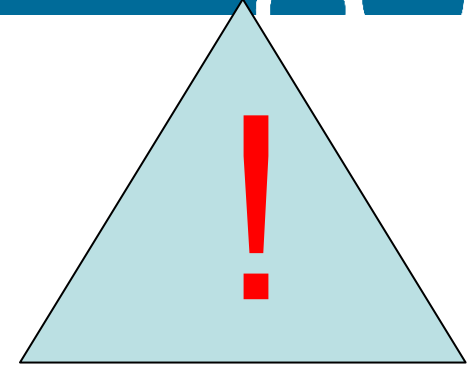
## MENTOR

- **Present** yourself and your interests
- **Ask** all questions that you are interested
- **Discuss** mentee's proposal for mentoring plan
- **Make** suggestions and **agree** adjustments to her/his plan if needed
- **Make clear** what **you can** and what **you can not** do for her/him!
- **Make clear** to the mentee what you she/he has 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**



# 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!**



# Sharing experiences



Please, **share** your good practices, your difficulties and advice for the new mentors!

What would you **recommend** for improving the Mentoring program?

