

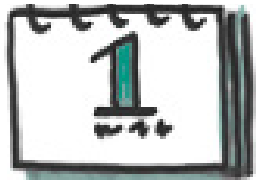
## Application

Applications should include

- letter of motivation
- CV
- short description of the current work and research activities
- list of publications scientific achievements (if appropriate)

**Current application deadlines can be found on our homepage:**

<http://www.peba.kit.edu/1009.php>



## Contact

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## Issued

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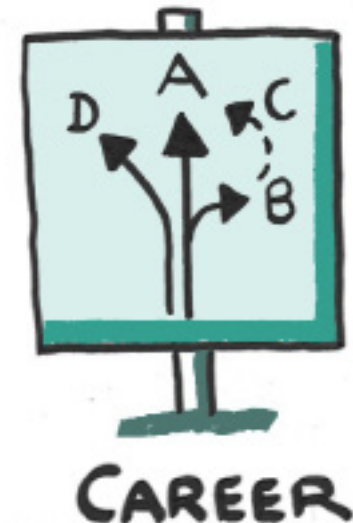
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## Mentoring for Researchers

# X-Ment

HUMAN RESSOURCES DEVELOPMENT  
AND TRAINEE DEPARTMENT (PEBA)



## X-Ment

Mentoring programs have become key elements of personnel development in numerous universities. Mentoring partnerships with partners from different areas as provided by X-Ment constitute new, innovative interfaces of science and business.

### Objectives and Benefits

X-Ment provides possibilities for insights into structures, processes, and policies of business enterprises and science institutions.

#### Personal Competences

Not only impulses for career planning can be developed, but also personality, e.g. an awareness of role expectations.

#### Professional Networks

Mentees build a stronger professional network within and outside of KIT.

#### Expanding Leadership Knowledge and Action

Personal potentials such as management and leadership skills can be strengthened. In addition the mentee has the opportunity to participate to a leader's experience and to develop its own leadership skills. This can enable management positions to be taken over (medium to long term).



### Program Overview and Mentor Search

In determining their location, the participants formulate their personal career-related goals, which serve as basis for the mentoring relationship.

The participants receive structured support from the programme coordinator in the search for mentors within their own networks or on social media and are thus actively involved in the matching process.

Thanks to the cooperation agreement between X-Ment and the KIT alumni network, X-Ment participants have also had the opportunity to gain mentors from this pool since May 2020.

The mentoring partnership is agreed for a fixed duration of about one year, the meetings between the mentor and the mentee take place at the individual expense of the mentee.



### Target Group

The target group of the program are doctoral students, Post-Doctoral students and habilitators of KIT.

### Framework

15 applications are accepted at each round. Of these, 11 places will be awarded to women and 4 to men.

Prerequisites for receiving a certificate of participation are the active design of a mentoring relationship, participation in at least 80% of the seminar days (6.5 days) as well as participation in a collegial coaching.

The program fees of 180,-€ will be charged by invoice after the start of the program.

