



**NON-ACADEMIC
MENTORING PROGRAMME
FOR MFP PLUS COFUND
FELLOWS**

PRESENTATION FOR MENTORS, 16/03/2023

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1. URV, THE INSTITUTION



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THE URV IN THE TERRITORY



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THE URV IN THE RANKINGS



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2. INTRODUCTION TO THE MFP PLUS COFUND PROGRAMME



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GENERAL PROJECT INFORMATION

H2020-MSCA COFUND
Doctoral Programme

5 years duration (2020-
2025)

50 PhD positions
(3 years duration)

Multidisciplinary team in
charge of the management

4,000,000 € co-funded by
the European Commission

HRS4R: Human
Resources Strategy for
Researchers. Obey the
European Charter & Code
in providing working
conditions

OTM-R: Open,
Transparent and Merit-
based Recruitment

External/international
evaluations of the
applications, without
conflict of interests

Equal opportunities for
researchers with
disabilities

Support/evaluate gender
balance



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MOTIVATION AND OBJECTIVES OF THE PROGRAMME

- ▶ **Attract excellent international junior researchers** to URV
- ▶ Develop an **innovative training plan** for all fellows
- ▶ Ensure **strong societal impact** through the dissemination, communication and valorization of fellows' research results
- ▶ Support **career growth of the fellows**



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3. WHAT IS MENTORSHIP?



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WHAT IS MENTORSHIP?

- ▶ Mentorship is a **bidirectional relationship**: both parts must be committed and listen to each other and can learn in the process.
- ▶ Mentorship is about **sharing experiences, know-how** and **advising**: the mentee is not a pupil, but also a professional, and the mentor is not a head-hunter, although can provide support towards job search.
- ▶ Mentorship is a guided **self-understanding / self-awareness / self-knowledge** path where mentees analyse their strengths and weaknesses and achieve personal and professional growth. Mentors may guide and accompany mentees in these process, they are not professional career coaches nor psychotherapists.
- ▶ **Open and continued dialogue** within the couple is the main tool in mentorship.
- ▶ **Confidentiality** and **respect** towards each other's comments and time are cornerstones of mentoring.



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4. DEVELOPMENT OF THE NON-ACADEMIC MENTORING PROGRAMME



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DEVELOPMENT OF THE PROGRAMME

- ▶ The programme kicks off with a **webinar for mentors** and another **webinar for mentees**.
- ▶ **Matching** is done by MFP COFUND team, in basis of CVs.
- ▶ Every couple will meet in person or virtually **minimum 4 times along 6 months** (between April and September 2023). It is a responsibility of the mentee to approach the mentor to find the best time for both for each meeting.
- ▶ The sessions will take place **outside working hours** and most of them will be conducted in **English**, unless otherwise specified from the beginning.
- ▶ Mentees are strongly recommended to work on a **personal career plan** in order to make the most out of this mentoring programme.
- ▶ Mentors and mentees will be asked to fill a **satisfaction and evaluation survey at the end of the programme**. Meanwhile they may feel absolute confident to contact the organizers to provide them with any feedback or suggestions.



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5. RECOMMENDATION ON SESSION TOPICS



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RECOMMENDATIONS ON SESSION TOPICS I

- ▶ In order to optimize time investment, we would recommend to **set up a calendar** for the minimum 4 regular meetings from the beginning (e.g. first Thursday of the month) and try to stick to it. Afterwards, you can reschedule as needed under **mutual agreement**. In any case, it will be the responsibility of the mentee to contact the mentor and confirm every meeting.
- ▶ Take some time to build up a **space of trust and connection** among the two of you: introduce yourself to each other, agree on some basic items that will define your mentoring relationship. Try to answer the following questions as a guidance in this step:
 - ▶ In what ways do you believe your experience and knowledge could be beneficial for each other?
 - ▶ Can you think in each other's (mentor/mentee) mind-sets?
 - ▶ What are your expectations of each other (mentee/mentor)?
 - ▶ What is the best way you can communicate your concerns/suggestions to each other?



RECOMMENDATIONS ON SESSION TOPICS II

- ▶ Based on the **nature and aim of REBECA**, mentoring couples are suggested to address some or all of these **topics** during their meetings:
 1. Professional career aspirations
 2. What is “Moving Beyond Academia” about?
 3. Key soft skills
 4. Deepen into some soft skills:
 - I. Gender considerations for STEM professionals
 - II. How to network
 - III. Conflict management
 - IV. Time management: life-work balance
 5. Self-awareness: over qualification vs impostor syndrome
 6. What have we achieved? What comes next?
- ▶ In order to make each session more profitable for both of you we suggest you do some **previous thinking**, try to analyse some concrete and predefined questions during the session and pursue a predefined, measurable and reachable goal.
- ▶ You might not be an expert in some of the suggested topics; yet it will be a healthy and useful exercise to discuss about them.



WHAT TO DO IN THE UNLIKELY EVENT OF UNSUCCESSFUL PAIRING

- ▶ All the participants in this programme have been carefully selected by their **willingness to participate**, their **sensitivity towards the goal of the programme** and their **CV**.
- ▶ We expect all mentoring relationships to be **successful and gratifying**.
- ▶ However, mentoring relies very much on a **good connection among two people** and we expect different degrees of satisfaction in the programme that we will consider normal and that we will analyse to see how to improve.
- ▶ If by any reason, any mentor or mentee feels uncomfortable or uneasy with their partner in a way that exceeds these different levels of connection, we ask you to **get in touch with us immediately** so we can decide together on how to proceed.



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CAREER DEVELOPMENT PLAN TEMPLATE

OVERVIEW OF RESEARCH PROJECT AND MAJOR ACCOMPLISHMENTS EXPECTED LONG-TERM CAREER OBJECTIVES (over 5 years)

1. Goals
2. What further research activity or other training is needed to attain these goals?

SHORT-TERM OBJECTIVES (1-2 years)

1. Research results
 - ▶ Anticipated publications
 - ▶ Anticipated conference, workshop attendance, courses, and /or seminar presentations
2. Research Skills and techniques
 - ▶ Training in specific new areas, or technical expertise etc.
3. Research management
 - ▶ Fellowship or other funding applications planned
4. Communication skills
5. Other professional training
6. Anticipated networking opportunities
7. Other activities with professional relevance



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6. CONCLUSIONS



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IN CONCLUSION...

- ▶ **Number of sessions:** minimum 4 times, during maximum 6 months.
- ▶ The **mentee is responsible for contacting the mentor** in order to schedule the sessions.
- ▶ It is suggested to set up a **calendar** of sessions with the mentee
- ▶ The sessions will take place **outside working hours** (approx. 35-45 minutes).
- ▶ Language of the sessions: **English** (or **Spanish** in some cases).
- ▶ Discussions centered on the **career development** of the mentees.
- ▶ You will receive:
 - ▶ 1 Guide with suggested sessions' contents
 - ▶ 1 Survey upon completion of the programme.
 - ▶ Certificate of completion (by request)
- ▶ Pool of potential **mentees: 18 PhD researchers**, in all fields of knowledge.



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7. ADDITIONAL INFO AND Q&A



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ADDITIONAL INFO AND Q&A

- ▶ **Web** <https://www.urv.cat/en/research/support/programmes/marti-franques/cofund/>
- ▶ **Email** mfp.cofund@urv.cat
- ▶ **Twitter** <https://twitter.com/cofundURV>
- ▶ **Video** (First edition of the Martí i Franquès COFUND Doctoral Programme, 2017-2022): https://www.youtube.com/watch?v=P_TIIDNZSE0



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THANK YOU!

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