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# Call for mentors

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**Charles University, in its mission to support early-career researchers in their professional development, is announcing a call for mentors for the 2025/2026 cycle.**

The aim of the Mentoring Programme is to support the career development of early-career researchers through the sharing of informal practices and expert knowledge with more senior colleagues.

## **The Mentoring programme focuses on:**

- Providing tools for the smooth career development of early-career researchers. It helps to effectively overcome obstacles and resolve career path dilemmas.
- Supporting equal opportunities and promoting cultural and institutional changes at Charles University, with an emphasis on supporting women in science and research.
- Actively involving mentors from the non-academic sector, fostering connections between academia and private sector.

**Mentees** in this programme are Ph.D. holders with a maximum of eight years of experience post-Ph.D. and are currently Charles University employees.

## **Expected Benefits of the Mentoring Programme:**

- **For mentees:** Help in identifying and achieving career goals, access to new networks and information, and better work-life balance.
- **For mentors:** Improvement of mentoring skills, adoption of a supportive culture in working with early-career scientists and gaining new communication and leadership skills.
- **For Charles University:** Supporting women in science and research, introducing new career development practices for early-career scientists, and reducing gender segregation in midand high-level university management positions.

## **Requirements for Mentors:**

- **Experience:** Mentors can come from academic institutions (both domestic and international) or non-academic environments (companies, government institutions, non-profit organizations, etc.).
  - **Mentors from academia:** Experienced researchers with at least eight years of experience in science and research after obtaining their Ph.D.
  - **Mentors from non-academic sectors:** at least eight years of working experience (no Ph.D. degree is required)
- **Minimal Professional Distance:** The mentor must not be an employee of the same department or institute as the mentee to ensure independence and objectivity of advice.
- **Time Commitment:** It is expected that there will be at least five meetings between the mentee and mentor over the course of one year.
- **Pro bono:** The Mentoring Programme for early-career researchers at Charles University does not provide financial compensation for the time spent as a mentor. Participation in the programme is on a voluntary basis.

## **Why Become a Mentor?**

- **Positive Impact:** The opportunity to share your knowledge and experience to support early-career scientists in their careers.
- **Networking:** Expand your professional network and gain new contacts.
- **Personal Development:** Develop mentoring skills and gain new perspectives.

## **Time schedule:**

Call for mentors open	deadline for applications 31 August 2025
Preparation of the call for mentees	1 September – 15 October 2025

Call for mentees open	15 October – 10 December 2025
Mentee-mentor matching process	11 December 2025 – 31 January 2026
Opening of the mentoring cycle, commencement of the mentoring meetings	February 2026
End of the mentoring meetings	December 2026

**How to Apply:**

If you meet the experience requirements and are interested in becoming a mentor, please fill out [the application form](#) .

**Application Deadline: 31 August 2025**

For questions, please contact Eliška Chrásková at [eliska.chraskova@ruk.cuni.cz](mailto:eliska.chraskova@ruk.cuni.cz) with the subject line "Call for mentors."

**We look forward to your participation and contribution to the success of this programme and the development of our researchers!**

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