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# Call for mentees

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## Charles University Mentoring Programme for Young Researchers

The call for mentees is now closed for submissions. Next call will be open in Autumn 25.

Call for Early-Stage Researchers - Mentees

**Read this document before submitting your application.**

**Charles University is pleased to announce the launch of its Mentoring Programme and invites early-career researchers (such as assistant professors and postdocs) to participate as mentees.**

The goal of this programme is to support the career development of early-career researchers through the sharing of informal practices and specialized knowledge from more experienced colleagues.

**The Mentoring Programme is focused on:**

- Providing tools for the smooth career development of early-career researchers. It assists in effectively overcoming obstacles and addressing career-related dilemmas.
- Supporting equal opportunities and fostering cultural and institutional change at Charles University, with an emphasis on advancing women in science and research.

**Mentees** are early-career researchers (both women and men) in the initial stages of their careers who meet the specified criteria (see below). Applicants are welcome regardless of their preferred career path in research—whether they plan to pursue habilitation or are considering a future outside academia.

Twenty mentor-mentee pairs will be created. Each pair is expected to meet at least five times during the programme cycle.

Female researchers are especially encouraged to apply.

### **Mentee Requirements**

- **Experience Level:** Researchers with up to eight years of experience in research after obtaining their Ph.D. (This period can be extended for career breaks such as parental leave, long-term-illness etc.) The programme is not intended for Ph.D. students.
- **Employment at Charles University:** Mentees must be Charles University employees at the start of the mentoring cycle (February 2025).
- **Professional Distance:** Mentees should not work in the same department or institute as their mentor to ensure unbiased guidance.
- **Time Commitment:** It is expected that each mentor-mentee pair will meet at least five times within one year.

### **Selection of mentees**

Mentees will be selected based on a call for [applications](#). If the mentoring programme administrator receives more than twenty applications, selection will be based on the following criteria:

- Gender (priority will be given to female researchers, with half of the slots reserved for them)
- Interdisciplinary scope
- Intersectoral scope
- Scientific discipline (a broad representation of disciplines across the university will be preferred)

Special consideration will be given to applications that address topics such as parenting, mobility, and planned career paths outside academia.

### Your Future Mentors

The mentoring programme administrator offers a selection of 52 mentors across various scientific disciplines. You can view the list of mentors—both women and men — [here](#) . Choose from researchers across academia, as well as the private and public sectors. If you are planning to continue in academia, you may select senior researchers from Charles University, other Czech institutions, or prestigious foreign universities. You can specify up to three preferred mentors.

### Matching Mentees and Mentors

Matching will be based on the preferences of mentees indicated in their applications, where they can select a mentor from the provided list. If multiple mentees express interest in connecting with the same mentor, the final decision will rest with the mentor.

Both mentors and mentees must maintain a "minimum professional distance." This means that the mentor should not be employed in the same department or institute as the mentee. However, preference will be given to experienced researchers from similar fields at foreign universities or those from the private sector to ensure the independence of mentors from the mentee's home institution.

Before the start of the mentoring meetings, both the mentee and the mentor will need to approve the proposed pairing.

### Expected Benefits for Mentees

- Identifying and achieving preferred career goals of early-career researchers through the acquisition of informal information and access to new networks (networking).
- Informed decisions regarding the enhancement of competencies that facilitate advancement in their chosen career paths.
- Informed decisions related to balancing personal and professional life.

### Programme Timeline

Application Period	5.11. – 31.12. 2024
Mentor-Mentee Matching	January 2025
Start of the pilot mentoring cycle and beginning of mentoring meetings	February 2025
End of the pilot mentoring cycle	January 2026

### How to Apply

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

### Application deadline: December 31, 2024

For questions, contact Eva Janů at [eva.janu@ruk.cuni.cz](mailto:eva.janu@ruk.cuni.cz) with the subject line "Call for mentees."

**We look forward to your applications!**