



BeWiSe
Belgian Women in Science

Mentoring Programme 2018 Presentation and Application Form

Register now to meet your mentor / mentee at our General Assembly on May 7, 2018 !

www.bewise.be/mentoring - info@bewise.be

Take part in our unique mentoring programme covering scientific and soft skills throughout all Belgian research institutions, Regions and language communities

In Belgium, the presence of women in scientific careers and in the access to decision-making positions in higher education and research is getting close to 25%, still far behind their male counterparts. While young men develop with time their contacts through informal networking giving them a leading edge in orienting their careers favourably, young women often face their career choices alone. Young women often have difficulties in meeting or identifying professors or experienced scientists that are capable of guiding them and giving them strategic advice.

In order to **support women scientists who are in the important phases of completing their thesis or of beginning their post-doctoral research**, the Belgian Women in Science (BeWiSe) association has developed a personalized **one-on-one mentoring scheme**.

Its objective is to enable the **mentees to meet an experienced scientist (male or female) who can guide them in their career choices**. The mentee benefits from the mentor's experience in the scientific community and in research, and from BeWiSe group activities. The mentor also benefits from the programme: by transmitting acquired knowledge personally, s/he is stimulated to reflecting about their career, attitudes and conceptions.

The programme's ambition is to increase the presence of women in key positions in higher education and research. Thanks to the success of the programme initialized in April 2010 and refined throughout the years, we wish to welcome new applicants !

BeWiSe mentoring provides positive support to women scientists in the beginning of their careers. Two specific features should be mentioned. **Its scope extends to all scientific institutions, regions and language communities in Belgium. Pairing of mentor and mentee is made outside of the mentee's field of research, so as to broaden the thinking horizon and avoid unhelpful competition.**

VZW/ASBL BEWISE

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BeWiSe Mentoring programme offers two types of activities:

- **Individual (person to person) mentoring.** We initiate and facilitate trusted contacts and exchanges between experienced scientists and women at the beginning of their scientific careers.
- **Collective Lunch & Learn sessions** throughout the year where several mentees and 1 mentor/speaker meet to exchange about a specific topic, such as:
 - Expanding my scientific network
 - Work-Life Balance
 - How to go abroad
 - How to write good publications
 - Considering gender aspects of research

For whom is this mentoring programme?

- For **women in the beginning of their scientific career** who are at least in their third year doctoral studies. It is for women who would like to increase their knowledge of scientific careers, who want to position themselves better in the scientific community and who want to boost their careers thanks to exchanges with a mentor and a broader supporting circle.
- For **scientists, women and men, who have at least 10 years of scientific research experience after their doctoral degree** and who would like to share their knowledge and extensive professional experience to help young women in the beginning of their career.

Criteria for the mentees

Candidates will be selected by BeWiSe according to the following criteria:

- The candidate is either at an advanced stage of her/his doctoral work or is undertaking post-doctoral research
- The candidate is working as a researcher and wishes to continue her/his academic path
- The candidate wishes to reflect further on her/his position in the academic field through regular exchanges with a mentor

Candidate mentees are invited to register to the programme via the attached form.

Note that men complying with the 3 above criteria and looking for career guidance can also apply but that priority will be given to women according to the scope of reducing the gender gap at top positions.

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Criteria for the mentors

Scientists with more than 10 years of experience who wish to participate to the programme as a mentor are invited to register via the attached form.

How does it work?

1. Candidate mentees and mentors should send their application and registration form to info@bewise.be

Applications as mentees should include:

- **1 application form duly filled out (see form at the end of this document)**
- **1 motivation letter explaining briefly your expectations of the mentoring programme**
- **1 CV**
- **1 synthesis of the thesis subject and its present stage of advancement (for mentees only)** on maximum one A4 sheet.

Applications as mentors should include:

- **1 application form duly filled out (see form at the end of this document)**
 - **1 motivation letter explaining briefly your expectations as mentor**
2. The selection committee will select candidates, perform the matching of the pairs and inform the participants of the decision within 1 month
 3. Each mentee contacts her/his potential mentor to discuss and agree on shared objectives, work styles and minimum frequency of exchanges
A first meeting of applicants will be organized at BeWiSe General Assembly on May 7, 2018 am in Brussels
 4. If needed, the selection committee adjusts the pairing
 5. BeWiSe invites mentors and mentees to lunch é learn sessions and other joint activities. Mentees and mentors commit to take part in at least 2 such gatherings
 6. BeWiSe will thereafter support exchanges between the mentee and mentor by covering the travel expenses in Belgium based on the price of a second class train ticket upon production of the original bills. Besides phone/e-mail exchanges, mentors and mentees agree to meet each other at least twice in 2018
 7. At the end of the mentoring (typically 12 months), mentees and mentors will share the key findings of their experience with BeWiSe community.

Events will be held in English, French and Dutch upon request of the participants.

Encounters between pairs will be in the language of their choice.

Contact us for more information at info@bewise.be.

This programme is developed in partnership with:



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Application Form to BeWiSe mentoring programme

Please indicate here the role for which you register:

Mentee Mentor

Fill out the form in the language of your choice and send all documents to info@bewise.be by April 30, 2018 to take part in May 7, 2018 session.

Last Name	
First name	
Birth date (dd/mm/yy)	
Email	
Telephone	
Private address	
Professional address	
Institution name	
Faculty / department	
Function in the institution	
Are you an assistant?	
If yes, since when?	
Are you a thesis director?	
If yes, since when?	

What do you expect from the mentoring programme (give three main reasons)	
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Optional - mentor already identified: Last Name First Name Institution Research field	
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Signature