Mentoring Hessen
Frauen in Wissenschaft und Wirtschaft

More women in research and leadership

Mentoring for advanced doctoral students and postdocs

ProAcademia

English information

Committed to a career in science

Mentoring Hessen is a joint project of the universities and universities of applied sciences in Hesse to foster and advance the careers of women. The aim is to increase the proportion of women in specialist and management positions in science and business. In four mentoring programmes, women are supported and accompanied through the decisive phases of their professional development – from student to professor!

The mentoring programme ProAcademia was developed for all advanced doctoral students and early postdocs in all subjects who are aiming for an academic career.

Application and information

ProAcademia starts every two years; applying for the next programme is always possible from October 1 to December 1. During this time, digital information events on what Mentoring Hessen offers will take place. Dates can be found at:

www.mentoringhessen.de

We recommend you attend one of these information events if you intend to apply.

Mentoring Hessen welcomes all women (trans and cis), including non-binary people and all those who identify as women.

Is ProAcademia the right programme for me?

- Are you in the early postdoc phase (up to two years after your doctorate) or an advanced doctoral student at a university in Hesse? Do you see your professional future in academia and would you like to strategically plan the next steps?
- Are you interested in deepening your academia-specific competencies and in networking and connecting more deeply to the scientific community?

Then apply for ProAcademia!

International applicants

The ProAcademia mentoring programme offers a mixture of German and English workshops focusing on science-related topics. The selection interview can be conducted in English and you can work with an English-speaking mentor as well.

Please note that the general Mentoring Hessen programme itself is not in English, but that multi-lingual networking is welcome.

For more information, visit www.mentoringhessen.de

ProAcademia

Choose science!

The programme starts every two years in June, and lasts for 18 months. There are 31 places available.

Target group

Advanced doctoral students (up to two years after your doctorate) of all disciplines with career goals in science – e.g. scientific employees or lecturers at universities in Hesse.

Goal

The goal of this programme is the promotion of and qualification for a successful path in academia or non-university research. The programme combines mentoring, career-specific intensive training and strategic networking.

Opportunities

- Tailor-made career planning and individual career advancement
- Informal transfer of knowledge and experience
- Deepening of science-specific skills
- Stronger positioning within the scientific community

Mentoring

- One-on-one mentoring with a mentor (A professor or other well-connected researcher, such as a private lecturer, junior professor or junior research group leader from a university, university of applied sciences or other research institution)
- Collegial consultation within the mentee group

Supporting programme

The mentoring is accompanied by a supporting programme that includes:

- A kick-off event, as well as an introduction to mentoring and collegial consulting for mentees
- A mid-term reflection with interim results and exchange within the mentee group
- A closing ceremony

Intensive training

Selected intensive training courses with a focus on academic careers are included in the ProAcademia programme. Some of these will be held in German, others in English, and will cover topics such as:

- Planning a scientific career
- Networking and visibility for female researchers
- Strategic publication and third-party funding planning
- Management and supervision responsibility
- Work-life balance and managing dual careers

Strategic networking

- Themed networking events on academic careers
- Networking opportunities with mentees and mentors from the Mentoring Hessen network

Mentoring certificate

You will receive a mentoring certificate upon your successful participation.

Prerequisites for this are:

- Willingness to actively develop a mentoring relationship and regular participation in the mentoring meetings
- Target agreement between mentor and mentee
- Commitment and regular participation in the support, training, and networking programmes, as well as in the final evaluation

Application

Apply online at www.mentoringhessen.de.

Outside of the application period, you can pre-register for the programme online.

Additional application documents:

- Short letter of motivation
- Scientific CV/résumé
- List of publications
- Third-party funds raised
- Doctoral certificate (for postdocs)
- Submission of a proposal for two preferred mentors (not professors from your own university), or alternatively, a profile and description of a potential mentor

The application deadline is **December 1**.

Potential mentees are chosen based on their applications and are then invited to a selection interview.

Cost

There is a one-time fee for participation in the amount of 250 EUR.

Mentoring Hessen, 2025

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