

FACTSHEET

Mentoring Programme of the Swiss Young Academy

The objectives of the Swiss Young Academy (SYA) are to develop skills and scientific networking among young academics. These objectives are pursued in particular by **creating a development and mentoring programme for young academics**. (Organizational Regulations of the Swiss Young Academy 2019, Art.1, para. 3c).

Objectives of the programme

The mentoring programme of the Swiss Young Academy (SYA) enables the advancement of the Swiss Young Academy's members in their academic, professional and personal development by providing advice, feedback and support on career-relevant topics, as part of one-to-one mentoring and through networking opportunities at events.

One-to-one mentoring

One-to-one mentoring is based on a relationship between a more experienced person who, as a mentor, advises and supports a less experienced person as a mentee in their career development. Any hierarchical dependency between mentor and mentee is excluded.

A mentoring relationship is based mainly on mutual trust, respect and open communication. All personal aspects discussed are therefore to be treated confidentially. The main bases of the relationship (1 year, with the option of an extension) are laid down in a mentoring agreement.

Acting as a mentor

Persons from academic or non-academic sectors who would be interested in acting as mentors can contact the Administrative Office (programme coordination) of the Swiss Young Academy by e-mail (mentoring@swissyoungacademy). An application form will then be sent to the interested person so that the programme coordination has the necessary information for matching the mentee and the mentor.

Mentors at the Swiss Young Academy are given an opportunity to pass on their experience to selected, talented young academics, as well as opportunities for self-reflection and skills enhancement. In addition, mentors are listed on the Swiss Young Academy's website and are reimbursed for expenses under the programme.



Participating as a mentee

Members of the Swiss Young Academy who would like to take part in the mentoring programme will be sent an application form by the programme coordination. In addition to their career goals, mentees state their preferences regarding the selection of a mentor and which mentoring topics they would like to address.

When registering, mentees undertake to regularly attend mentoring meetings and to take part in the kick-off and networking event. In addition, mentees are responsible for maintaining the mentoring relationship.

Swiss Young Academy (SYA)

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Matching between mentee and mentor

On the one hand, mentees can select a mentor by doing their own search and indicating their preferred candidate when registering for the mentoring programme. On the other, mentees have the option of selecting a mentor when the programme coordination submits a proposal to them. The programme coordination arranges the initial contact and organizes a kick-off event at which the mentor and mentee can get to know each other. Mentees and mentors can of course get to know each other at an earlier stage.

Launching the tandem

The programme and the general conditions are officially presented at a kick-off event in autumn. Furthermore, the mentees and mentors are informed about roles and expectations during a professional introductory coaching session. During the event or after the kick-off event, the mentee and mentor jointly complete a mentoring agreement, in which the expectations, goals, frequency and location of the meetings are recorded.

Duration of the mentoring relationship

The mentoring relationship formally lasts one or two years. After one year, an active, mutual extension is required for the relationship to continue. Shortly before the end of the mentoring relationship, the mentor and the mentee are sent a short questionnaire to evaluate the relationship and the program.

Networking event

In addition to one-to-one mentoring, the mentoring programme also offers annual networking events at which specific networking skills are taught on the one hand, and very concrete networking opportunities are made possible with various actors from (non-) academic sectors, on the other.

The mentees can take part in selecting the guests and designing the event, so that their needs and expectations can be optimally fulfilled.