



universität
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Culture and Equality

postdoc:muv

Mentoring Program for Female* Postdocs at the University of Vienna

Kerstin Tiefenbacher, Culture and Equality Unit

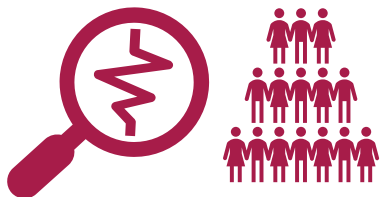


About us

Culture and Equality Unit

An inclusive and equitable university - equality and diversity as a central task.

Gender Monitoring



Reconciliation



**Awareness and
Transfer of
Knowledge**

u:respect

**Career
Development**

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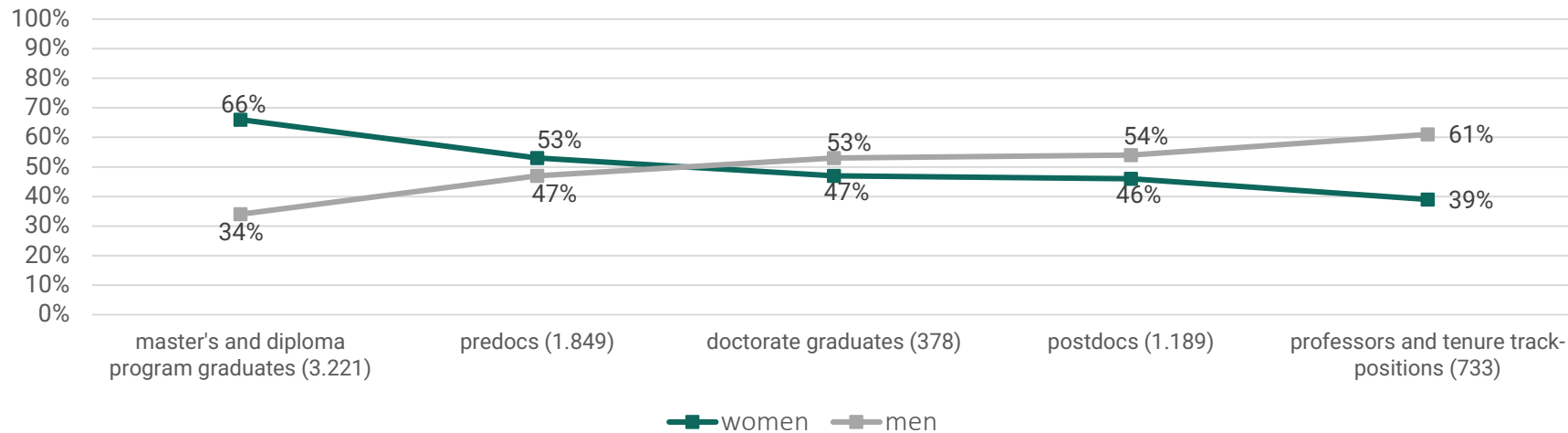
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Female scholars at our university (1)

University of Vienna total 2025, gender relations

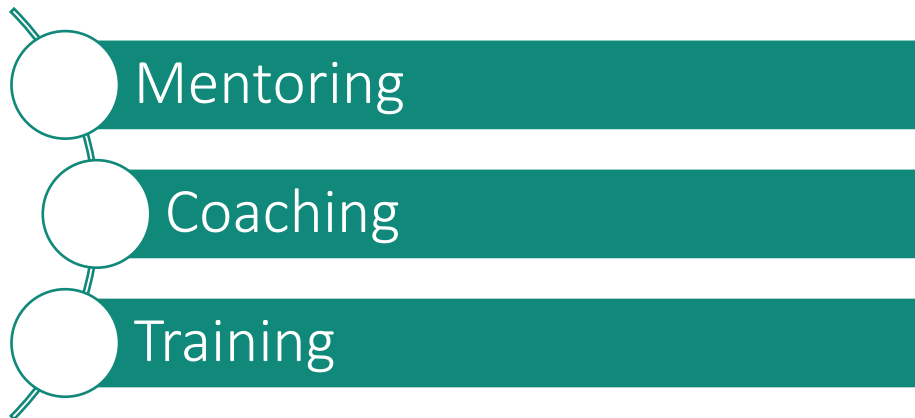
career development - gender relations
university of vienna 2025



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An overview

...a three-semester strategic career development program for female* postdocs of the University of Vienna, based on three pillars:



Group-Based Program



BIPOC Empowerment
Group (*optional*)

Mentoring describes a **RELATIONSHIP** where a professional expert (mentor) specifically accompanies a less experienced person (mentee).

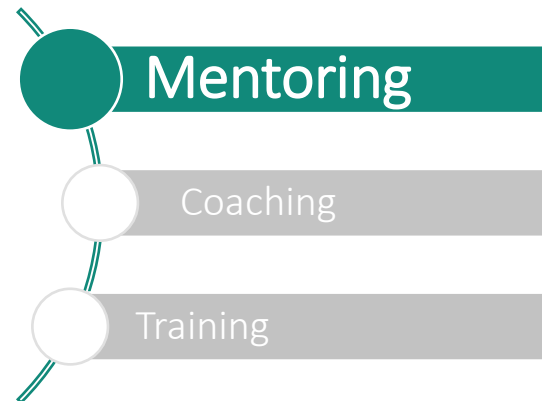
In this relation:

- ... mentors make their knowledge available to mentees
- ... mentors open up their professional networks to the mentees
- ... strategic approaches are debated together

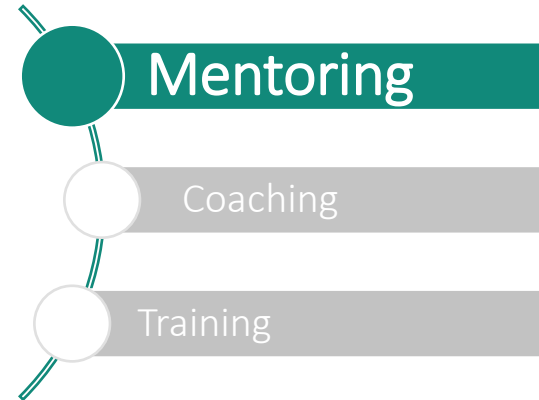
Mentoring is not:

- ... content-related supervision
- ... a “job fair”

An open feedback culture and critical discussions are essential for successful mentoring.



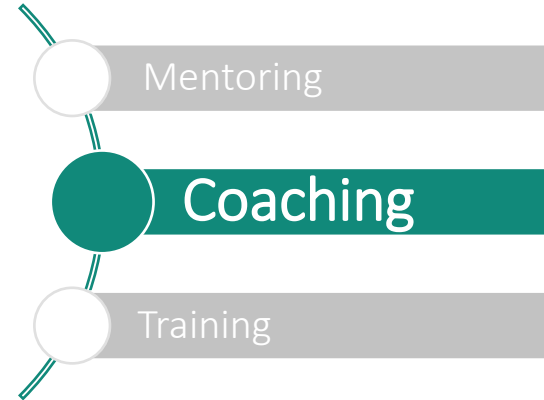
- Habilitation
- Publication
- Teaching
- Grants and project proposals
- Mobility
- Gender-related power aspects of academic careers
- Networks
- Area of possible conflicts: cooperation - competition
- Alternative career paths
- Public relations activities



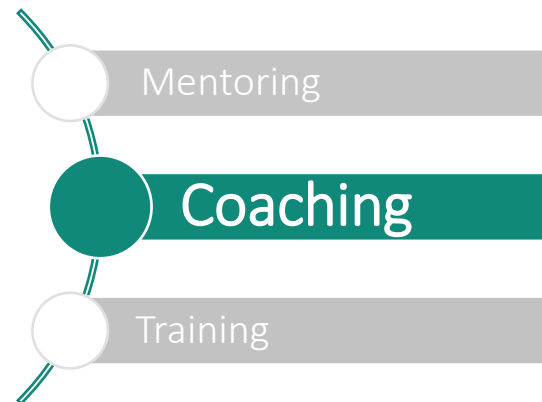
postdoc:muv **GROUP COACHING** is an interactive and person-centered **COUNSELLING PROCESS** that contributes to expanding the individual options of performance and perception of the coachees.

Hence...

- ... “old” patterns will be critically reviewed
- ... new strategies will be revealed and tried out
- ... and integrated into each individual’s repertoire of performance



- support in group building processes
- reflection on the progression of mentoring relationships and dynamics within the mentoring group
- counselling in case of (lingering) conflicts/dissatisfactions (in your research group, institute, mentoring group, etc.)
- deepening aspects of individual career planning strategies



Each semester a training where skills for the following fields will be mediated and interactively practiced:



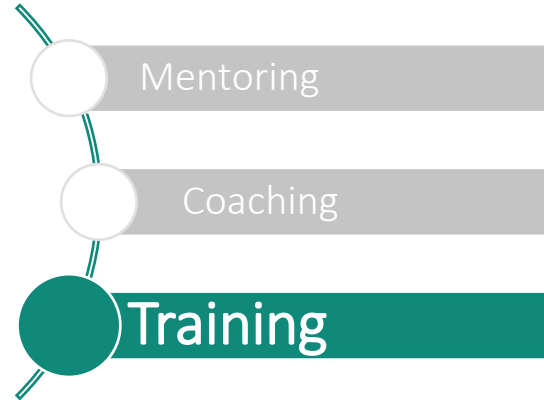
Presentation



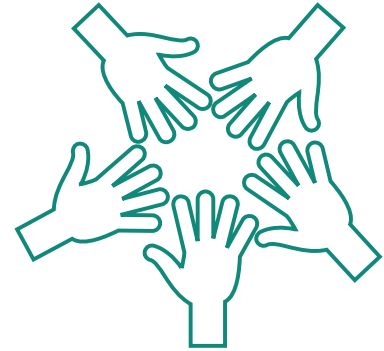
Leadership



Negotiation



- Peers
- Mentors
- Coaches
- Trainers
- Program Management
- BIPoC Empowerment-Group



- guidance in academia
- Cross-disciplinary (peer) networking opportunities
- space to reconsider profile, standing and future options
- development of practical career strategies for individual goals
- de-individualization of gender-based discrimination





Required application documents

- Application form
- Cover letter
- Academic CV + publication list



APPLY HERE

***a sense of community,
belonging, and support***

Farah Naz
Faculty of Social Sciences

***„empowering, informative,
transformative“***

Alexiou Terpsichori
Faculty of Physics

***“community, empowerment,
inspiration”***

Diana Széliová
Faculty of Chemistry

***empowering, strategic,
game-changing***

Oleksandra Romaniuk
Faculty of Philological and Cultural
Studies

Thank you for your attention!

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University of Vienna

Culture and Equality Unit

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Questions or comments?