



Mentoring Programme for Early-Career Scientists

The mentoring programme represents a **new form of career development support for postdocs** at Charles University **through the sharing of informal practices.**

The programme focuses on:

- Providing tools for the smooth career development of researchers. It helps to effectively overcome obstacles and address dilemmas related to career direction.
- Supporting equal opportunities and cultural and institutional change at Charles University, with an emphasis on supporting women in science and research.

Mentors

- Experienced researchers with a minimum of 8 years of experience in science and research after earning a Ph.D.
- Expected to come from Charles University, other Czech or foreign academic institutions, and non-academic sectors (companies, government institutions, non-profit organizations).
- Mentors from non-academic environments will not be required to have a Ph.D. title.

Mentees

- Employees of Charles University, researchers in the early stages of their careers
- Ph.D. holders with a maximum of 8 years of experience in science and research, both women and men.
- Applicants are welcome regardless of their preferred future career in research – those aiming for habilitation as well as those planning further career steps outside of academia.

Expected Benefits of the Programme

Mentees

- Identifying and achieving preferred career goals through gaining informal information and access to new networks (networking).
- Informed decisions in the area of enhancing competencies to facilitate progress in the chosen career path.
- Informed decisions in balancing personal and professional life.

Mentors

- Gaining mentoring skills and transferring them into work as a supervisor and educator.
- Adopting a supportive culture in working with young researchers.

Charles University

- Supporting women in science and research, introducing new career development practices for early-career scientists, and reducing gender segregation in mid- and high-level university management positions.

Programme Timeline – 2025/2026

1 Apr – 31 Aug 25	Call for Mentors Open
15 Oct – 10 Dec 25	Call for Mentees Open
11 Dec 25 – 31 Jan 26	Mentor-Mentee Matching Process
1 Feb – 31 Dec 26	Mentor-Mentee Meetings*

* Approximately five meetings per the mentoring cycle.



The Mentoring Programme for early-career researchers is organised by the Charles University's Postdoctoral Hub, Research Support Office.

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