

THE PERFECT NETWORK
FOR BETTER MEDICINES
AND HEALTH



MENTORING PROGRAM

EUROPEAN
FEDERATION FOR
PHARMACEUTICAL
SCIENCES
EUFEPS



EUFEPS MENTORING-PROGRAM

With the EUFEPS Mentoring-Program the activities of EUFEPS have been expanded by an effective instrument for the preparation of young pharmacists for their career entry. The EUFEPS Mentoring-Program is offered on the European-Level and is an optimal chance to transfer the knowledge to the next generation and, at the same time, to integrate the potential of young people into the world of work. The Mentoring-Program is designed as a one-to-one Mentoring-Programme, i.e. a tandem consists of a mentee and a mentor.

MENTORING

Mentoring is the personal relationship between an experienced personality (mentor) and a less experienced person (mentee) to support personal and professional development.

GOALS OF THE EUFEPS MENTORING-PROGRAM

- > **Sustainably promoting young talent in pharmacy**
- > **Increase career opportunities in science, industry and society**
- > **Prepare young people for the demands of their professional life**
- > **Facilitate transitions and career entry**
- > **make successful career paths visible**
- > **Promoting the compatibility of family and career**
- > **build sustainable career networks**

The EUFEPS Mentoring-Program will start during the Annual Meeting 2023.

EUFEPS MENTORING-PROGRAM

MENTEES

PhD students in the second half of their doctorate and postdocs can apply as mentees.

The individual needs of the mentees determine the topics of the respective cooperation. On this basis, the tandems determine the content and goals for the joint mentoring period at the beginning. Regular contact is of central importance. Therefore, at the beginning of the cooperation, both agree on how regularly they will meet and how they will structure the meetings. At the end of the mentoring cooperation, mentees and mentors have a final discussion. In addition, the mentees write a short report on the mentoring program.

BENEFIT FOR THE MENTEES

- > **Individual career counselling by the mentor**
- > **Guidance during doctoral studies doctorate and at the start of a career**
- > **Practical preparation for the requirements of professional life**
- > **Further development of own competencies and soft skills**
- > **Mediation of professional contacts in science and economy**
- > **Networking**

Candidates, who wants to apply for the Mentoring-Program, become registered at the EUFEPS Webpage:

www.EUFEPS.org/mentoring.html

APPLICATION

JANUARY 15TH – MARCH 1ST, 2023

EUFEPS MENTORING-PROGRAM

MENTORS

Experienced life scientists who work in industry, science or administration in the field of pharmacy can become mentors. They should be interested in advising, accompanying and motivating young people in the preparation and transition phase to the profession and be able to schedule time for regular meetings.

In addition to discussions, other forms of support can also take place, e.g. accompaniment at the workplace (shadowing), joint visits to events, establishing contact mediation and project work.

The joint agreement on goals is recorded in writing.

BENEFIT FOR THE MENTORS

- > **Reflection on one's own professional career and leadership behaviour**
- > **Deepening of counselling, leadership or communication skills**
- > **New impulses and motivation for your own work**
- > **Expansion of the professional network in science and business**
- > **Recruitment of junior staffs**
- > **Networking**

The aim is to match all mentees selected for the programme with suitable mentors. This means that a pool of potential mentors is built up, from which the tandem partners matching the mentees are then selected. It may not be possible to assign a mentee to everyone who comes forward as a mentor. Not being considered is not an assessment of personal or professional qualifications.

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MATCHING

The tandems (matching) are put together on the basis of the application profiles. Important criteria for matching are professional and vocational orientation, personal orientation, personal development and geographical distance. In addition to the goals of the mentees, the personal interests and experiences of the participants also play an important role. Because if „the chemistry is right“ and mentee and mentor like each other, the benefits of the mentoring relationship are particularly great.

The mentee and mentor are officially brought together at the kick-off during the EUFEPS Annual Meeting 2023. After getting to know each other, the mentee and mentor decide whether they want to enter into a cooperation.

FRAMEWORK PROGRAM

The individual mentoring cooperation is accompanied by a framework programme that supports mentees and mentors and offers them the opportunity to exchange ideas and network with the other participants.

Mentees and mentors get to know each other at the kick-off event. In an accompanying workshop, they are prepared for their roles and receive suggestions for effective cooperation. In the meantime, there will be different activities on a regular basis for all participants to present themselves and the progress of the program.

In a „mid-term reflection“, mentees and mentors exchange their experiences and plan the second half of their mentoring. At a closing event, a summary is given and mentees and mentors receive a certificate.

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EUFEPS MENTORING PROGRAM AT A GLANCE

- > **One-to-One Mentoring Program of EUFEPS**
- > **Start: Annual Meeting 2023**
- > **Duration: 6 month**
- > **Mentees: PhD students and postdocs**
- > **Mentors: Pharmacists from all fields**

Application: January 15th – March 1st, 2023

For more information and registration to the program visit the EUFEPS webpage: www.EUFEPS.org/mentoring.html

CONTACT

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Registered in the Registry of
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Organisation No. VR 16439