



Mentoring of junior faculty in career development

Introduction

The recipients of third-party funds (non-tenure track assistant professors) are an important asset to the DBE. Our grantees are providing huge visibility and prestige to the DBE at an international level. The success rate is a symbol of competitiveness that has been used to leverage the DBE visibility

Purpose of this document

To provide suitable support in the career development of assistant professors at the DBE this document summarizes the role of the involved parties (DBE, mentor, mentee) and their contributions.

Scope

Mentoring is foreseen for junior faculty applying for career developing programs, including the SNSF Eccellenza and Ambizione initiatives and ERC starting grants, with DBE as host department and the University of Basel as the host institution.

Related Document

DBE-Guidelines-Junior-Faculty-Application.pdf.

Aim of the mentoring program

The mentoring program aims to advise the candidate during the application process for a career development program, support the assistant professors and junior faculty within a career development program to build a professional, translational network, and guarantee success in finding a permanent position on the academic labor market.

Role of the mentor

The mentors support the mentee by regular meetings and discussing topical research activities, translational developments, career goals, and opportunities. The mentor will actively assist the mentee in finding adequate partners, necessary infrastructure, and in the communication with the department, the faculty and the university.

Processes

A candidate who considers the DBE suitable as a host institution should identify and contact one or several research group leaders at the DBE who work in a related field and ask for advice and mentoring during the process described in the document DBE-Guidelines-Junior-Faculty-Application.pdf. The DBE's Junior Faculty Recruitment Committee (JFRC) starts the process by approval of the candidate's application and – after consultation with the mentee – the selection of a first mentor. Hierarchically, the mentor shall not be in a supervising function of the mentee. The candidate should select a second mentor to cover medicine and engineering sciences equally. The mentee must be made aware of the fact that third-party-funded development programs end.