

SCS Mentoring Program

Goal of the Program

The goal of the program is to support the personal and professional development of students and postdocs by providing guidance, advice, and feedback from senior professionals. The focus of the SCS Mentoring Program is on career development.

Approach

The program runs under the auspices of the SCS Foundation and is supported by the youngSCS.

The SCS Board of Directors decided in its Meeting on August 24, 2022, to expand the mentoring activities implemented by the Swiss Women in Chemistry (SWC) in 2019 to all SCS members and agreed on the following approach:

- Implement a parallel program to the existing SWC program.
- Take well-established processes and approaches from the SWC program.
- Include existing activities of local societies, student organizations and the youngSCS and bundle as much as possible under the umbrella of the program (strong brand).

Local incorporation

The program should be structured in four regional clusters:

- Leman Region: UniGE, EPFL Lausanne, EPFL Sion, HES-SO Sion.
- Bern Region: UniFR, UniNE, UniBE, HEIA-FR, HE-Arc, EPFL Neuchâtel
- Zürich Region: UZH, ETHZ, ZHAW, PSI, Eawag, EMPA
- Basel Region: UniBas, FHNW, PSI

Mentor-Mentee Relationship

The program targets young scientists in the field of chemistry (MSc, PhD and postdocs) and creates platforms for interaction with their senior colleagues to build relationship. It should motivate participants to build mentor-mentee pairs and to follow-up on an individual/private and tailor-made basis. It's not part of the program to force the 1:1 matching as successful relationships must be formed intrinsically.

Finding Mentors

Attracting mentors via: SCS/Divisional boards, academic institutions, local chemical societies, industry.

Managing team of each Cluster

There is a Master-Mentor per region that chairs the cluster together with representatives of the youngSCS and support of the SCS Executive Board.

Selecting Mentees

Students (MSc, PhD) and postdocs can apply to join the program for one years via the web form. Deadline to apply is May 31 of each year.

The application should include:

- a CV
- a motivation letter by the mentee
- a supporting statement by the supervisor (max 500 words).

The managing team of each cluster evaluates the application and selects the mentees. The members of the managing team are automatically part of the program (as mentor or mentee).

Requirements for mentees to apply are:

- valid membership with the SCS.
- commitment to actively contribute to the program/active participation at least 2x per year.
- place of residence or place of work in the relevant region
- MSc or PhD student or postdocs with valid immatriculation/contract.

There may be a maximum of 15 mentees in a class, and the ratio of mentors to mentees may not be less than 1:3. If the need exists and the leadership is ensured, more than one class per region can be run.

Activities

The management team organizes at least two activities per year (one in each semester). These may be limited to participants in the program but may also be part of other events as satellite activities.

The team is free to organize any activity that fulfill the program's goals, e.g.:

- Dinners
- Round tables
- Lectures
- Company visits.
- Lab visits

Communication

The program will be promoted via the website of the SCS and the SCS Foundation.

Active reporting on each event on twitter and the websites is mandatory. A one-page report in CHIMIA could be organized for special activities. Communication must be coordinated with the SCS Head Office.

Finances

The max budget per class and year is CHF 2'000. The management team is responsible for the budget/cost handling. Expenses can be claimed via the web on <https://scg.ch/claim-expenses> or invoices can be sent directly to info@scg.ch. Please use the following invoice address:

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Mentoring Program *City*
Haus der Akademien
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Illustrations



Cluster Zürich



Cluster Basel



Cluster Bern



Cluster Leman