The COMPASS Mentoring program provides **support in active and goal-oriented career development** for postdoctoral researchers and science managers. Participants are guided in creating their individual career strategy and in finding their own mentor. Mentors come from multiple professional fields, from academia as well as the industry, from public authorities or the non-profit sector. The COMPASS Mentoring program is a joint initiative of the seven Helmholtz Centers in the research field Earth & Environment.

**YOUR CONTRIBUTION AS A MENTOR**

- You pass on your professional knowledge to your mentee and give advice.
- You invest time and attention for your mentee.
- You engage with the mentee's concerns and contribute to their self-exploration.
- You provide feedback on plans and goals, address risks and encourage the mentee to share their own experiences.
- You make your implicit knowledge transparent.

**FACTS & FIGURES**

- **Start:** January 2024  
- **Duration:** 18 months  
- **You will be included in 1 of max. 24 mentoring tandems from 7 Helmholtz Centers**  
- **Participation in 1 online mentor exchange meeting and 3 - 6 meetings with your mentee**

Find more information at [www.ufz.de\career-center](http://www.ufz.de\career-center).

**WORKSHOPS**

A framework program of four workshops is specifically tailored to career situations in science and science management. The workshop trainers will guide the mentees to find a fitting mentor for their individual concerns.

- **Workshop I:** 30 & 31 January 2024 (on site - Berlin)  
- **Workshop II:** 13 & 14 May 2024 (online)  
- **Workshop III:** 7 & 8 November 2024 (on site - Schloss Buchenau)  
- **Workshop IV:** 15 & 16 May 2025 (online)