

IMPROVE YOUR CAREER
DEVELOPMENT

CAMINO PROGRAMME

CSIC MENTORING
PROGRAMME



HR EXCELLENCE IN RESEARCH

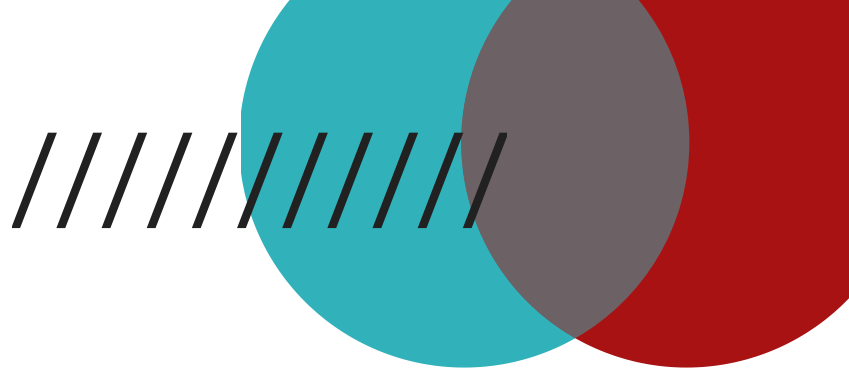
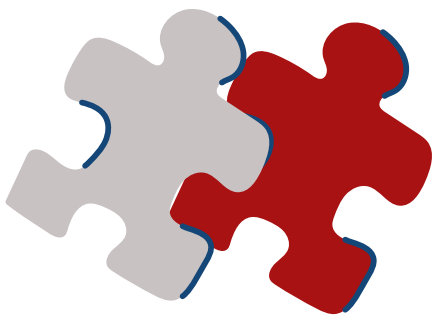


CSIC

CONSEJO SUPERIOR DE INVESTIGACIONES CIENTÍFICAS



CAMINO
PROGRAMME



THAT'S A GOOD STORY!

The **CSIC** (Spanish National Research Council) launches the **CAMINO programme** (Career Mentoring Initiative for New Opportunities) for PhD students (mentees) interested in improving their career prospects.

We would like them to find inspiration and information to guide their careers into different working environments within and outside academia.

Through CAMINO, mentees will benefit from the experience, contacts and skills of professionals who will inform them about new career opportunities.

For six months, mentors, who have experience in scientific research and come from different professional backgrounds, will meet young researchers to discuss and advise them.

FOCUS ON GOALS

01

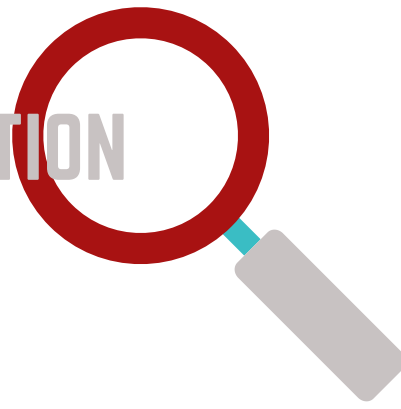
ENABLE YOUNG RESEARCHERS TO BOOST THEIR CAREERS BY EXPLORING NEW OPPORTUNITIES

02

SUPPORT YOUNG RESEARCHERS IN REFLECTING ON THEIR SKILLS



PROGRAMME DESCRIPTION



**LASTING FOR
6 MONTHS**

**CHOICE OF
LANGUAGE**

**VIRTUAL &
VOLUNTARY**

**BOTH MENTEES AND MENTORS WILL RECEIVE AN
ONLINE MENTORING TRAINING**

**CAMINO PROGRAMME WILL BE BASED ON ACTIVE
LISTENING AND EMPATHY, IN A CLIMATE OF
TRUST, WITHIN A FRAMEWORK OF RESPECT AND
CONFIDENTIALITY**





KEY ELEMENTS

- Support young researchers in reflecting about their career goals, skills and options.
- Assist mentees in creating an intergenerational and cross-sectoral networking to help them boost their careers.
- Improve the connection between academia and business.
- Facilitate, guide and support the transition of young researchers from the academic world to a job in any professional field.
- Support mentees to find new professional opportunities through regular contact with highly qualified professionals.
- Follow up of the training activities planned for the mentoring sessions.

MEETINGS

**BOTH
MENTOR/MENTEE
TRAINING
MEETINGS AND
MENTORING
SESSIONS WILL
BE VIRTUAL**

VOLUNTEER

**WE SEEK TO
ESTABLISH
ALTRUISTIC
PROFESSIONAL
RELATIONSHIPS**



CALENDAR TIME!



PHASE 1

MENTORS AND
MENTEES
REGISTRATION

UNTIL MAY 15TH

MENTORS AND
MENTEES MATCHING
MENTORS AND
MENTEES TRAINING
SESSIONS

STARTING IN JUNE



PHASE 2



PHASE 3

MONTHLY
VIRTUAL MEETINGS

**SEPTEMBER 2024-
FEBRUARY 2025**

PROGRAMME IMPACT
EVALUATION

**CLOSING MEETING
SPRING 2025**



PHASE 4





LET'S MAKE THE PROCESS!

- 01** Mentors will receive guidelines to facilitate the mentoring process.
- 02** Mentors and mentees will be provided with specific online training.
- 03** Mentors and mentees will meet once a month for six months. Recommended topics to be discussed:

**CAREER OPTIONS
BEYOND
ACADEMIA**

**CAREERS
DEVELOPMENT
NEEDS**

**PROFESSIONAL
ADVANCEMENT**

**CAREERS
ASPIRATIONS**

**KEY
TRANSVERSAL
AND
TECHNICAL...**

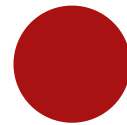
**...
COMPETENCES
AND SKILLS**

AMONG OTHERS!



Professionals from any work environment.

Employees with experience in scientific research.



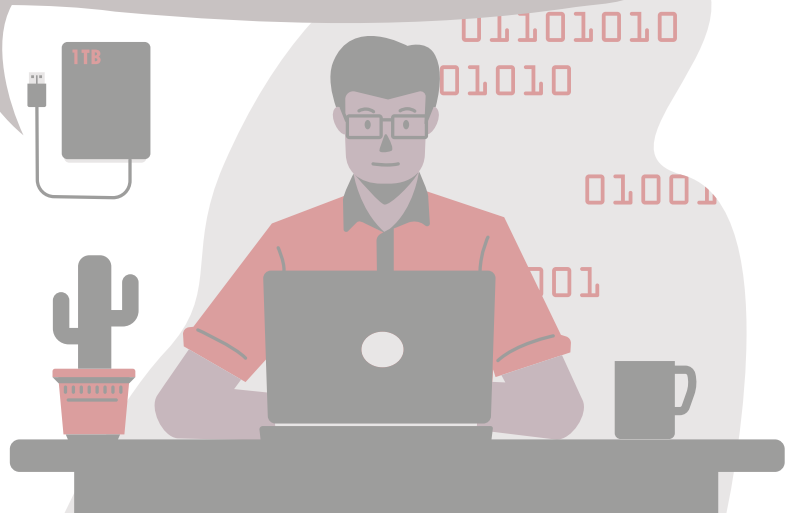
MENTOR'S PROFILE

CSIC young researchers mostly in the third year of their PhD and beyond.

Coming from all disciplines.

Proactive, open-minded and self-motivated.

MENTEE'S PROFILE





HOW TO PARTICIPATE

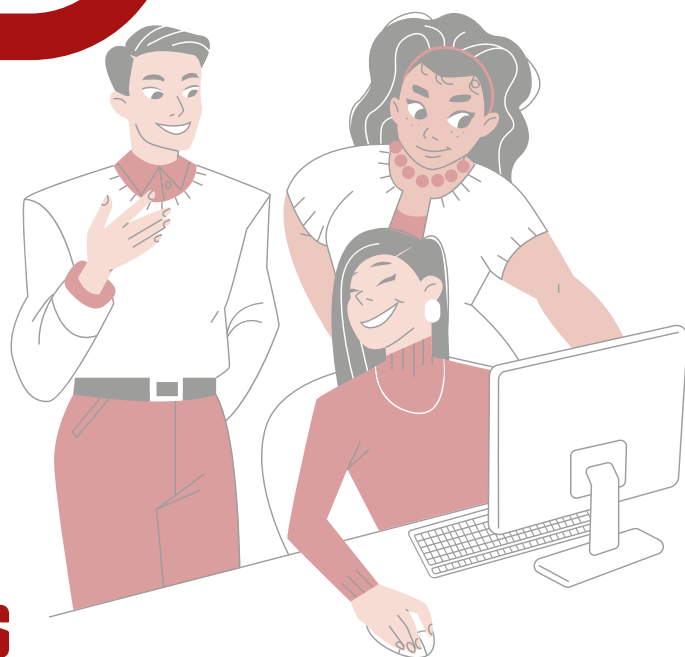
MENTORS AND
MENTEES CAN
REGISTER
BETWEEN APRIL
4TH AND MAY
15TH



VISIT OUR WEBSITE



DO YOU HAVE ANY
QUESTIONS?
CAMINO-CSIC@CSIC.ES



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HR EXCELLENCE IN RESEARCH



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