

IMPROVE YOUR CAREER  
DEVELOPMENT

# CAMINO PROGRAMME

CSIC MENTORING  
PROGRAMME



HR EXCELLENCE IN RESEARCH

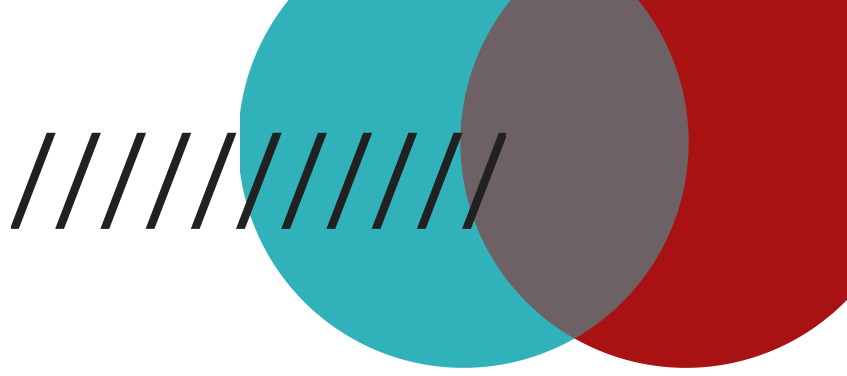
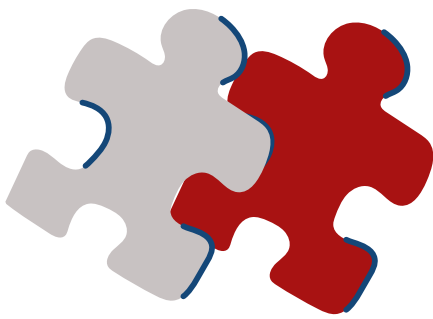


CSIC

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

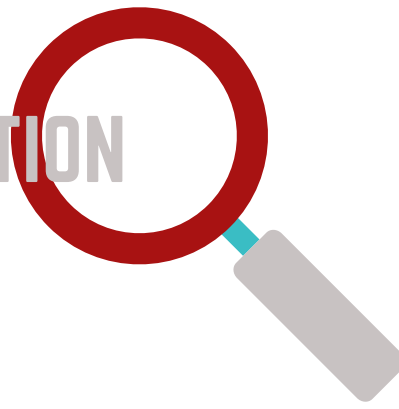
ENABLE YOUNG RESEARCHERS TO BOOST THEIR CAREERS BY EXPLORING NEW OPPORTUNITIES

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 16TH**

MENTORS AND  
MENTEES MATCHING  
MENTORS AND  
MENTEES TRAINING  
SESSIONS  
**STARTING IN JUNE**



## PHASE 2



## PHASE 3

MONTHLY  
VIRTUAL MEETINGS  
**SEPTEMBER 2021-  
FEBRUARY 2022**

PROGRAMME IMPACT  
EVALUATION  
**CLOSING MEETING  
MARCH 2022**



## 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...

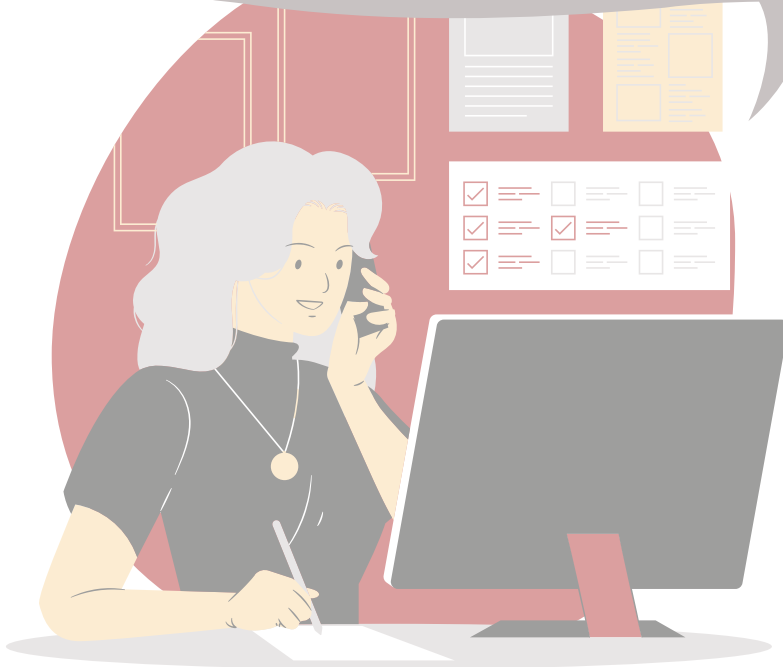
...  
COMPETENCES  
AND SKILLS

● ● ● **AMONG OTHERS!**



**Professionals from any work environment.**

**Employees with experience in scientific research.**



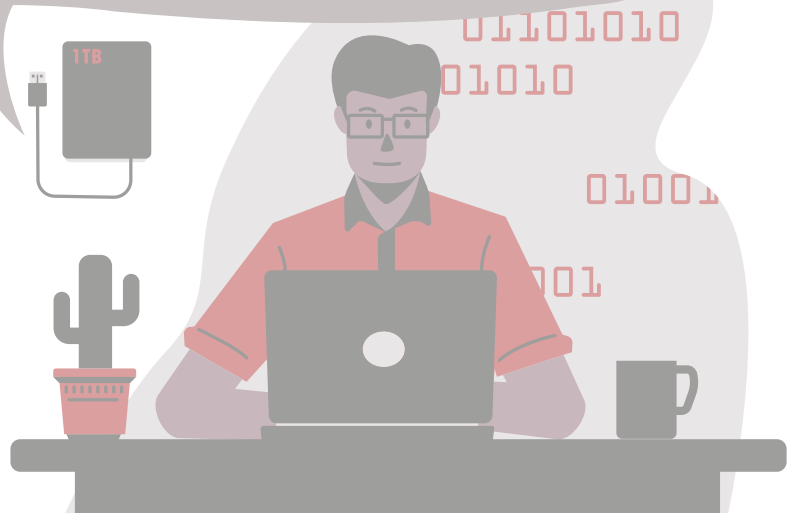
## **MENTOR'S PROFILE**

**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  
16TH AND MAY  
16TH



VISIT OUR WEBSITE



DO YOU HAVE ANY  
QUESTIONS?  
[CAMINO-CSIC@CSIC.ES](mailto:CAMINO-CSIC@CSIC.ES)



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