



GUIDELINES
MENTORSHIP
MAX PLANCK SOCIETY
POSTDOC PROGRAM

CONDITIONS AND REGULATIONS
FOR MENTEES AND MENTORS



Mentoring Guidelines – Max Planck Postdoc Program

Introduction Mentoring program

The aim of the Mentoring program is to provide additional support to all postdocs of the Max Planck Society Postdoc Program for their career development. The program is structured so that postdocs will have a second mentor in addition to their primary supervisor. This mentor is not intended to replace the scientific supervisor, but to complement the supervisor's support with additional advice, opinions and perspectives. The relationship between mentor and mentee will be formalized through a supervision agreement. This agreement outlines the responsibilities, expectations, and terms for both parties involved, ensuring a clear understanding of the support to be provided.

Program

1. New postdocs in the Postdoc Program will be supported by two mentors (supervisor and second mentor).
2. The second mentor can be from another Max Planck Institute, another research institution/university, or possibly also from industry.
3. The postdocs are in charge of and have freedom in identifying a suitable second mentor. The main supervisor can help to establish contacts.
4. The mentor should have at least three years more academic or professional experience than the mentee.
5. The quality and success of the mentorship program will be monitored with an online evaluation system.

Mentor Responsibilities

1. At least one structured annual meeting with the mentee
2. Availability for ad-hoc meetings throughout the year at the mentee's request
3. Direct mentees toward other resources if needed (this includes for example industry contacts, further support).

Mentee Responsibilities

1. Schedule at least of one meeting per year with their mentors
2. Proactively contact their mentors when support is needed
3. After one year, it is mandatory to provide proof of a meeting with the second mentor



4. Career Coaching within the Planck Academy after one and a half year is mandatory to clarify and assess the postdoc's current situation and wishes. Following the coaching session, a meeting with both mentors should take place to review the coaching, define the next steps, and offer specific support. It may make sense to change mentors at this point (e.g. from an academic mentor to a mentor from the private sector).

Conflicts

Mentors are not responsible for resolving conflicts. For conflict resolution, postdocs should ask the [Contact and Reporting Points of the MPG](#) for support.