

Academic and Cross-Sectoral Careers for more Diversity in Leadership - Perrett Laver and Berlin Research 50 Mentoring Program for Female Leaders

Diversity and Equality are widely discussed, yet their implementation often poses major challenges across practices and sectors. Diversity is about access and fairness regardless of ethnicity, age, or sexual orientation, which will ultimately lead to diverse student bodies, curricula, and knowledge production. Yet diversity is as much about gender, and our world is far from being on track with Germany limping behind many other European countries. According to a recent report from UN Women examining the 2030 sustainable development goals, it would take close to 300 years at the current speed to achieve full gender equality, because measures like diversity trainings and quotas do not overcome the discrepancies alone. A change in the deeply rooted culture and structures, preventing women from taking leadership roles, is needed. It is known, that the number of female and male students is almost balanced in universities; however, only 15-20% of females will end up in high-ranking positions. Next to gender equality, the gender pay gap is immense and women continue to be disadvantaged in terms of payment at all career levels.

To overcome this gender inequality and gender pay gap and to support women to achieve top-level positions, the leading international executive search firm [Perrett Laver](#) together with [BR50](#) has set up a mentoring program in 2023. The program addresses aspiring female leaders who are in temporary academic or cultural sector positions and are eager to reach a leadership role within their own or another sector, such as the private, the public service/government, and/or the non-profit ones. It is our goal to build bridges between the different sectors and to explore ways of reaching high-quality positions and careers in all fields.

By opening up and making the diversity of potential career paths visible, talents from academia and beyond can find their passion and purpose, thus leading Germany into its future.

You have finished your PhD and have some years of experience in a leadership position, e.g. as a group leader or scientific or administrative project coordinator, but you are still working on fixed-term contracts? You feel stuck in your position or your institution without further prospect of getting promoted? You would like to reach the next step in your career, but lack the support or available positions and, thus, would profit from a mentor? You are eager to leave your bubble and explore career options outside of your current sector?

If that's the case, we are looking forward to your application for the cross-sectoral mentoring program. The program offers workshops, interventions, such as sponsorship and targeted recruitment across sectors. Furthermore, some parts of the program will be developed together with you and the other participants to design formats that meet individual candidate needs. In addition, you will be assigned a mentor that has successfully made the career path of your interest. You will also benefit from cross-sectoral networking by engaging with other candidates, high-level trainers and mentors.

The lessons will be held in English. Therefore, you may submit your application in either German or English.

Submission deadline: May 19th 2023.

APPLICATION FORM

Academic and Cross-Sectoral Careers for more Diversity in Leadership - Perrett Laver and Berlin Research 50 Mentoring Program for Female Leaders

Personal Details

Surname: _____

Name: _____

Academic Title: _____

Institution: _____

E-mail: _____

Current Profession

Please describe your career path and explain your current employment situation (e.g. permanent/fixed-term contract). (max. 200 words)

What were/are missed opportunities, obstacles, or hindrances in your previous and/or current role? More specifically, where do you see institutional limitations to support your personal growth? What frustrates you most? (max. 500 words)

Letter of Motivation

Why would you like to participate in the Cross-Sectoral Mentoring Program and how would you benefit from it? What skills and tools would you want to get out of the mentoring program? Use specific case studies to explain your interest in the program. Can you also imagine a professional reorientation by crossing over into another field/profession? (max. 500 words)

Expectation for the Mentoring Program

What content would you like to see as part of the program? (max. 100 words)

Do you already have a clear wish list for your mentor? Which career path should your mentor have pursued? (max. 100 words)

Date, Signature

Please enclose the following documents: A short (2-3 pages) curriculum vitae in tabular form, beginning with your university career.

Please submit your application and supporting documents by no later than **May 15th, 2023** to application-br50-pl@listserv.dfn.de