



## 2025 Fellows cohort - Call for applicants!

We are excited to announce the call for the 2025 ADVANCE Fellows, a mentoring programme that provides support and guidance for researchers in Luxembourg.

ADVANCE is deeply rooted in the best practices in mentoring across Europe. It takes a person-centred approach, recognising the value of each individual's potential and encouraging positive relationships and personal growth. In particular, the fellows' strand – ADVANCE Fellows – seeks to support and guide early-career researchers in advancing in their careers. ADVANCE will connect fellows with experienced mentors in Luxembourg, aiming to inspire and empower them to reach their goals.

The 2025 call for ADVANCE Fellows targets **women working in a participating research institution in Luxembourg**<sup>1</sup>. This focus derives from the evident gender imbalance among the research staff in Luxembourg<sup>2</sup>. Mentoring is a proven instrument to promote talented women throughout their career path, hence fostering an inclusive and equitable research environment.

The programme has a duration of **6 months (January-July 2025)**, and there are **up to 12 positions available**.

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<sup>1</sup> Participating institutions: University of Luxembourg, Luxembourg Institute of Socio-Economic Research (LISER), and Luxembourg Institute of Health (LIH).

<sup>2</sup> SHE Figures 2021 <https://ec.europa.eu/research-and-innovation/en/knowledge-publications-tools-and-data/interactive-reports/she-figures-2021>

Participants will have the opportunity to:

- ♣ Engage in One-on-One Mentorship Conversations: Each selected participant will be paired with a mentor, creating a personalised and tailored mentoring experience. Mentors will provide guidance, share their experiences, and offer advice on various aspects of an academic career, including research, publishing, networking, and career development.
- ♣ Connect with other researchers: The programme will facilitate “meet-ups” and networking events to connect participants and foster a community.
- ♣ Develop key skills to prepare you for the next career steps: In addition to the mentorship and networking components, the programme will offer skill development workshops, such as leadership, as well as promote action-learning via coaching circles.

### **Important dates**

- ♣ 8 January 2025, 10.00-15.00: Orientation workshop
- ♣ 10 January 2025, 13.00-14.30: Matching event online
- ♣ 20 January 2025, 11.00-15.00: Kickoff event
- ♣ 27-28 March 2025, 9.00-17.00: Leadership workshop
- ♣ 19 June 2025, 11.00-15.00: Closing event (Tentative)
  
- ♣ Peer-coaching circles 2025 (13.00-15.00): 3 February; 3 March; 29 April; 3 June; 3 July

### **Eligibility Criteria**

- ♣ Postdoctoral fellows, senior doctoral candidates, or other researchers in equivalent positions (R2 career stage profiles). This call particularly encourages applications from women researchers.
- ♣ Currently engaged in research activities in one of the participating institutions 1 (valid work contract for the duration of the programme, i.e., until 30.06.2025).
- ♣ Evidenced dedication to academic excellence, along with a profound drive for continuous learning, personal growth, and professional development. Commit to participate in the scheduled activities.

## Application Process

To apply for the 2025 ADVANCE Fellows cohort please visit the [dedicated webpage](#).

The application includes:

- An [online application form](#) (Name, institution, position, potential mentors).
- A motivation letter (maximum 2 pages) explaining your motivation to participate in the programme and your expectations from the mentoring experience. The letter should also describe your career development plans.
- Letter of support from your supervisor (template available [here](#)).

Application deadline: **30 November 2024**

We encourage you to seize this opportunity to gain valuable insights, guidance, and support to further develop your research career. Together, we can build a vibrant community and contribute to the advancement of equal opportunities.

If you have any questions or need any further information, please don't hesitate to reach out to the programme coordinator: [ines.crisostomo@uni.lu](mailto:ines.crisostomo@uni.lu).

Sincerely,

ADVANCE Fellows Team