

# **Mentoring@CERN** **Info Session 2025**

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Bianca Sabiu on behalf of the Mentoring Team**



# Agenda

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What we'll talk about today:

- **Mentoring@CERN**
  - History of the program
  - Goals
  - Team
  - Pilot Programme Review
- **Concept of Mentoring**
  - What mentoring is—and isn't
  - Key benefits for mentees and mentors
- **From Application to Mentoring Programme**
  - Timeline & Eligibility
  - Application process
  - Matching process
- **Testimonials**
- **What's next?**





# Mentoring@CERN

# History of the Programme

## LHC-EC

- 4 editions (1st in 2020)
- Organised by volunteers
- LHCb, ATLAS, CMS and ALICE
  - same experiment
  - different experiment
- Facilitates inter-experiment collaboration
- Topics chosen by each pair

## WIT

- 6 editions (1st in 2018)
- Organised by volunteers
- 130 mentor-mentee pairs in total
- Additional trainings:
  - CV writing
  - Presentation skills
  - Stress management
  - Ombuds
- Networking meetings

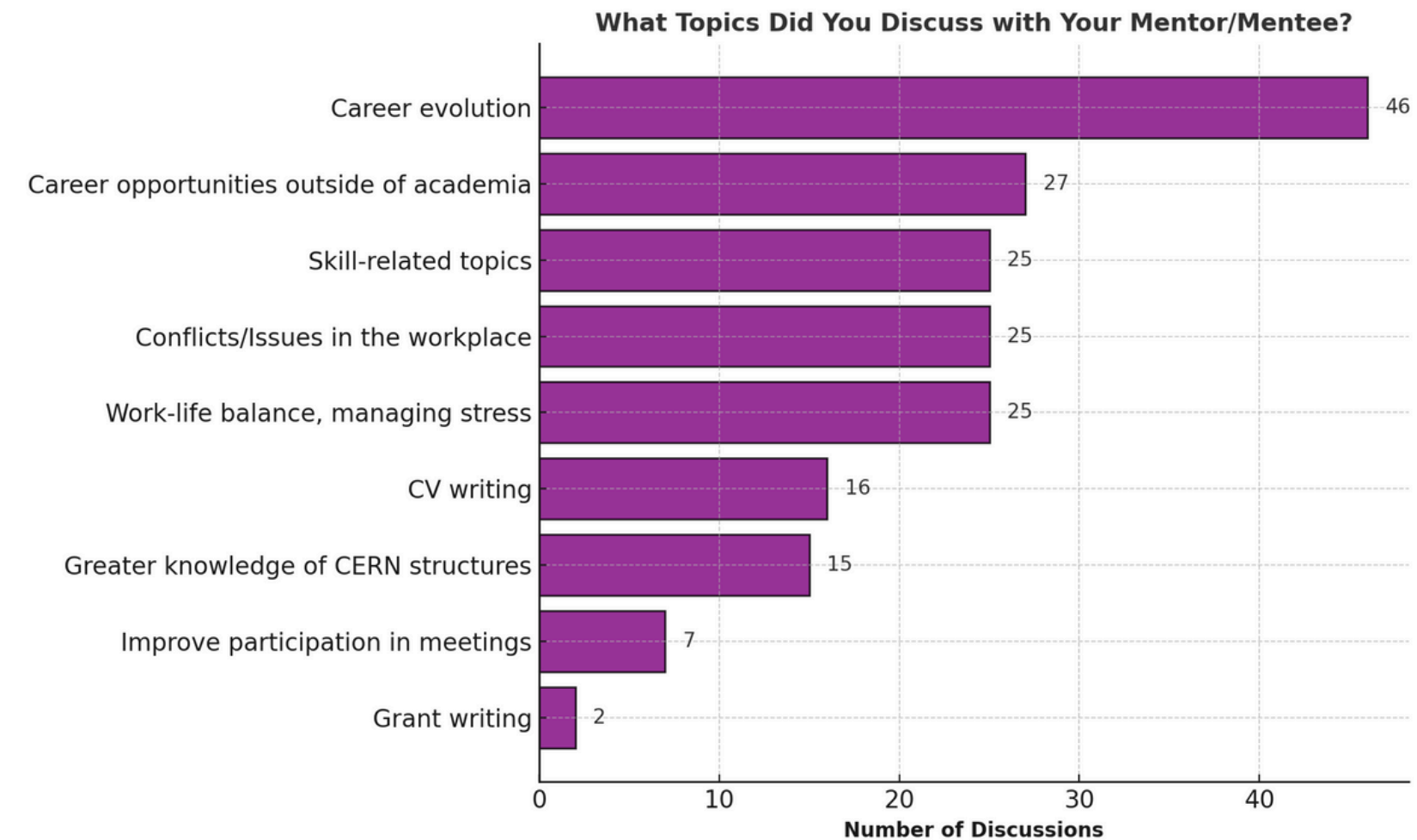


# Results of the pilot run

91 pairs!  
(14 alumni)



Satisfaction Survey	Total(%)
Very satisfied	62
Satisfied	27
Disatisfied	11



## ✓ What worked well

- **84%** appreciate the matching is taken care of by the organisers
- **67%** achieved their goals (12% achieved them partially)
- **55%** will continue meeting each other

## 📈 What could be improved

- more networking opportunities
- more assistance in establishing contact between mentee and mentor
- more guidelines on goal settings



# Testimonials

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“Really valuable experience, I think what helped a lot was that I was paired with a really great mentor who was able to give me some longer-term perspectives on career evolution and managing work-life balance in our discussions.”

“At least for me, the matching was beyond perfect. Looking at how much it has helped me, I would want others to benefit from it as well if possible.”

“Being from a non-CERN member country, this acceptance gave me a huge boost and motivated me to keep going, no matter the challenges. As I had hoped at the start of this program, this experience has truly made me feel like a part of the big CERN community.”

“Everything has been great, and I truly appreciate the work you do. My only suggestion is to keep doing what you're doing, as it has made a positive impact.”



# Goals

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**Foster professional development opportunities**

**Provide guidance on career pathways**

**Provide safe space to learn and discuss ideas**

**Facilitate networking**



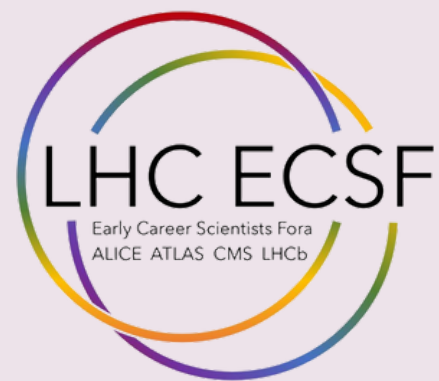


# Mentoring Team

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- Antra Gaile
- Bianca Sabiu
- Christian Appelt
- Eliot Jane Walton
- Hannah Arnold
- Julia Carvalho Leite
- Lorenzo Paolucci
- Olaf Steinkamp
- Piera Battista

## LHC



- Barbara Binder
- Penelope Quassolo
- Simona Kriva
- Weronika Krol

## WIT





# Concept of Mentoring



# Mentoring

"A relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person via advice, opinions, strategies and policies focused on career or life advancement."

HR Research Institute:  
The State of Coaching and Mentoring 2021

# Mentoring is

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## Reflection and Support

- Providing space for the mentee to think things through
- Offering constructive feedback
- Sharing knowledge

## Building Resilience

- Helping to learn how to handle challenges
- Encouraging and motivating
- Stretching comfort zones

## Career Development

- Developing visibility and personal brand
- Giving confidence about career progression/transition and support with relevant strategies

## CERN-Specific Guidance

- Guidance on CERN sphere and organisation and “informal” rules



# Mentoring is NOT

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CartoonStock.com

## Unrealistic Expectations

- Being an expert in everything and being perfect.
- A guarantee of advancement.

## Misplaced Responsibilities

- Taking responsibility for another's progress.
- A substitute for individual effort and contribution.

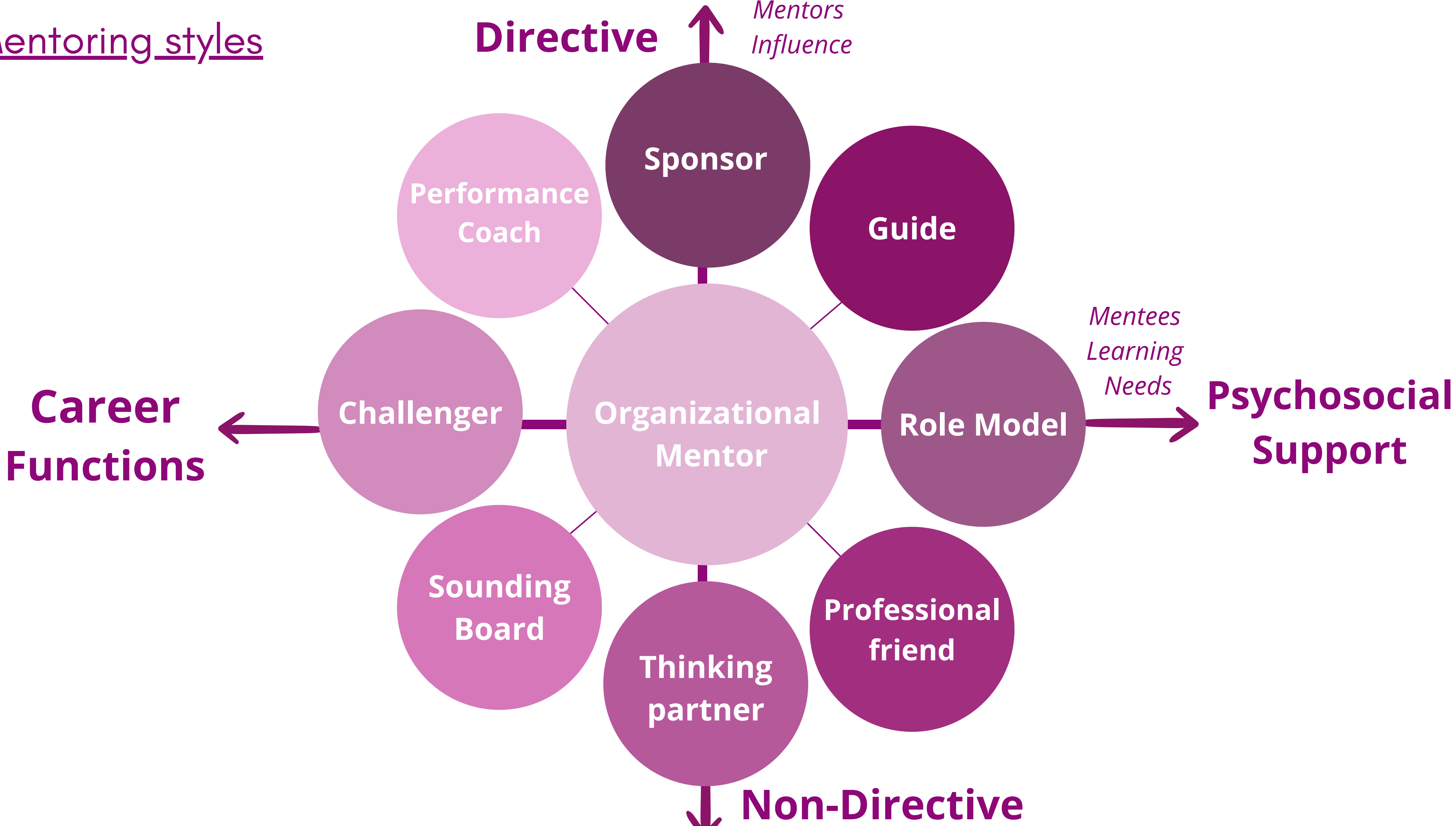
## Unbalanced Relationships

- One person dominating, directing, or controlling another's decisions.
- Becoming dependent or reliant on someone else.

## Improper Practices

- Working outside the system.

Mentoring styles



Source: <https://www.coachmentoring.co.uk/blog/2018/05/what-mentees-want-from-their-mentors/>



## Benefits for the mentors

- Sense of helping, personal fulfilment
- Reflection on own skills and career
- Exposure to new perspectives
- Better decision making / problem solving ability
- Increased coaching & communication skills



## Benefits for the mentees

- Support and encouragement
- Constructive feedback
- Reflection on career and goals
- Increased self-awareness and self-confidence
- Empowerment
- Skill development







# **Mentoring@CERN**

## **From Application to Mentoring Programme**



# 2025 timeline

Applications for mentees:

1 February - 28 February

Applications for mentors:

All-year round

Kick-Off meeting:

April (TBC)

Mentoring  
Survey



February

March

April

December

January

Selection and Matching:

March 1 - March 31

Emails will be sent to each applicant during this period

Mentoring

Individual meetings

Trainings

Networking

Catch-ups

End of mentoring:  
mid-December

# Mentoring@CERN Eligibility

- Once per year  
April until December  
Some pairs keep in touch after the program has finished
- Matching is done by Mentoring Team  
Based on the information provided in the application forms
- Open to all who have CERN contracts or are an external participant/contractor  
No upper or lower limits for age, career level or location
- 1-on-1  
Mentor-mentee pairs will be selected, each mentee is assigned to only one mentor.



# Application forms

## Personal data\*

- Name
- Gender
- Department

Privacy Notice

## Professional experience

- Current position
- Career background
- CV
- For mentees:  
motivation letter

## Expectations

Goals and motivations

## Mentor/Mentee preferences

- Gender
- Same or different department
- Location
- Alumni vs CERN

\*this information is needed in order to optimize the pairing!





# CERN Alumni Network

- Launched in June 2017
- 10 600+ members from over 100 different countries
- Goals
  - Build a network of ambassadors
  - Support early career members
  - Demonstrate impact of CERN experience on society
- Jobs board
- Events
- Groups (regional, interest)
- Community map
- <https://alumni.cern/signup>



# Matching process

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## **Step 1: Review Mentee Applications**

- Assess all mentee applications to identify suitable mentors.
- Committee members review applications and suggest initial mentor-mentee pairs.

## **Step 2: Validate Mentor Applications**

- Cross-check mentor applications against the suggested pairs.
- Pairs are reviewed by committee members not involved in the initial matching.

## **Step 3: Finalize Matches**

- Hold a group discussion to confirm and finalize all matches.

## **Step 4: Handle Remaining Mentees**

- Match any remaining mentees with additional mentors.
- If no match is available, reach to additional mentors or refer mentees to other programs.

# What happens after I submit my application?

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- Matching will be done with the aim to create the best possible match (according to the mentees' goals in the application form)
- We might not have a mentee for every mentor, or a mentor for each mentee
- You will have access to online resources and recorded seminars
- We can help through difficulties and if it really doesn't work, the relationship can finish any time



# Mentees

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## Who they are?

- Typically more junior people
- With a goal or a focus area, and a need for mentor's input
- The more information you provide, the easier it is for us to do the matching and find the most suitable mentor

## Responsibilities

- Mentees are responsible for calling the meetings, driving the process and setting the goals
- Coming prepared to the meetings
- Preparing an agenda for the meeting (topics to talk about)
- Writing notes

# Mentors

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## **Who they are?**

- Women and men with affiliation to CERN & CERN Alumni
- With technical and management experience

## **With good skills in:**

- Active listening
- Providing friendly feedback
- Offering challenging ideas
- Sharing critical knowledge
- Triggering self-awareness
- Inspiring their mentees
- Explaining how the Organization works





# Testimonials

# What's next?



Apply. 

Mentees: 1 February - 28 February  
Mentors: All-year-round



Spread the word

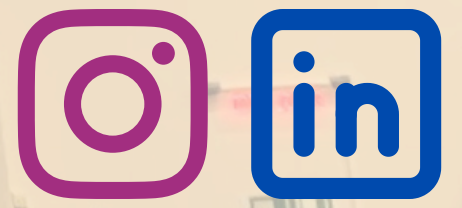
Do you know someone who would  
make a great mentor?  
Or someone who could benefit from  
having one?



Get in touch

Have questions?  
Want to offer trainings?





# Many thanks

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## Contact:

[Mentoring.cern@cern.ch](mailto:Mentoring.cern@cern.ch)