The mentors group
IRIF’s mentors are currently:

- Valérie Berthé
- Sandrine Cadet
- Sylvie Corteel
- Enrica Duchi
- Pierre Fraigniaud
- Amélie Gheerbrant
- Delia Kesner
- Frédéric Magniez
- Michele Pagani
- Christine Tasson
- Brigitte Vallée

My mentor was very encouraging and provided me with many outside resources on career paths. I also really enjoyed discussing broader issues and learning about her experience in dealing with societal issues in academia.

How to benefit from the mentoring program?
If you are interested in the mentoring program, you can either:

- Send an email to mentors@irif.fr
- Or directly contact a specific person of this group

You will then be connected with a member of this group for an initial series of meetings that will identify your needs, explain the details of the mentoring process, and direct you to the mentor the most appropriated for your needs.

What is mentoring?
Mentoring allows and organizes a dialogue between two people, a mentee and a mentor.

It aims at helping the mentee in his/her work environment, around professional aspects, but can also address other aspects, particularly related to individual development.

Mentoring is designed to be flexible and to accommodate the needs of the mentee.

Who is it for?

The IRIF mentoring program is open to all IRIF members who wish to benefit from it. It specifically targets people who are facing new situations: newcomers to the laboratory, within the framework of their new job positions, members already present in the laboratory who evolve in their functions or their responsibilities.

This includes in particular:

- PhD and post-docs students
- New IRIF permanent members (new researchers - new lecturers - new professors) especially if they come from abroad
- New thematic team leaders

What issues can mentoring help with?

Topics covered in mentoring can be extremely diverse, and include, but are not limited to:

- Working environment;
- Professional project;
- Communication on scientific results;
- Work-life balance;
- Work organization;
- Health in the workplace;
- Career evolution etc. ...

Mentoring can also provide a framework for discussion on a wide variety of topics such as:

- Human conflicts;
- Lack of motivation at work;
- Low self-esteem;
- Lack of recognition etc. ...

It also allows to address more technical and strictly professional topics such as:

- Filing forms;
- Preparing for oral presentations;
- Setting up projects.

IRIF mentoring program provides a welcome support at the beginning of a career as well as during crucial stages of professional life such as resuming work, preparing a habilitation to conduct research or taking on new responsibilities.

I joined the mentoring program in the middle of my thesis and I wish I had started it earlier. I have absolutely no regrets about joining the program and I am totally satisfied with it. The discussions with my mentor and her advices helped me to better manage my workflow, to deal with my emotions and lack of confidence, but also to feel understood and listened to.