



KARRIERE_MENTORING III

Career Development Program for Women Researchers

We invite all researchers who identify as women, intersex, or non-binary to apply.

2026 - 2027

advancing careers professional visibility advancing
coaching LINZ dissertation mentees coaching
science communication KREMS crafting visions s
mentors personal branding work-life integration
establishing networks SALZBURG habilitation e
fostering cooperation peer group fostering
equitable opportunities career prospects equita

- Johannes Kepler University Linz
- Paris Lodron University of Salzburg
- University for Continuing Education Krems



Career Development Program of the Universities of Linz, Salzburg and Krems – 2026-2027

In May 2026, the universities of Linz, Salzburg, and Krems will launch the next round of their successful career development program for women researchers.

Participating mentees are supported in their career planning through field-specific mentoring, one-on-one coaching, and tailored seminars for doctoral and postdoctoral researchers. A shared framework program provides opportunities for cross-disciplinary exchange and interaction across career stages, fostering inter-university networking.

The program aims to increase the representation of women in academic leadership positions by offering participating women researchers comprehensive resources to advance their academic careers.

TARGET GROUP

Women, intersex, and non-binary members of the universities of Linz, Salzburg, and Krems who meet the following criteria:

- Hold at least one academic degree (Diploma, Master's, or PhD)
- Have an active employment contract (including freelance employees, excluding lecturers)
- Have a minimum of one year of professional experience in an academic or research setting (e.g., university assistant, research project staff, or academic personnel)

Each university may nominate up to four doctoral candidates and four postdoctoral researchers/habilitation candidates to participate.

Program for Doctoral Candidates

- **Discipline-specific one-on-one mentoring:** Each mentee is paired with a mentor; the mentoring relationship entails communication via phone and email, and at least three in-person or virtual meetings
Objective: Providing professional guidance and support, access to relevant contacts, and networking opportunities
- **Six modules** covering topics relevant to doctoral candidates
- **Three internal feedback meetings** with the program coordinators of the respective university
- **Career Insights:** Women professors in dialogue with early-career women researchers
- **Networking meetings** connecting doctoral and postdoctoral researchers
- **Individual coaching:** Each participant receives up to three one-on-one coaching sessions

Program for Postdoctoral Researchers

- **Discipline-specific one-on-one mentoring:** Each mentee is paired with a mentor; the mentoring relationship entails communication via phone and email, and at least three in-person or virtual meetings
Objective: Providing professional guidance and support, access to relevant contacts, and networking opportunities
- **Three-day Habilcampus event,** plus three additional modules covering topics relevant to postdoctoral researchers
- **Three internal feedback meetings** with the program coordinators of the respective university
- **Career Insights:** Women professors in dialogue with early-career women researchers
- **Networking meetings** connecting postdoctoral and doctoral researchers
- **Individual coaching:** Each participant receives up to three one-on-one coaching sessions

EVENTS FOR DOCTORAL CANDIDATES

JANUARY/FEBRUARY 2026

- **Workshop on Finding a Mentor,**
Krems, Linz, Salzburg
Date by arrangement
-

MAY 2026

- 18.05. Kick-off,** Gmunden
14:00 - 17:00 Kick-off-Meeting
17:30 - 18:30 Improv-Theater
19:00 Networking Dinner
 - 19./20.05. MODULE D1,** Gmunden
09:00 - 17:00 Vision Possible:
Career Assessment, Goals & Vision
-

JULY 2026

- **1st Internal Feedback Meeting,**
Krems, Linz, Salzburg
Date by arrangement
-

OCTOBER 2026

- 22.10. MODULE D2,** Linz
09:30 - 17:30 Institutional Structures
in Universities, Legal Frameworks
in Academia
 - 23.10. MODULE D3,** Linz
09:30 - 17:30 My Career in Academia -
A Way of Life
-

DECEMBER 2026

- **2nd Internal Feedback Meeting,**
Krems, Linz, Salzburg
Date by arrangement
-

MARCH 2027

- 17.03. MODULE D4,** Krems
10:00 - 18:00 Stronger Together -
Networking and Collaboration
Management I
18:30 Networking Event

- 18.03. MODULE D4,** Krems
10:00 - 18:00 Stronger Together -
Networking and Collaboration
Management II
-

MAY 2027

- 19./20.05. MODULE D5,** Salzburg or online
10:00 - 18:00 Self-Marketing and Vocal
Training
-

JUNE 2027

- **3rd Internal Feedback Meeting,**
Krems, Linz, Salzburg
Date by arrangement
 - **Career Insights:**
Women professors in dialogue with
early-career women researchers
Date by arrangement
-

SEPTEMBER 2027

- 23.09. MODULE D6,** Salzburg
10:00 - 18:00 Connecting the Dots:
Career Review & Future Directions
18:30 Closing Event

EVENTS FOR POSTDOCTORAL RESEARCHERS

JANUARY/FEBRUARY 2026

- **Workshop on Finding a Mentor,**
Krems, Linz, Salzburg
Date by arrangement
-

MAY 2026

- 18.05. Kick-off,** Gmunden
14:00 - 17:00 Kick-off-Meeting
17:30 - 18:30 Improv-Theater
19:00 Networking Dinner
- 19.05. Campus H1,** Gmunden
09:00 - 17:00 Strategic Career
Development and Work-Life
Integration I

20.05. Campus H1/H2, Gmunden
08:30 - 12:30 Strategic Career Development and Work-Life Integration II
14:00 - 17:00 Success Strategies for Habilitation Candidates I

21.05. Campus H2, Gmunden
08:30 - 16:30 Success Strategies for Habilitation Candidates II

JULY 2026

■ **1st Internal Feedback Meeting,**
Krems, Linz, Salzburg
Date by arrangement

OCTOBER 2026

■ **Habilitation: Formal Requirements,**
Krems, Linz, Salzburg
Date by arrangement

22.10. MODULE H3, Linz
09:30 - 17:30 Institutional Structures in Universities, Legal Frameworks in Academia

23.10. MODULE H4, Linz
09:30 - 13:30 Habilitation: Practical Tips

DECEMBER 2026

■ **2nd Internal Feedback Meeting,**
Krems, Linz, Salzburg
Date by arrangement

MARCH 2027

17.03. MODULE H5, Krems
10:00 - 18:00 Science Slam: Impact Through Creative Science Communication
18:30 Networking Event

JUNE 2027

■ **3rd Internal Feedback Meeting,**
Krems, Linz, Salzburg
Date by arrangement

■ **Career Insights:**
Women professors in dialogue with early-career women researchers
Date by arrangement

SEPTEMBER 2027

23.09. MODULE H6, Salzburg
10:00 - 18:00 Connecting the Dots: Career Review & Future Directions
18:30 Closing Event

EVENT FOR MENTORS

MAY 2026

26.05. 13:00 - 14:00
Mentoring-Lounge, online

ORGANIZATION

The participation fee for members of the universities of Linz, Salzburg, and Krems is € 350.

Participants must bear their travel and accommodation expenses; exception: the Karriere_Mentoring III program covers the stay in Gmunden.

A certificate of participation will be issued to participants who attend at least 75% of the sessions.

The organizing team reserves the right to make changes as necessary.

COACHING

Each mentee may schedule up to three individual coaching sessions with experienced coaches. Contact information for the coaches will be provided.

JOHANNES KEPLER UNIVERSITY LINZ



Johannes Kepler University Linz
Department of Equality,
Equitable Opportunities and Diversity
Altenberger Straße 69, 4040 Linz

■ Dr.ⁱⁿ Luisa Pichler, BA
+43 (0)732 2468 3020
karrierementoring@jku.at

■ Susanne Kalka, BA MA
+43 (0)732 2468 3029
karrierementoring@jku.at

PARIS LODRON UNIVERSITY OF SALZBURG



Paris Lodron University of Salzburg
FGDD – Family Gender Disability &
Diversity
Kaigasse 17, 5020 Salzburg

■ Mag.^a Judith Hartl, MA
+43 (0)662 8044-2522
judith.hartl@plus.ac.at

■ Mag.^a Cornelia Brunnauer
+43 (0)662 8044-2520
cornelia.brunnauer@plus.ac.at

UNIVERSITY FOR CONTINUING EDUCATION KREMS



University for Continuing Education Krems
Office for Equality, Gender and Diversity
Dr.-Karl-Dorrek-Straße 30, 3500 Krems

■ Mag. Maciej Tadeusz Palucki
+43 (0)2732 893-5344
maciej-tadeusz.palucki@donau-uni.ac.at

■ Mag.^a Michaela Gindl
+43 (0)2732 893-2261
michaela.gindl@donau-uni.ac.at

University for
Continuing
Education Krems



APPLICATION INFORMATION

- For women, intersex and non-binary researchers at the University of Linz:
www.jku.at/career-mentoring
- For women, intersex and non-binary researchers at the University of Salzburg:
**[www.plus.ac.at/gendup/
karriereforderung/
karriere_mentoring-iii](http://www.plus.ac.at/gendup/karriereforderung/karriere_mentoring-iii)**
- For women, intersex and non-binary researchers at the University of Krems:
www.donau-uni.ac.at/gleichstellung

SPACE FOR NOTES



VENUES

Johannes Kepler University Linz

Altenberger Straße 69
4040 Linz

Paris Lodron University of Salzburg

Kapitelgasse 4-6
5020 Salzburg

University for Continuing Education Krems

Dr.-Karl-Dorrek-Straße 30
3500 Krems

KICK-OFF

Hotel Magerl
Ackerweg 18
4810 Gmunden
www.hotel-magerl.at