

Call for Applications Agathe Lasch Coaching + Diversity

The cross-faculty Agathe Lasch Coaching Program + Diversity at University of Hamburg offers individual coaching sessions to reflect upon topics from everyday working life and professional development.

Target group

We offer coaching sessions to **promote equal opportunities for women**, specifically:

- Junior professors, academics working on their *Habilitation*, and postdoctoral researchers.

The coaching will also include various **aspects of diversity** for junior professors, academics working towards their *Habilitation*, and postdoctoral researchers of any gender who

- have chronic physical or psychological impairments, diseases, or disabilities;
- have family obligations such as raising children or caring for relatives and for whom the topic of work-life-balance is urgent;
- have come to University of Hamburg from abroad and wish to reflect upon their experience in German academia.

Unlike in group formats, participants can benefit from a solution-oriented counselling offer that is geared entirely to their individual concerns, goals and interests and ensures a protected and discreet setting through cooperation with external coaches. Personal concerns and change processes can be discussed individually and accompanied in their implementation.

Topics may include, for example, experiences with one's own leadership skills in everyday academic life; dealing with barriers and stereotypes; as well as questions of career planning and reconciling work and family obligations.

Duration and scope

Coachees can participate in a maximum of five individual coaching sessions (lasting 60 minutes each) within one year free of charge. The appointments can be arranged flexibly with the coaches according to need. The coaches are selected by University of Hamburg and assigned in consultation with the participants.

All participating coaches and coachees will meet at a kick-off event. Networking events are also offered.

Coaching sessions can be held in English for non-German speaking coachees.

The program begins in spring 2025.

Application

Please apply until **January, 31st 2025** with an informal application outlining your current professional situation, your coaching concerns, and your expectations of the Agathe Lasch Coaching Program + Diversity. All application documents will be treated confidentially.

Re-applications from previous participants can be submitted.

Please note that doctoral researchers are excluded from the application process.

Send your application preferably by email to:

Gleichstellungsbeauftragte der Universität Hamburg
Equal Opportunity Commissioner of University of Hamburg
Dr. Angelika Paschke-Kratzin
Mittelweg 177
20148 Hamburg

gleichstellung@uni-hamburg.de