Call for Applications – Mentees for participation in the We/Mentoring Program of the University of Trento April – November 2026 edition

Applications open until 27 February 2026

Mentoring is a supportive relationship in which a more experienced individual (the Mentor) provides advice, guidance, and support to help a less experienced individual (the Mentee) achieve their personal and professional goals. Professional mentoring is a form of mentoring focused specifically on the Mentee's professional development and career growth. The Mentor may help the Mentee identify their career goals, develop the skills and knowledge needed to achieve them, and navigate the world of work.

The Mentor acts as a guide, supporter, role model, and facilitator of change: they voluntarily offer their knowledge and expertise and share it through teaching and the transmission of experience, fostering the personal and professional growth of the Mentee.

Art. 1 – Eligibility

The following individuals may apply:

- Graduates (bachelor's degree) from the University of Trento with 2–3 years of experience.
- Students enrolled in a Master's degree program at the University of Trento for the a.y. 2025–2026.
- Students enrolled in at least the fourth year of a Single-Cycle Master's degree at the University of Trento for the a.y. 2025–2026.

- Graduates of Master's or Single-Cycle Master's degree programs at the University of Trento who completed their degree no more than 2 years ago.
- PhD candidates in their final year.

Art. 2 – Program Objectives

The aim of the program is to support the personal and professional development of recent graduates and junior Alumni of the University of Trento by pairing them with a more experienced individual.

The program is particularly useful for those who require long-term support and guidance in the professional sphere, and who wish to explore a specific sector or profession in depth. Networking and job seeking are not the primary purposes of the program.

The Mentoring project is not intended to provide academic support or training for those wishing to pursue an academic or research career.

Art. 3 – Program Duration

The programme begins in April 2026 and concludes in November 2026.

Art. 4 – Program Structure

The Program consists of:

- Initial training: 2 online meetings dedicated to Mentees to focus on the programme's objectives, learn listening and relationship-building strategies, fully understand the opportunity offered by the Programme, and share organisational aspects.
- Mentor–Mentee meetings: at least one meeting per month, lasting approximately two hours, from May to November (minimum 6

meetings). Dates, times, and formats (online or in person) will be agreed on by each pair.

- Follow-up: 1 online meeting in September 2025.
- Program Closing: in-person event with Mentors and Mentees on 20 November 2026.

Art. 5 – Mentees' Obligations

Mentees will be required to complete and submit the following documents by the deadlines that will be communicated:

- Initial Agreement between UniTrento and the Mentee.
- Initial Agreement between Mentor and Mentee.
- Action Plan;
- Monthly Logbook;
- Initial and final questionnaires;
- Ongoing monitoring questionnaires.

Selected candidates must commit to attending the entire program and meeting all deadlines.

Art. 6 – Grounds for Exclusion

Mentees may be excluded from the Mentoring Program in the event of:

- absence from mandatory training meetings.
- failure to complete the required documentation within the established deadlines.
- failure to hold meetings with their Mentor (minimum once per month).
- behavior inconsistent with the spirit and objectives of the program.

Art. 7 – Mentors

Mentors are Alumni of the University with professional experience in various fields who voluntarily and freely offer their time and expertise to support Mentees.

Art. 8 – Application Procedure

Applicants wishing to participate as Mentees, having verified that they meet the requirements set out in Art. 7, must complete the online form no later than 12:00 p.m. on 27 February 2026.

Art. 9 – Selection Process

After submitting their application, candidates will follow this selection process:

- Selection interview**:** each candidate will receive an email invitation to attend the online selection interview.

- Selection interviews (2–20 March 2026): interviews will take place online. Candidates must connect at the date and time they selected, using the link sent by email. Failure to book the interview or to attend the scheduled interview will result in exclusion. Each interview will last 15 minutes and will focus on the program and the candidate's motivation, as described in Art. 12.

- Ranking (2 April 2026): publication of the list of candidates who passed the selection and for whom a Mentor has been identified.

- Confirmation (by 3 April 2026, 12:00 p.m.): selected candidates must confirm their participation via email.

Art. 10 – Initial Training and Notification of Mentor Assignment

The initial training will take place between 8 and 30 April and will consist of two mandatory online workshops:

- First workshop: will be offered on two alternative online dates from 20:30 to 22:30.

- Second workshop: will be offered on two alternative online dates from 20:30 to 22:30.

Participants will be informed by email about their assigned workshop dates.
The name of the assigned Mentor will be communicated to each candidate only after the initial training.
Each Mentee is responsible for contacting their Mentor via email once they receive the relevant information.

Art. 11 – Evaluation, Priority Criteria, and Mentor Assignment

Candidacies will be evaluated through the online interview, which assesses the candidate's motivation, understanding of the program, and commitment to fulfilling its requirements.
Following the interviews, a ranking list will be created based on the following priority criteria:

- In the event of equal scores, priority will be given to the younger candidate.
- Priority will be given to candidates who have not participated in previous editions of the UniTrento Mentoring Program.

Admission to the program will be granted to a number of Mentees equal to the available Mentors, considering the feasibility of matching based on the following criteria:

- similar background between Mentor and Mentee.
- the Mentee's interest in specific professional areas.

If, despite eligibility and a positive selection outcome, it is not possible to assign a Mentor whose profile aligns with the Mentee's interests and characteristics, no assignment will be made. The candidate may apply for future editions.

In the event of withdrawals before the program starts, eligible candidates may be contacted based on the ranking and matching feasibility. If a withdrawal occurs after the program has begun, the Alumni Office is not required to reassign a new Mentor/Mentee or to offer places to candidates who were not admitted.

Art. 12 – Final Certification

At the end of the program, participants will receive a certification in the form of an Open Digital Badge attesting to the activities carried out. The Badge will reflect the Mentee's active commitment, participation in meetings, and fulfilment of the agreed obligations.

Art. 13 – Privacy

Pursuant to Article 13 of EU Regulation 2016/679 ("General Data Protection Regulation" – GDPR), the University will process personal data within the scope of its public-interest tasks exclusively for purposes related to this call.

The Data Controller is the University of Trento, Via Calepina 14, 38122 Trento, email: ateneo@pec.unitn.it; ateneo@unitn.it.

The Data Protection Officer can be contacted at Via Verdi 8, 38122 Trento, email: rpd@unitn.it.

Providing personal data is essential for the procedure; failure to do so will prevent participation. Data may be disclosed to public and/or private entities in compliance with legal obligations or orders from Public Security or Judicial

Authorities.

Data subjects may exercise their rights under Articles 15 et seq. of the GDPR at any time, including access, rectification, integration, erasure (where applicable), restriction of processing, and objection. Complaints may be lodged with the Italian Data Protection Authority pursuant to Article 77 of the GDPR.

Deadlines Summary

- 27 February 2026, 12:00 p.m.: online application deadline
- 2–20 March 2026: online selection interviews
- 2 April 2026: communication of selected candidates
- 3 April 2026, 12:00 p.m.: confirmation from selected candidates
- April 2026 (dates to be announced), 20:30–22:30: online training
- By 5 May 2025: communication of Mentors' names and program start
- September 2025, 20:30–22:30: follow-up meetings (dates to be announced)
- 20 November 2025: final event at the University