



BEHIND THE PROGRAMME

Early Career Mentoring is run by the Equal Opportunity Office of the Hannover Medical School, an office whose wider work, across mentoring, family support, and structural equality at MHH, shapes everything the programme stands for.

ECM is built on the conviction that meaningful professional development happens through connection, exchange, and mutual support.

If you are wondering whether ECM might be right for you, we encourage you to get in touch. We are glad to talk through your situation and help you think about whether the programme fits where you are headed.

Our door is always open, whether you decide to apply or not.

QUESTIONS OR FEEDBACK?

Contact

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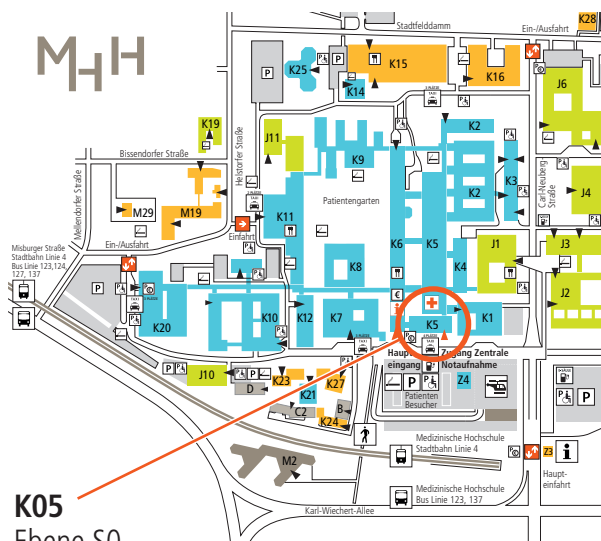
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MORE INFORMATION:

<http://www.mhh.de/gleichstellung/programme-und-projekte/early-career-mentoring>



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EARLY CAREER MENTORING

FOR WOMEN IN MEDICINE
AND SCIENCE AT MHH



EARLY CAREER MENTORING

Since 2021, Early Career Mentoring (ECM) has supported women at Hannover Medical School in taking the next steps of their academic and professional journeys.

The programme recognizes that successful careers are shaped not only by talent and hard work, but also by access to guidance, networks, and opportunities for growth.

By bringing together mentoring, structured career development, and a cohort of peers from across MHH's disciplines, ECM aims to help the next generation of women scientists and physicians shape their professional journeys with confidence, purpose, and the support of a trusted community.



WHO IT'S FOR

Early Career Mentoring is for women at the early stages of their career at MHH:

- Physicians from their second year of specialist training,
- PhD students across all disciplines.

We particularly welcome women who are navigating academic life without a template: first-generation academics, women balancing caregiving responsibilities, and international women.

Wherever you are starting from, you are welcome here.



WHAT THE YEAR HOLDS

Over twelve months, participants take part in approximately ten English-language sessions, a combination of individual mentoring, professional development workshops, and informal networking.

A mentor, first.

A senior figure in the field – a researcher, a clinician, often both – works alongside you for the year. The relationship is structured but never scripted: regular conversations about decisions, ambitions, and the small and large choices that shape a career.

A cohort around you.

Women from across MHH's disciplines, in the room with you throughout the year, the professional relationships that outlast the programme itself.

Participants who successfully complete the programme are awarded a certificate of participation.

A year of applied skill-building.

The programme concentrates on the practical skills your career demands: career strategy, good scientific practices, conference presence, and the harder questions of academic culture, integrity, and power.