Mentoring Program for PhD Candidates **at the West Pomeranian University of Technology in Szczecin**	
Stage 1	**Preparing and selecting mentors** 1. Prepare a list of potential mentors who are academic staff or researchers at the West Pomeranian University of Technology (ZUT) and possess experience and knowledge in the discipline in which the PhD candidates are conducting their research. 2. Mentors should demonstrate appropriate professional experience, scientific achievements, project leadership, or experience in supervising doctoral candidates. 3. In the program, it is preferred to select a mentor who is not the doctoral candidate's primary supervisor. 4. Clearly explain to the mentors the goals and expectations of the program, as well as the collaboration guidelines with the doctoral candidates.
Stage 2	**Introductory Meetings** 1. Organize introductory meetings for the doctoral candidates and mentors to discuss the program's goals, the mentor's role, and mutual expectations. 2. Discuss the program's rules and the process for evaluating progress.

Stage 3	**Individual Meetings**
	
	 1. Define the area in which the doctoral candidate requires mentoring, which will contribute to their academic and personal career development. Examples of areas that mentoring can cover include:
	   a) Skill development: Mentoring aims to enhance the doctoral candidate's research skills, such as data analysis, preparing publications or scientific presentations, teamwork, and soft skills like communication and time management.
	   b) Career planning: Mentoring can assist the doctoral candidate in defining their academic career goals and choosing a career path.
	   c) Personal matters: Mentoring can help address personal issues such as stress management and achieving a work-life balance.
	 2. It is also possible to determine mentoring in other areas that will be agreed upon between the doctoral candidate and mentor.
	 3. Discuss the progress of the doctoral candidates in relation to the established areas requiring support.

Stage 4	**Individual Goals** 1. Determine individual goals and professional development plans for each doctoral candidate. 2. Identify the steps required to achieve these goals and provide support in their implementation.
Stage 5	**Progress Evaluation** 1. Regular assessment of the doctoral candidates' progress in the monitored areas should be conducted. 2. If necessary, mentors should provide recommendations to help the candidates achieve their goals and plans during the progress evaluation.
Stage 6	**Translation: Continuation of Support** 1. Ensuring the continuation of support after defending a doctoral thesis to enable doctoral candidates to transition into the job market.