



# FIT FORTHEM TANDEM AND JOB SHADOWING OPPORTUNITIES



The **FORTHEM Alliance**, a European University network founded in 2019, aims at bringing students, staff members, and external partners together to jointly experience the advantages of being part of such a network and of joining forces in the fields of education, research and innovation. It gives special consideration to the regional responsibilities of the partner universities. The new project **FIT FORTHEM** supports this ambition by **establishing new forms of cooperation in transnational tandems or working groups.**

## Opportunities

Working together in an international and European environment can be very productive and stimulating if one is aware of the cultural differences and how to bridge them. What better way is there for a good understanding of how things work in other organizations and countries than mutual exchange with your international colleagues? If you are looking for a tandem partner or if you want to offer a job shadowing opportunity, please get in contact with us ([fitforthem@uni-mainz.de](mailto:fitforthem@uni-mainz.de)).



*By forming working groups of experts as well as trans-institutional and trans-sectoral tandems in the same or complementary fields in research & innovation (management) we can build a strong and resilient network for upcoming challenges of the future.*

## Target group

**Project managers, managers** of departments, core facilities, research infrastructure or international offices, **researchers** interested in R&I activities. Also welcome are **stakeholders** in industry or society, who want to get a better understanding of work processes and the way of thinking of their international partners as well as advanced **PhD-students**, who are e.g. looking for a chance to polish their language skills and to experience the European spirit in a research environment abroad.

[contact](#)

### Interested?

Write us an e-mail for more information

[fitforthem@uni-mainz.de](mailto:fitforthem@uni-mainz.de)

We give support in finding the best partner for you!

[learn more](#)



# What does it mean to establish a tandem ?

You are free to organize your activities as it fits best for your interests and demands. But there are some core aspects to consider:

- 1) Tandems should be **active for at least 6 months**, means we need a concrete starting point and a certain point after 6 months when you are able to turn in a **short report** on your joint activities.
- 2) To identify a potential tandem partner you should be able to express clearly **what is your expertise** and what do you want to get from this partnership.
- 3) When you found your tandem partner you should together **define a couple of core questions** you want to exchange on, and brainstorm what could be the **benefits** for both tandem partners. Keep a written record of these questions.
- 4) Set up a couple of informal (online) **meetings**, e.g. once a months, with dedicated topics,

**An example below - please remember you are free to define the exact topics!**

- Meeting 1* **Get to know your tandem partner** (e.g. personal background, CV, career steps, position, personal motivation to apply for the tandem activities)
- Meeting 2* **Get to know the partner university better**, including their institutional environment, regional integration (always from the perspective of your respective position in the organization).
- Meeting 3* **Discuss your job profiles**, day-to-day responsibilities, and structures and services of your units/institutions identifying best practices.
- Meeting 4* **Discuss how your involvement** in *FIT FORTHEM* / FORTHEM or in general in international environment may influence your personal and professional development
- Meeting 5* **Identify possible future joint activities** for you as tandem partners, but also for your institutional units in the framework of *FORTHEM* and *FIT FORTHEM*. What could be the concrete benefits for your working units?
- Meeting 6* **Prepare a short report** on your activities of max. 3 pages along the core questions you identified and turn this in at [fitforthem@uni-mainz.de](mailto:fitforthem@uni-mainz.de)

- 5) Check if an **ERASMUS + Staff Training mobility action (SST)** could be integrated in your planned activities and apply for addition ERASMUS+ funding to visit your partner. Meeting in person at least once e.g. to intensify the exchange on your core questions helps to get a better idea of the working conditions of your tandem partner.
- 6) Check if you can **find a model** also to socially interact with your partners despite possibly **only meeting virtually**.
- 7) Check if you can integrate **aspects of multiculturalism** and **multilingualism**, for example try to present your organization in the language of your partner or include a session on the cultural and regional background of your tandem partners organization.