

## Tandem Program KWir (Doctoral Candidates ↔ Postdocs)

We are happy that you are interested in our tandem program KWir! KWir stands for networking between junior researchers and experienced scholars within the Faculty of Arts and Humanities, who come together in direct bilateral conversation.

### Process:

1. If you are interested in a **consultation meeting with postdocs** of our faculty, please contact Anda-Lisa Harmening via the address [gradz@kw.uni-paderborn.de](mailto:gradz@kw.uni-paderborn.de).



2. Ms. Harmening will send you a **questionnaire** that will help us to **better assess your needs**. All information provided on this questionnaire is subject to strict confidentiality.



3. If necessary, Ms. Harmening will contact you for **further questions** concerning the questionnaire. She will **search for a suitable conversation partner** for you.



4. Based on your questionnaire, Ms. Harmening will then suggest the people who could best advise you on your **specific questions**.



5. If you agree with the suggestion, Ms. Harmening contacts the selected person and tries to **establish a match**. It is very important that both parties feel comfortable with the match and that any potential for conflict is avoided. Should the consulting person express concerns, Ms. Harmening will make further suggestions until a suitable match has been found.



6. The match is now found, and Mrs. Harmening informs both parties about it and suggests **organizational topics for the first meetings**. This mainly concerns the **frequency of the meetings, possible topics** etc.



7. Now you can start the **conversation(s)**. If you have any questions at any time, please contact Ms. Harmening. The contents of the conversations remain solely between the person seeking advice and the person giving advice. The Graduate Center of the Faculty of Arts and Humanities sees itself primarily as a matchmaker.