



DISCOVER GEM

**Empowering and
fostering talent
through Mentoring**

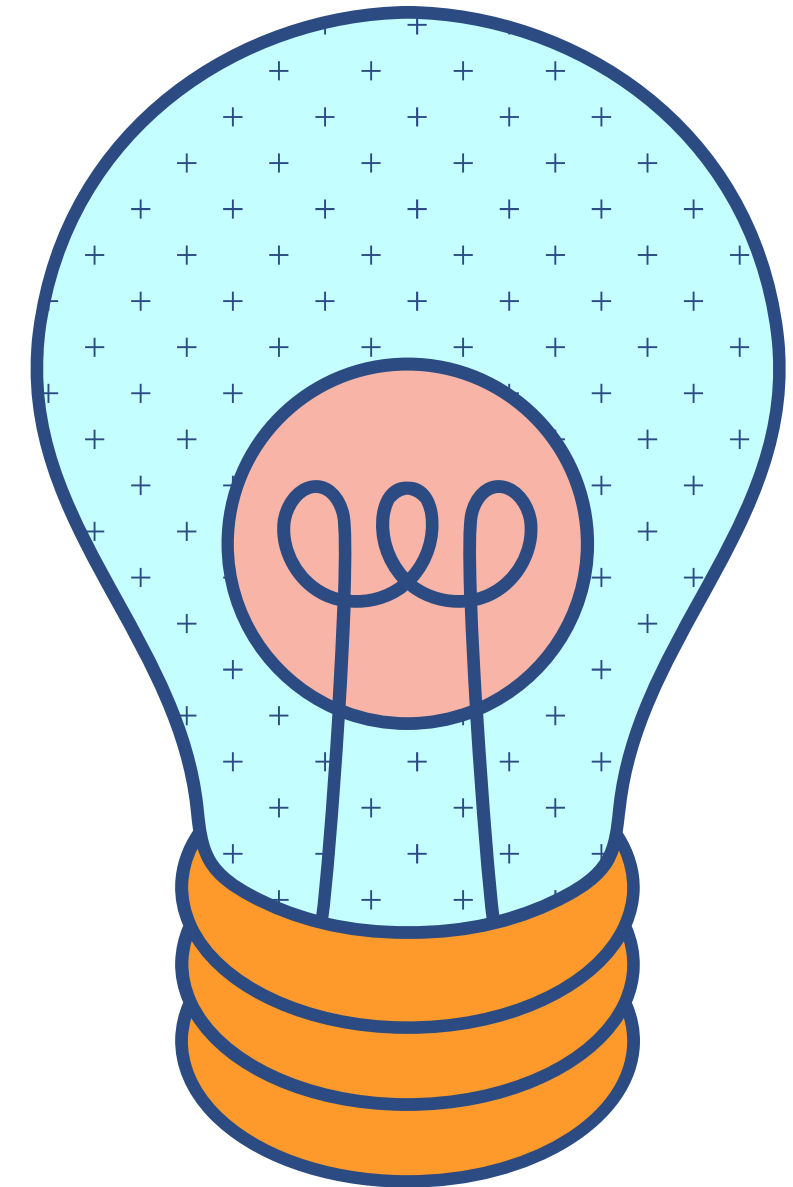
THE GÉANT MENTORING PROGRAMME



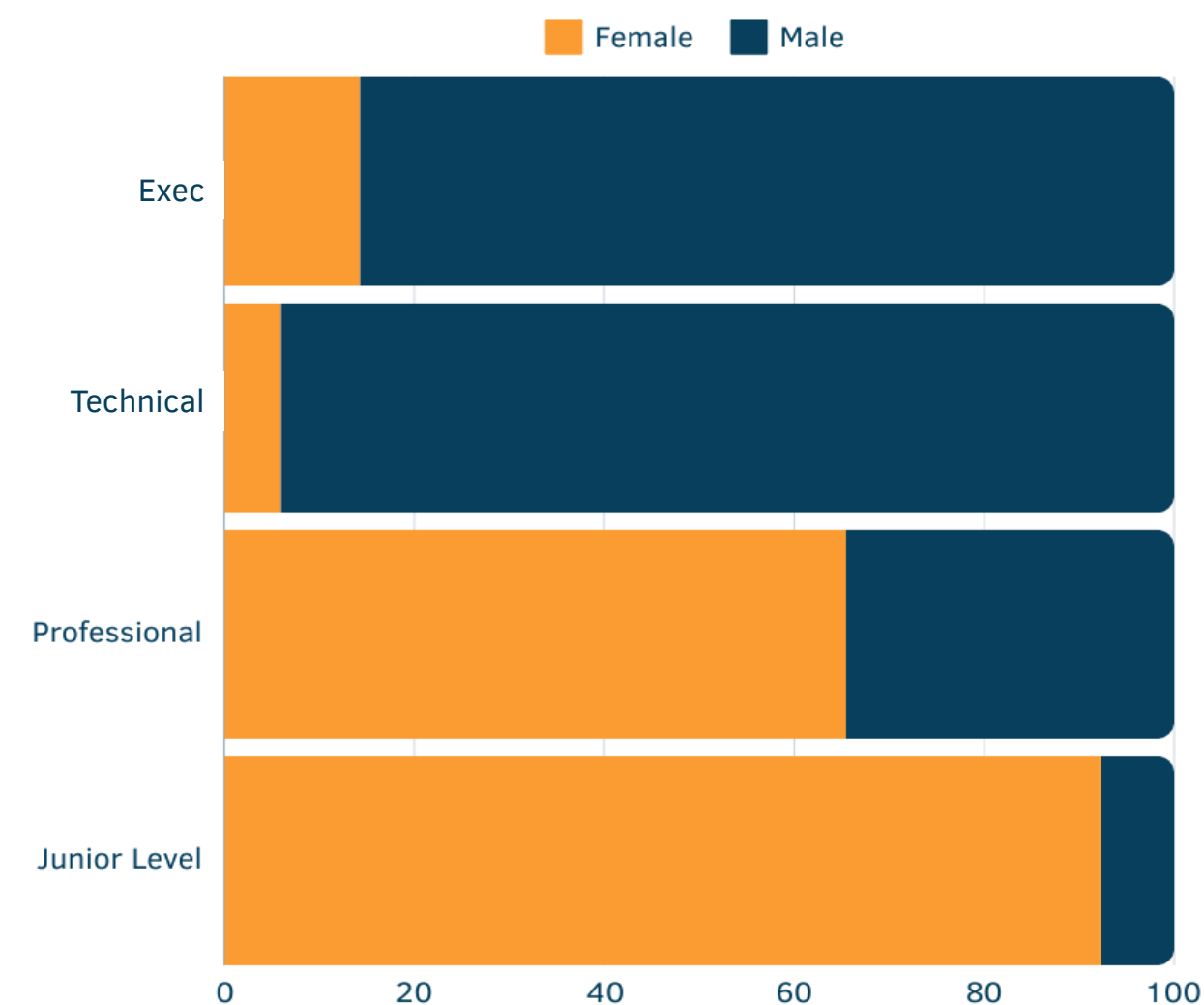
Open to mentors and mentees
from the R&E community.
Find out more: <https://edu.nl/fhnjt>

GÉANT'S GENDER EQUALITY PLAN

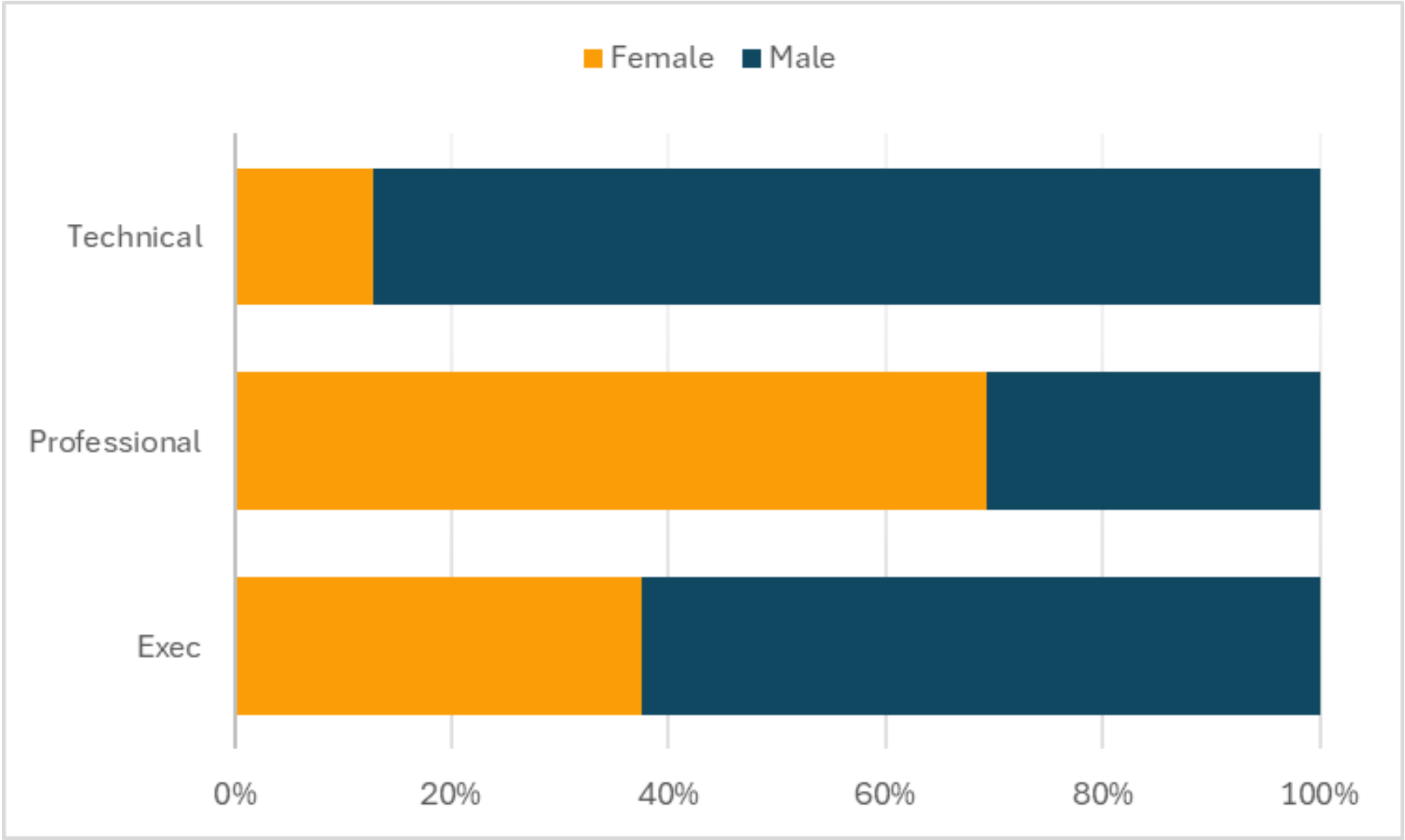
“Implement a formal
mentorship programme and
extend reach to the wider
GÉANT community and beyond”



Gender Split by Job Type

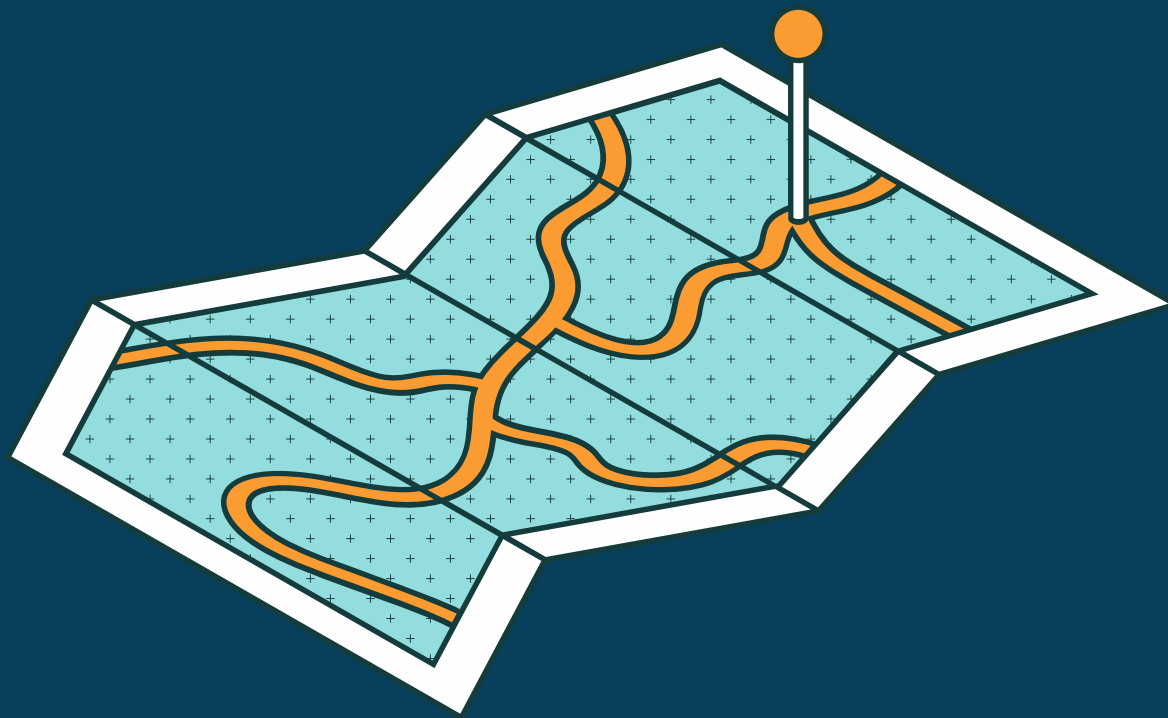


GÉANT EMPLOYEES 2022



GÉANT EMPLOYEES 2025

GEM GOALS



- Improve Gender Equality at GÉANT
- Build skills and networks
- Support career development
- Attract and retain talent in the R&E community

G E M U s a g e

- **56 active users**
 - 32 mentors
 - 27 mentees
- **111 sessions completed**



April 2024 – May 2025

MENTOR

- **Enrich** perspectives
- Grow your **leadership skills**
- Rewarding **experiences**

MENTEE

- Access to **knowledge and experience**
- **Building** skills
- Grow your **network and opportunities**





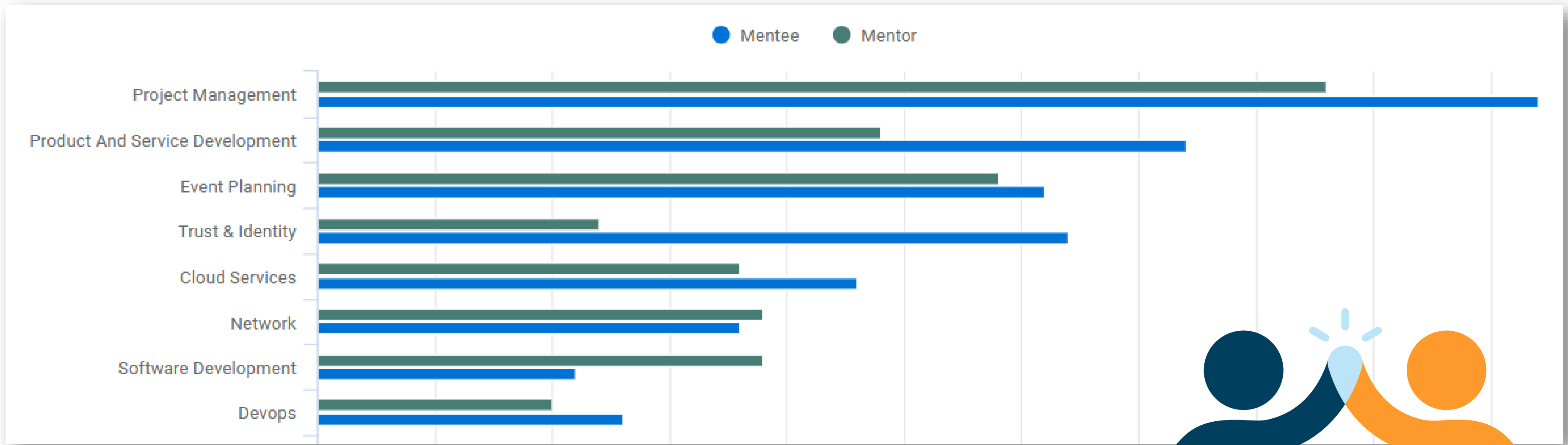
Together Platform

- Intelligent algorithm for matching
- Resource library
- Programme monitoring

The screenshot displays the GÉANT Together Platform interface. At the top, there is a navigation bar with the GÉANT logo and links for Home, Matching, Programs, and Profile. Below this, a sub-navigation bar shows 'YOUR TOP MATCHES', 'PEERS', 'MENTORS' (selected), and 'MENTEES'. A filter button labeled 'All Filters' is visible. The main content area shows 'Showing 14 users' and a grid of 10 user profiles. Each profile includes a circular profile picture, the user's name, their role, and a green 'Match' percentage badge.

Name	Role	Match Percentage
Anke Friedrich	Project manager	100% Match
Aristos Anastasiou	Chief Technology Officer at CYNET	98% Match
Daniela Brauner	Research and Engagement...	91% Match
Dom Mayerl	Learning and Development...	63% Match
Dónal Cunningham	Technical Architect with HEAnet	79% Match
Lotte Delfgaauw	Head of HR at GÉANT	95% Match
Mick O'Donovan	Senior Network Engineer @ HEAnet	65% Match
Narine Manukyan	Head of ASNET-AM users support..	85% Match
Neda Moeini	Senior software engineer	71% Match
Sarah Hughes	Head of Learning & Development	94% Match

SKILLS MATCH



“Mentorship is about the human connection,
the support, and the deep sense of trust.

Rosanna Norman - Communications
Manager, GÉANT | Mentor



The Heart of Mentoring: 5 Core Concepts

 **Rewarding**

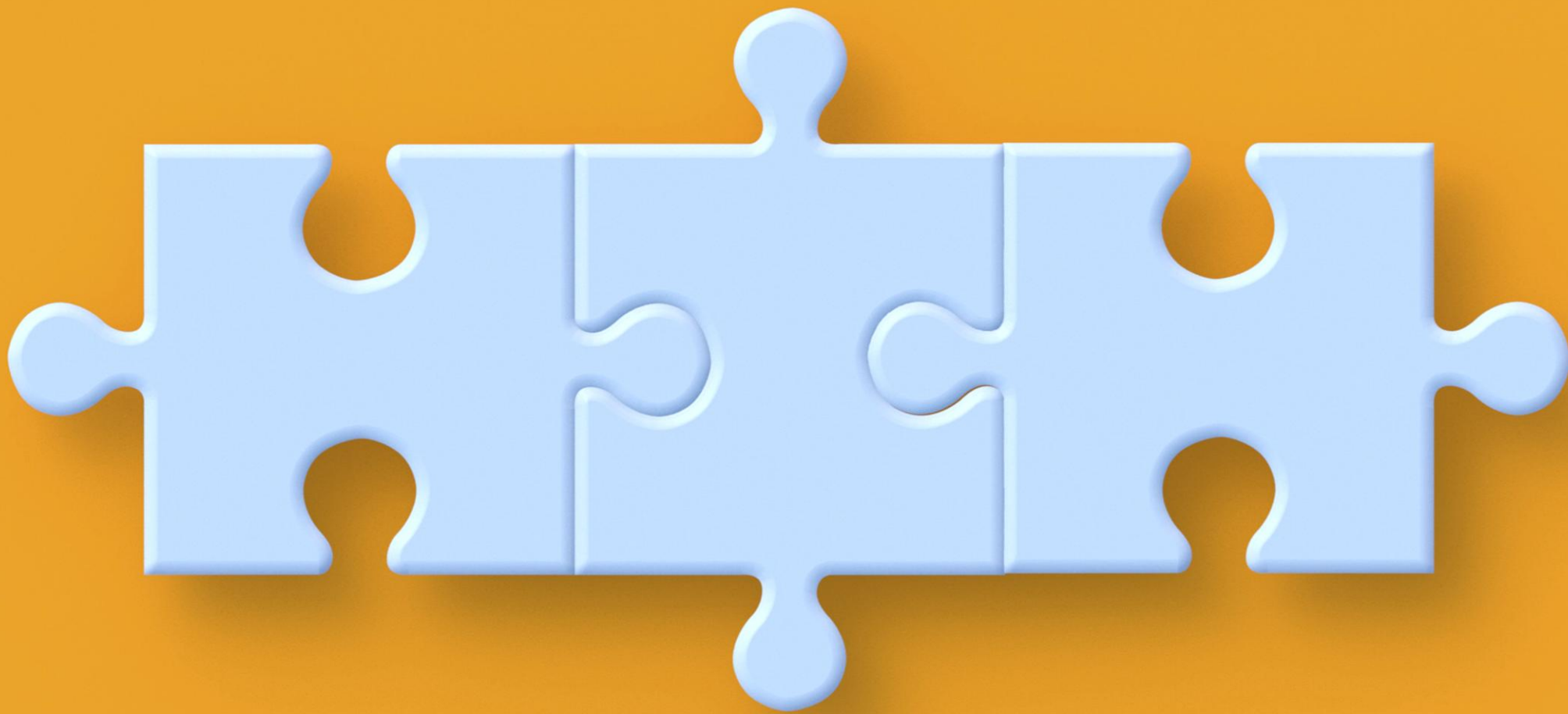
 **Growth**

 **Flexibility**

 **Trust**

 **Human**

**Open to everyone in the
Research & Education
Community**

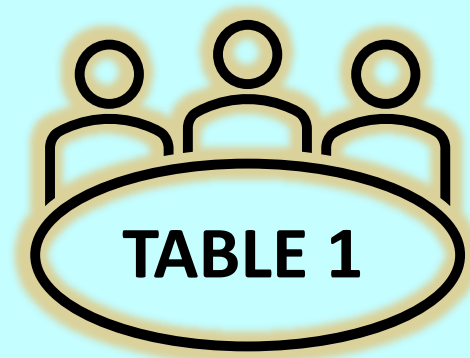


Meet your match!

- Register
- Update your profile
- Make a match



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Kick start your profile



Getting the best match on GEM

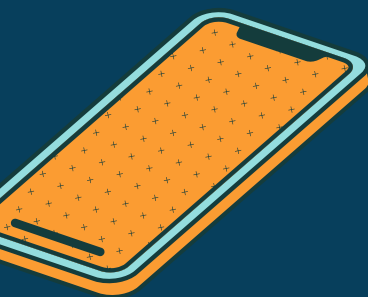


Connect with Mentor's and Mentees



Join GEM

- Register as a mentor / mentee (or both)
- Update your profile
- Meet your Match!



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