

Workshop [Session 1]

1.1 Applying for Professorships (at German Universities)

Dr. Matthias Schwarzkopf – trainer & coach for scientists

In this workshop you will learn:

- How are professors and Juniorprofessors selected in Germany?
- What are the single steps of this procedure, called „Berufungsverfahren“?
- What are you expected to hand in as written application? How could you structure it?
- How could you prepare the next steps: lecture and discussion with the selection committee?

Lecturer: Dr. Matthias Schwarzkopf is a coach and trainer for scientists. He is cofounder of karriereberatung-akademiker.de He has been responsible for accompanying the process of appointing professors (Berufungsverfahren) in Jena university for several years.

1.2 Founding Your Own Business

Martin Stammann – Gründungsförderung Universität Göttingen

Do you see a promising opportunity for founding your own company in your research? Would you like to work on your own ideas? Do you want to get to know what comes along with founding a business? Then join this session!

The start-up encouragement from the university of Göttingen and the Max-Planck-Innovation GmbH will inform you about support with your formation of an own business. Most of the workshop will be about lessons learned from successful entrepreneurs, Stephan Ferneding, Chief Executive Officer of Accurion GmbH. Accurion is a Göttingen-based high-tech company that provides instrumentation in the field of surface analysis and active vibration isolation.

Lecturer: Martin Stammann is responsible for the start-up encouragement of the University of Göttingen. He support students as well as employees of the university and on Göttingen Campus. Martin Stammann holds a business education degree from the TU Kaiserslautern. Before coming to Göttingen, he gain working experience in Industry as well as other universities. He professionalized his consultation expertise by additional training in NLP and coaching.

1.3 Acquiring Business-Related Competencies

Barbara Hoffbauer - CEO KEPOS GmbH

Working as a young scientist means treating one topic in such a detailed way that only very few other scientists are able to understand what your work is all about. This kind of in-depth work requires long-term planning as well as structuring and managing projects that span over 2 or more years.

This workshop will help its participants to realize what kind of competences they acquire as scientists and which ones are also helpful for careers outside academia. Although competences are described differently in and outside academia, employers expect nearly the same abilities and appreciate comparable experiences. This is why young scientists should be aware of their capabilities and should be able to describe their skillset. The workshop gives practical examples.

Lecturer: Barbara Hoffbauer: In her trainings and coaching, Barbara Hoffbauer supports career orientation and change. One of her focuses is the development of career alternatives to an academic career path. She facilitates reflecting individual career possibilities in accordance with the respective personality.

Her knowledge about science-related career paths, she has written down in the book "Berufsziel Life Science. Ein Karriere-Wegweiser" (2011, Heidelberg: Spektrum Akademischer Verlag, Springer). Before her work as trainer and coach, she worked as head of human resources in different organizations. More about her activities, you can find on her webpage www.kepos.de.

Workshop [Session 2]

2.1. Networking: A Significant Development

Dr. Silke Oehrlein-Karpi

Networking is talking with people who can help you explore career options and goals. It is the best way to develop relationships and gain information that will be helpful in your academic career.

Why Networking? What's in it for me?

It is the most effective job search method! Studies have shown that 70% to 80% of key positions inside and outside of academia are found through some form of networking. Good contacts are often helpful both to the people you are helping as well as to relevant PIs, collaborators and colleagues. This ever-growing network offers professional support and advice in your daily work. Contacts made through networking will encourage and motivate you. The right internal and external network of contacts and collaborations will positively impact your career. Not only with your work itself be positively affected but this new social aspect will bring a sense of comfort and joy to your workplace.

A prerequisite for successful networking is an appropriate balance between giving and taking. Therefore, a clear objective is necessary. The best contacts are worthless, if you are not sure why you need your contacts. On the other hand, your counterpart should be clear about the benefits s/he would receive from cooperating with you. The clearer these benefits and targets are defined, the more reasonable a contact person is able to respond to your concern, offer information or make relevant suggestions. Such a joined experience may become a starting point for further cooperation.

Lecturer: Dr. Silke Oehrlein-Karpi has been working as a coach and a trainer for scientists since 2008. Before becoming a coach, she led a project group for the Collaborative Research Centre 490 in Mainz. During those 10 years she worked as a biologist in the field of medical basic research and gained experience in setting up and successfully leading scientific projects. In terms of her current work, she uses her "insider knowledge" from her time in academia combined with her resource-oriented and diversity-related coaching perspective on individuals. She is a member of the Coachingnetz Wissenschaft e.V. Her group coaching workshops inspire, motivate and empower the participants in order to improve their self-efficacy regarding upcoming work situations and projects.

2.2. Exploring Job-Opportunities on the Non-Academic Job Market

Dr. Matthias Schwarzkopf - – trainer & coach for scientists

The German labour market offers vast opportunities of different jobs. Nobody is able to even know all of them. Scientists tend to look only for a very limited number of jobs, because they do not know how to find more opportunities. In this workshop you will learn how to broaden your search and to find more jobs that fit your competencies and interests.

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2.3. Marketing Yourself

Barbara Hoffbauer – KEPOS GmbH

Young scientists are focused on scientific issues. They learn how to present results, how to promote topics and how to gain attention regarding future results. But they stop talking in the very moment they should present themselves. Their belief system does not allow self-marketing and they lack positive role models.

When they meet people from outside academia who do not understand the codes of academic research, they encounter misunderstandings and underestimation, because they are not used to talk about their capabilities and potential. For this reason, they often receive rejections when they apply for jobs outside academia.

To improve self-marketing it is necessary to understand the other side and to learn something about other peoples' expectations. The workshop explains how visibility can be increased by showing real-life examples.

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Workshop [Session 3]

3.1. DFG Programmes for Early Career Researchers

Dr. Katja Fettelschoß – DFG

Prof. Dr. Reinhard Jahn – MPG

Creative and intelligent minds are the key to successful science and research. That is why the Deutsche Forschungsgemeinschaft (DFG, German Research Foundation) puts a special focus on promoting young researchers. We are committed to helping young talents pursue cutting-edge investigations in top-level settings and become independent early on in their career.

Flexible individual funding and customized excellence programmes give young researchers the opportunity to advance their career and undertake projects in all branches of science and the humanities. This workshop will address the different opportunities for young researchers, e.g. the research fellowship for doing research abroad, the temporary position for being a principle investigator in a research project in Germany and the funding schemes Emmy Noether and Heisenberg, aimed at outstanding researchers.

3.2. Science Management as Career Option

**Dr. Katrin Wodzicki - Georg August University Goettingen -GGNB
Career Service Unit**

Dr. Christiane Haupt - MPG

Some junior scientists wonder already about science management as a career option. Others have not thought about it at all. Both groups mostly have no clear idea about working in science management, related requirements and long-term career opportunities in this field. These topics will be addressed in this workshop.

After the workshop, participants will know about

- organizations and positions available in the science management field,
- core skills and experiences expected from science managers,
- their own skills and experience in relation to those expected, and

whether and how to further elaborate this career path.

3.3. Skills acquired during PhD and Postdoc

People in science typically focus on academic qualification and specific expertise within their particular field of research. Those expert skills are easy to prove by showing certificates, credentials and the individual publication list. However, expert skills and certificates do not equal career success - although, when applying for a job or a new position inside or outside of academia, they are a required necessity.

However, methodological, social and personal skills are having a bigger impact on performance and therefore affect your career success much more. Employers are strongly interested in the individual traits that a job candidate has acquired throughout education and work experience. Successfully performing scientific projects is a significant source of a broad variety of skills. Obviously, it is crucial to have an awareness of your specific approaches and strategies used during your doctoral period and/or your postdoc phase:

- How you reach your goals, solve problems and finish your tasks.
How you stay on track and on schedule.
- How you build relationships and how you support collaborations.
How you are communicating with others.
- How you conduct yourself in general and how you deal with yourself under difficult conditions and challenges.

Analyzing and reflecting on these traits allows you to compile your individual skill profile that can effectively be used in order to boost self-promotion and visibility in your own network.

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