

# Workshop Descriptions – Career Steps for Postdocs,

## June 6, Frankfurt am Main

### 1<sup>st</sup> Parallel Workshops – 10:30-12:00 –

#### **How to become a Professor at German Universities**

PD Dr. rer. nat. Amir Madany Mamlouk, Institute for Neuro- and Bioinformatics, University of Lübeck

The Postdoctoral qualification phase to attain “eligibility for a professorship” in Germany might differ considerably, depending on your research focus. But in almost all cases, you have to go through a complex and time-demanding appointment process (so-called "Berufungsverfahren") to achieve the career goal of any junior scientist: Becoming a professor and leading your own lab. In order to be successful in this process, scientific excellence paves the way, but there is way more to think about: Your application documents must be excellent and, above all, comprehensive. Furthermore, you have to convince the committee in a public lecture on your science - and more often also demonstrate your teaching skills in a second talk. Last but (surely) not least you have to demonstrate a lot of negotiation skills, when it comes to salary and equipment of your future lab.

**Amir Madany Mamlouk** studied mathematics and computer science at Humboldt University Berlin and the University of Lübeck. He was Research Fellow at the California Institute of Technology, Pasadena, CA, USA and worked at the Fraunhofer Research Institute for Marine Biotechnology (EMB) and at the Institute for Experimental Dermatology (LIED) at UKSH, Campus Lübeck. In 2009, he accepted a Junior-Professorship for Machine Learning in Medicine and Life Science at Lübeck University. Since 2015, he is Privatdozent (lecturer) at the Institute for Neuro- and Bioinformatics at Lübeck University.

In addition to scientific lectures, he has been teaching students, graduate students, and lecturers on science communication and presentation techniques at various universities for more than 10 years now. He has received several awards for excellent and innovative science and teaching approaches.

#### **How to become an editor of a scientific magazine**

Dr. Irem Bayindir-Buchhalter; Editor, Advanced journal family, Wiley-VCH

With only a small portion of all PhD holders landing a permanent staff position at a university, career options outside academia have become more appealing. Science editing and communication as an alternative career path to working at the bench entails a variety of ways to transfer scientific knowledge to other scientists as well as public. At the core of working as a scientific editor at a publisher is evaluating scientific papers, handling the peer review process, editing manuscripts post-acceptance and communicating this knowledge to the public.

This workshop will give a detailed overview of the editorial process and the daily tasks of peer-review editors. At the end of the workshop, participants will know the pros and cons of working as an editor as well as the skills they need to become an editor.

**Irem Bayindir-Buchhalter**, Associate Editor for the Advanced family of journals, studied Molecular Biology and Genetics at Middle East Technical University, Ankara. She focused on the hematopoietic differentiation of embryonic stem cells, during her MSc at Heidelberg University and the German Cancer Research Center (DKFZ). She obtained her PhD working on adipose tissue plasticity and metabolic homeostasis at the same institute. Her critical approach to research and strong interest in continuous learning led Irem to apply for a position in scientific editing at Wiley-VCH. She is based in Weinheim working as a peer review editor for Advanced Materials, Advanced Functional Materials, Advanced Healthcare Materials and Molecular Nutrition and Food Research since 2016.

## Which career suits me?

[Dr. Sabine English; Trainer, Coach and Research Coordinator Max Planck Society](#)

The first important step in developing a suitable career, which is balancing work and the ideas of life, is the awareness of the individual characteristics and work values. The workshop shall raise the sensitivity of the participants to their conceptions of life and will lead them to their skills and competencies. The participants will learn how to increase their awareness to their capabilities and thus suitable career options. The workshop is focusing on visionary work and self-reflection to get in contact with the long-term goals. This will be instructive and provide adequate tools for decisions finding and self-management to enable to develop a reliant self-concept.

**Sabine English** was educated in natural sciences. After her PhD she gained experience in different positions in science management and communication in several research organisations. For the MPS she was building up the infrastructure of a newly founded institute and thus is familiar with the structures. She is trained in mediation and systemic coaching and change management. Her background combines the experience in different research related working environments with the knowledge of appropriate coaching skills.

## Finding the right stories to tell to present yourself as a thought leader

[Rhea Wessel; American freelance writer and story consultant](#)

Thought leaders are those people who are seen as an authority in their niche subject because they can tell a good story in writing and simplify the complex. In this session, we will define thought leadership, and you will be asked to articulate which ideas you want to be known for inside and outside your organization. From there, we will brainstorm story ideas that will help you find new ways to express your ideas and make them accessible to a general audience. You will generate a list of ideas for stories and blogs that highlight your expertise and can be posted on your website, your organization's page or shared via social media. The focus of the workshop is on the story-finding process using the journalistic approach.

**Rhea Wessel** is an American freelance writer based in Frankfurt, Germany. She writes magazine articles and strategic materials for corporate clients, helping them formulate their ideas and present them to readers in the right tone, style and structure. Rhea has more than 25 years of experience in daily, deadline writing for publications such as The New York Times and The Wall Street Journal. One of her features appeared in the Best of Newspaper Writing 1999. She is a graduate of Columbia University, fluent in German, and a native speaker of English.

[www.rheawessel.com](http://www.rheawessel.com)

## 2nd Parallel Workshops – 13:00-14.30

### Planning an international career in Research

Prof. Leonie Ringrose, Dr. Marc Rehmsmeier

In this workshop, you will have the opportunity to explore the benefits and challenges of an international career in research. Why is it good to move? What difficulties does it bring? When is the best time for you personally to move? How do granting bodies and employers rate different institutions?

Finally, once you arrive in your dream job, how do you adapt the demands of starting over again in a new culture and a new country?

This is an interactive workshop in which you will share experiences on the diverse challenges of an international career and will have the opportunity to develop your own specific pathway.

**Marc Rehmsmeier** and **Leonie Ringrose** have over 20 years of professional experience in training additional skills at all levels from undergraduate to group leader level. Clients include the DKFZ Heidelberg, FMI Basel, Vienna Biocentre and Institut Curie, Paris.

The trainers are both life scientists. Leonie Ringrose is British and a professor in Epigenetics at Humboldt University of Berlin. Marc Rehmsmeier is German, a former professor in Computational Biology at University of Bergen, Norway, and is currently a research scientist at the Humboldt University of Berlin. They have worked in five different countries (UK, Norway, Austria, France and Germany). They also have broad international experience as evaluators on interview committees and grant panels, including the Academy of Finland and ERC starting grant panels.

### How to start your own lab

PD Dr. Daniel Mertens, Biochemist, German Cancer ResearchCenter (DKFZ) and University Ulm

Independence is what most scientists aspire to after years of training and working for other people. But the practical challenges of achieving independence in a scientific research setting are difficult. First, you have to secure a position, lab space, and sufficient funds to buy equipment and hire people, during a time of constricted budgets and increased competition. And once the first round of resources is in hand, you have to be skillfully employed in a

coherent scientific effort even as you seek another round of resources. The effort requires a mix of scientific, technical, project management, and interpersonal skills. More intangibly, the path to independence requires flexibility, persistence, and self-confidence. However, not everyone aspires to scientific independence. One prerequisite to independence is an academic position that provides the space, freedom, and employment stability necessary to engage in independent research and to build a research team. But this is only the beginning. Although academic positions generally come with start-up packages, setting up a lab from scratch is expensive and it's soon necessary to go hunting for more funding.

“As scientists we focus on the results, as trainers we focus on the process.” The rich experience of the facilitators Priv.-Doz. Dr. ès.sc. Alexander Schiller and **Priv.-Doz. Dr. rer. nat. Daniel Mertens** as researchers and group leaders enables them to focus on the real needs of scientists, using examples from everyday life in the laboratory and the clinic. From the courses given so far, graduate students, postdocs, clinicians, junior group leaders, lecturers, professors, and directors feedback that they can directly apply in everyday life what they learned in the trainings. More information at [www.scientistsneedmore.de](http://www.scientistsneedmore.de).

## **From Science to Business – How to start your own company**

Astrid Giegold & Dr. Dieter Treichel, Max Planck Innovation GmbH

Many early career researchers come to a point where they discover that the results of their work could have a high application potential, could be patented, and even result in a commercially successful product. Usually, they face the problem that the projects stop at this stage since the further commercial development is not part of their career in academia or industry. But there is a solution: Why not starting an own business?

The workshop will give insights into the process how to create a science based spin-off company and will inform about grant programs supporting early development projects during the often necessary validation phase. In addition, successful entrepreneurs will give first-hand information how they initiated their business idea and transferred their research into a start-up project.

**Astrid Giegold** and **Dr. Dieter Treichel** are Start-up & Portfolio Manager at Max Planck Innovation.

Max Planck Innovation (MI) advises and supports scientists of the Max Planck Society in evaluating inventions and filing patent applications. MI markets patents and technologies to industry and coach founders of new companies based on research results from Max Planck Institutes.

Together with the scientists MI explores the scientific and economic feasibility of the concept and discuss possible modifications if useful. Moreover MI supports in developing a business concept and the detailed business and finance planning as sparring partner. Apart from providing data on markets and competition, MI also provide valuable support in the fundraising process and to find experienced management.

## **From Work-Life/Career-Family Balance to Patchworking Life: 9 principles to get it all under one roof**

Prof. Dr. Daniela Elsner; Coaching mit CARE

This workshop critically examines the current model of work-life-balance/ family-career balance as discussed in many bestselling “how-to-books”. A new model for achieving more satisfaction and control in matters of combining our private and professional lives, called “Patchworking Life” is being introduced.

Participants will rethink their current view of how how commitments in professional and private life can be integrated and understand that constant stress over mastering the balance of work and life limits us in our capabilities. Participants will reflect on their individual preference of work-life balance and realize that a balanced life is a very individual perception, which starts with self-responsibility. Participants will learn about a new model for work-life design and its underlying principles to achieve more satisfaction with one’s (working)-life.

**Daniela Elsner** is professor of TEFL/ TESOL pedagogy at Goethe University Frankfurt Main. She is an expert in understanding how people learn and develop, and which impact language, words and communication have within this process. As a qualified systemic and solution-oriented Business & Life Coach she takes individuals, teams and companies to new levels of awareness, discernment and performance. As a successful scientist, author of several books and journal articles, female executive, owner of her own coaching business, and mother of 2+1 kids, she is an expert in maintaining the work-life/ work-family balance, a model which, however, she is currently working on to be replaced.

### **3rd Parallel Workshops - 15:30 -17:00**

## **Training for Job Applications and Interviews for international career in Research**

*Prof. Leonie Ringrose, Dr. Marc Rehmsmeier*

Your next career step is coming up, and you have decided it is time to move. In this workshop, we will explore the process of applying and interviewing for jobs on the international job market. How do you go about the process of finding and evaluating different places of work on the international level? How do different types of institution evaluate applications? Who are your competitors? How important is it that you speak the local language? Once you are invited for interview, what can you expect?

This is an interactive workshop in which you will share experiences on the challenges of the international job market and will have the opportunity to develop your own personal strategy.

**Marc Rehmsmeier** and **Leonie Ringrose** have over 20 years of professional experience in training additional skills at all levels from undergraduate to group leader level. Clients include the DKFZ Heidelberg, FMI Basel, Vienna Biocentre and Institut Curie, Paris.

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## **Fund your research: How to get your piece of the pie**

*Tobias Klose, Max-Planck-Society*

This workshop offers a birds-eye view on good project design and the backbone of every grant application, dives into styles of writing and shows why scientific storytelling is key.

"People who know the facts usually can't write and folks who write typically don't know the facts." No matter if you are in search for venture capital, plan a social project, or as a scientist want to boost your research output – this quote could easily apply to all sorts of professionals that know the facts, but at times have trouble writing and selling their ideas.

The workshop offers a birds-eye view on basic elements almost every grant application consists of, and gives insights on project design, needless mistakes, and storytelling. As grant proposals have a different purpose and aim at a different target group than a scientific paper addressed at peers, the intention is to pass on a toolbox, so your next proposal stands a good chance of getting a positive review.

Holding a degree in Performing Arts, Media and Cultural Management, in his career Tobias Klose has ever since been passionate about project storytelling. He has worked in PR, as International Relations Manager at Filmakademie Baden-Württemberg he ramped up a career platform for young professionals working in the visual effects and animation film industry, before joining the Outreach team as Project Manager at the University of Witten/Herdecke, a pioneer among Germany's private higher education institutions. Since 2013, he is consultant in the Development unit at Max Planck Society headquarters in Munich, closely working with Max Planck Institutes on funding, and consulting on strategic project design for grant applications targeted at foundations.

## **Finding Job Opportunities on the non-Academic Job Market**

*Yvonne Brockhaus, M.A. HR Interim Manager - Trainer – Career coach*

Are you a scientist interested in making a career switch into the industry? Let me get you ready to translate your skills into business language! As an experienced Hiring Manager I offer you a glimpse behind the company scenes to optimize your jobhunt. You will learn the common pitfalls when applying as an academic in a private enterprise. Do you want to be prepared for the 40 seconds rule of the Human Resources department, ace your job interview using the STAR(E)-method and successfully negotiate your salary? We will discuss the opportunities of the DACH-labour market for Academics, and how to best apply using the

3 contacts technique. Last but not least you will get to know the relevant players and helpdesks for your jobsearch as well as how to locate possible employers and contact them via Xing or LinkedIn. So if you would like to know what your options besides the academic world could be - sign up!

**Yvonne Brockhaus** is an internationally active business coach with a background as Human Resources Manager and Headhunter. As a career coach she has helped hundreds of mostly Academic jobseekers to make a career switch and find a job. Since her husband is a scientist, she can bridge the gap between university and business work environments: Yvonne provides training both for companies (CEOs and Heads of HR) and Academia (University Students, PhDs, Post-Grads, Post-Docs, Junior and Tenured Professors). Yvonne has lived in the USA, Western Europe, South Africa and Latin America. During her almost 10 years working abroad she built her worldwide company network both in Academia and Industry. Currently living in the Stuttgart area, her contacts span the DACH region and beyond. More info: [www.yvonne-brockhaus.com](http://www.yvonne-brockhaus.com)

## Career in science management - Panel Discussion

[Prof. Michael Hölscher, ZWM – Zentrum für Wissenschaftsmanagement, Speyer](#)

Science management is a growing professional field in universities and research institutions. In addition to organizational skills, one needs an understanding of the needs of science. How do you become a science manager? Which skills should you bring with you? What career options in this field? Experts report on their personal science management career and about opportunities on the German market.

Prof Michale Hölscher is discussing the requirements of the career track in science management with experts from science management.

**Prof. Dr. Michael Hölscher** studied sociology and cultural studies in Bremen and Leipzig and received his doctorate in 2005 at the Freie Universität of Berlin. After a year at the Institut für Hochschulforschung (HoF Wittenberg), from 2006 to 2008 he was postdoctoral fellow at the University of Oxford. For six years, he worked as a research assistant at the Institute of Sociology of the University of Heidelberg. From 2013 to 2015, he represented the Chair of Empirical Social Research at Chemnitz University of Technology before assuming the role of Chair of University and Science Management at Speyer University in 2015. His research interests are primarily in the fields of higher education and science systems, innovation, creative city, economic culture, globalization & culture and comparative methods.