

## Workshop Descriptions – Career Steps for Postdocs,

Oct 28, Friedrich-Schiller-Universität, Jena

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

#### **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)

#### **How to write a winning proposal**

Dr. Babette Regierer, Dr. Susanne Hollmann - SB Science Management UG, Berlin

The workshop “Proposal Writing” takes a practical approach to teaching researchers in the life sciences how to apply for third-party funding. Through examples and relevant exercises as well as class discussions, participants learn how to develop a funding idea by matching it to the goals of a targeted funding program. Group exercises help not only to structure proposals that comply with funding agency requirements but also to write proposals that reflect the reading behaviour of reviewers. The participants learn how to view proposal writing as a competition in a marketplace of research ideas and as an instrument for career advancement, develop and sell a research idea by matching it to the goals of the targeted funding body, convince reviewers of the relevance and importance of the research idea,

understand reviewers' reading behavior, and comply with formalities and manage timelines and deadlines.

**Susanne Hollmann** advises academic institutions and companies in their funding strategies and in the management of large-scale research consortia, and is also instructor for training courses on proposal writing, project management and career development. As a professional grant writer, Susanne has successfully acquired more than 85 Mio € funding for her customers, and is also reviewer for the European Commission. She initiated the foundation of SB Science Management and now works as CEO in the company since 2014.

**Babette Regierer** is a consultant for research grant proposals and professional grant writer with 100 Mio € of funding acquired over the last 20 years. Babette advises academic institutions and companies in the advancement of their research profile and supports the creation of exploitation plans for research projects. Since 2012 she also trains young researchers in proposal writing and project management. Together with Susanne she is Co-Founder of the company SB Science Management located in Berlin.

## **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.

# Warum sollen wir uns bei der Besetzung der Stelle für Sie entscheiden? - Ein Kurzprofil, das den Unterschied macht

*Workshop in deutscher Sprache (nur 8 Teilnehmer pro Workshop)*

Jessica Sollman, ÜAG gGmbH

Forscher\*innen aus dem akademischen Umfeld haben neben der fachspezifischen Differenzierung häufig ein ähnliches Profil – Dokortitel, internationale Konferenzen und Publikationsliste sind Punkte, die Bewerber vergleichbar machen und den Blick auf Quantitäten legt. Bei der Besetzungsentscheidung zählen letztlich aber nicht die Gemeinsamkeiten und Zahlen, sondern die qualitativen Unterschiede.

Der Workshop versteht sich als Think-Tank für die persönliche Entwicklung eines individuellen Forschungsprofils. In der Interaktion der Teilnehmer\*innen und die Auseinandersetzung mit den einzelnen, aktuellen CV werden die bestehenden Unterschiede zwischen den MPI-Mitarbeitern herausgearbeitet. **BITTE CV MITBRINGEN!!**

**Jessica Sollmann** ist Coach und Trainerin im Bereich Dienstleistung der ÜAG gGmbH Jena mit dem Schwerpunkt Karriere- und Bewerbungsberatung für Akademiker und internationale Fachkräfte. Sie ist M.A. Soziologie/Philosophie mit Spezialisierung in Personal, Personal- und Organisationsentwicklung.

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

### Job Applications: Do's and Don'ts for Jobs in Academia and Industry

Dr. Mathias Schwarzkopf, Trainer, Coach; [www.karriereberatung-akademiker.de](http://www.karriereberatung-akademiker.de)

Written applications for jobs in German industry are extremely different to applications in academia. We will talk about the main differences and the average structure of written applications. At the same time they have something in common: You need to explain why you fit the offered position – you need to show relevant skills, knowledge and competencies. In this workshop you will get some ideas how to be aware of your skills and how to explain them in your application.

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

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## How to fund your research in Germany

Chair: [Dr. Karin Groten](#); Max Planck Institute (MPI) for Chemical Ecology

If you want to stay in academia after your PhD, a postdoctoral fellowship or even funding for your own project or group are great ways to further develop as a researcher, accumulate more publications, and work with other world class researchers. Getting your own funding also boosts your chances when you apply for a professorship. Where can I get research funding in Germany? Who gives research grants and what do I have to consider? Experts from DFG, Max-Planck-Gesellschaft and VW Stiftung present different German funding opportunities.

**Dr. Karin Groten** is Research Coordinator of the MPI for Chemical Ecology in Jena and head of the scientific services (press office, library, International Max Planck Research School). Before this, she was Research Coordinator at the MPI for the Science of Human History and for many years she coordinated the International Max Planck Research School at the MPI for Chemical Ecology. After obtaining her PhD in Biology she worked for Project Management Jülich (PTJ) and the Federal Ministry of Education and Research (BMBF) and she did a postdoc within the frame of an EU-funded training network in the UK.

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

[Dr. Oliver Pänke](#), Gründerzentrum Friedrich-Schiller-Universität Jena

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.

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

## **Faculty Recruitment: What do we learn from appointment procedures for planning an academic career?**

Dr. Mathias Schwarzkopf, Trainer, Coach; [www.karriereberatung-akademiker.de](http://www.karriereberatung-akademiker.de)

Faculty recruitments of professors in German universities are done in a very specific way. In this workshop you will get an idea how selection committees work and what criteria they use to evaluate applications. How do they rank publications, funding, teaching and other factors? Based on these procedures we discuss the relevant factors to develop your career in academia and how to prioritize them.

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## **Fund your international research stay**

Chair: Dr. Christiane Haupt, Max Planck Society

As a postdoc, an international research stay is almost obligatory if you want to pursue a career in academia. If you have done your doctorate and your previous postdoc in Germany so far, it might be time for a change. What are the funding options for research abroad, whether it may be just a couple of months or a couple of years?

Experts from Alexander von Humboldt Foundation, DFG, DAAD and KoWi present different German and EU funding opportunities for research outside Germany.

## **Careers in Science Management – Panel Discussion**

Chair: Dr. Hanna Kauhaus, Graduate Academy, Friedrich Schiller University

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 are career

options in this field? Experts report on their personal science management career and about opportunities on the German market.

Dr. Hanna Kauhaus is discussing the requirements of the career track in science management with other experts from different fields of science management. These are Dr. Katja Daube, Executive Assistant to the president of Friedrich Schiller University; Dr. Karin Groten, Research Coordinator at the MPI for Chemical Ecology; and Dr. Selahattin Danisman, Programme Coordinator at Volkswagen Foundation.

**Dr. Hanna Kauhaus** is Administrative Director of the Graduate Academy at Friedrich Schiller University. She studied Protestant Theology and Educational Sciences in Rostock, Berlin and Jena and received her doctorate in 2010. Parallel to her own research, she has worked in Student advisory Services and coordinated a doctoral programme, before she started her present position at the Graduate Academy.

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