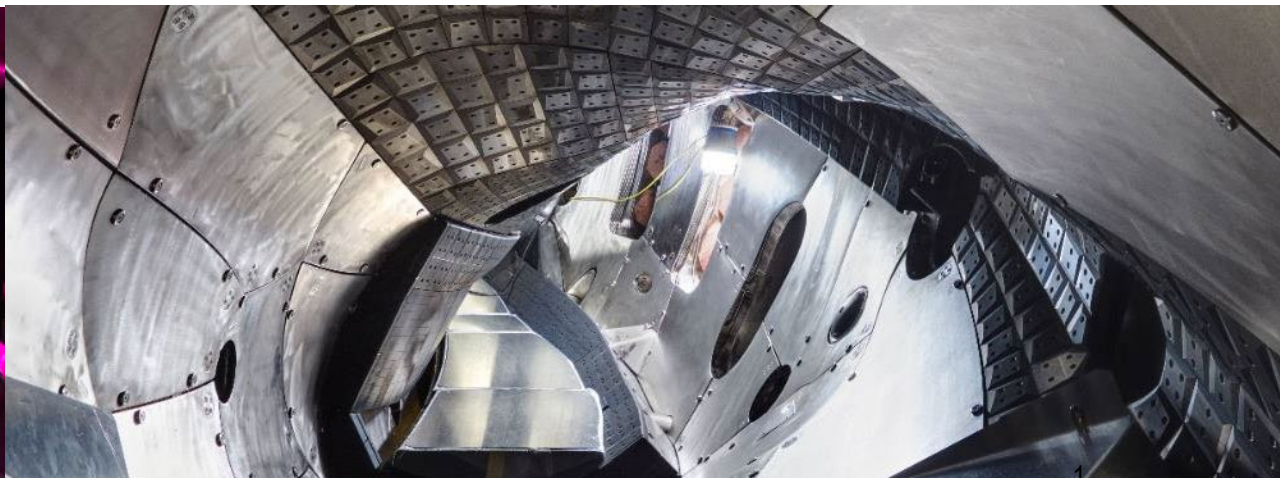
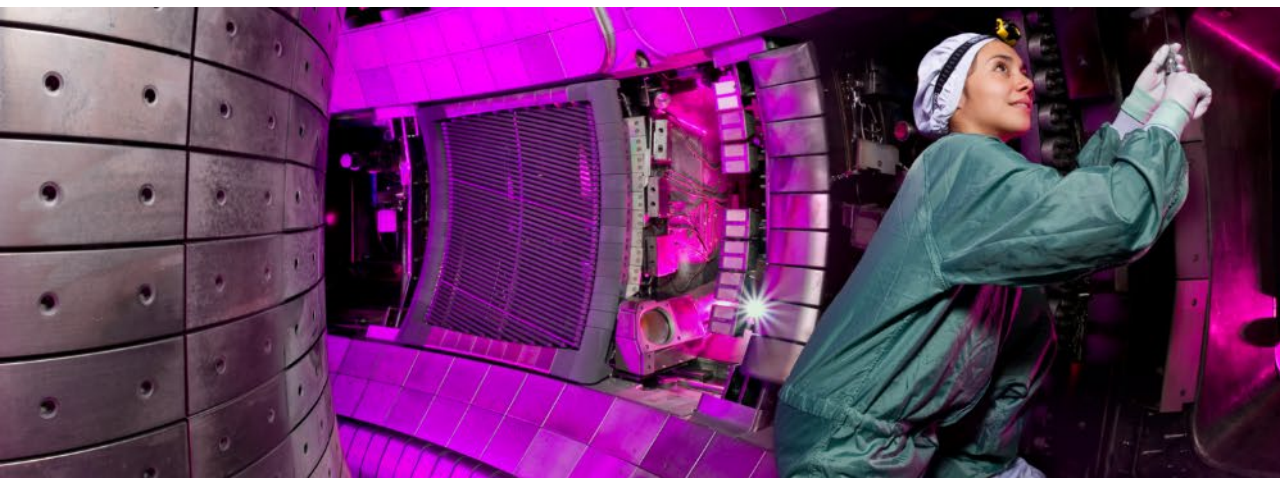


Career Center for PostDocs at IPP

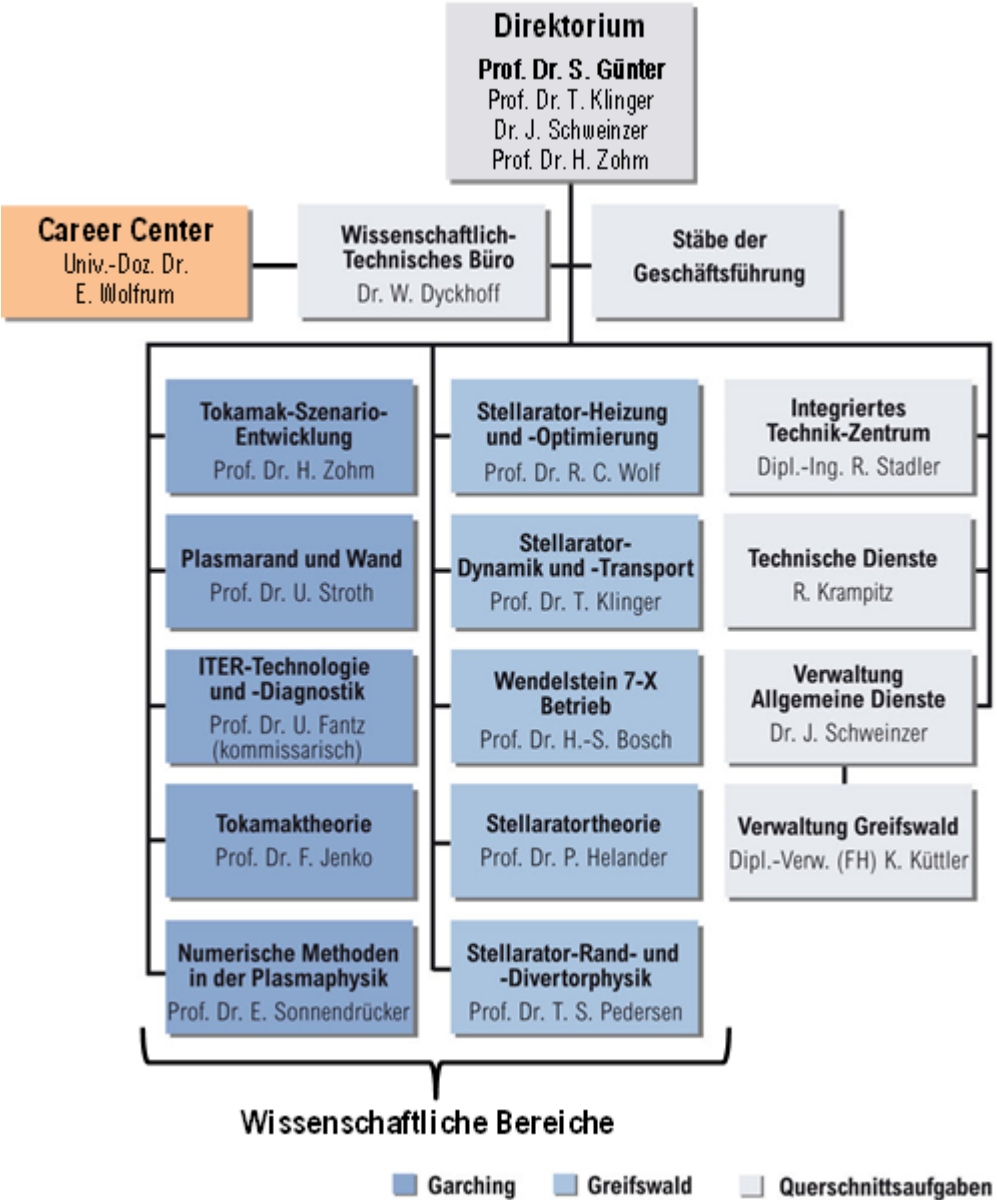
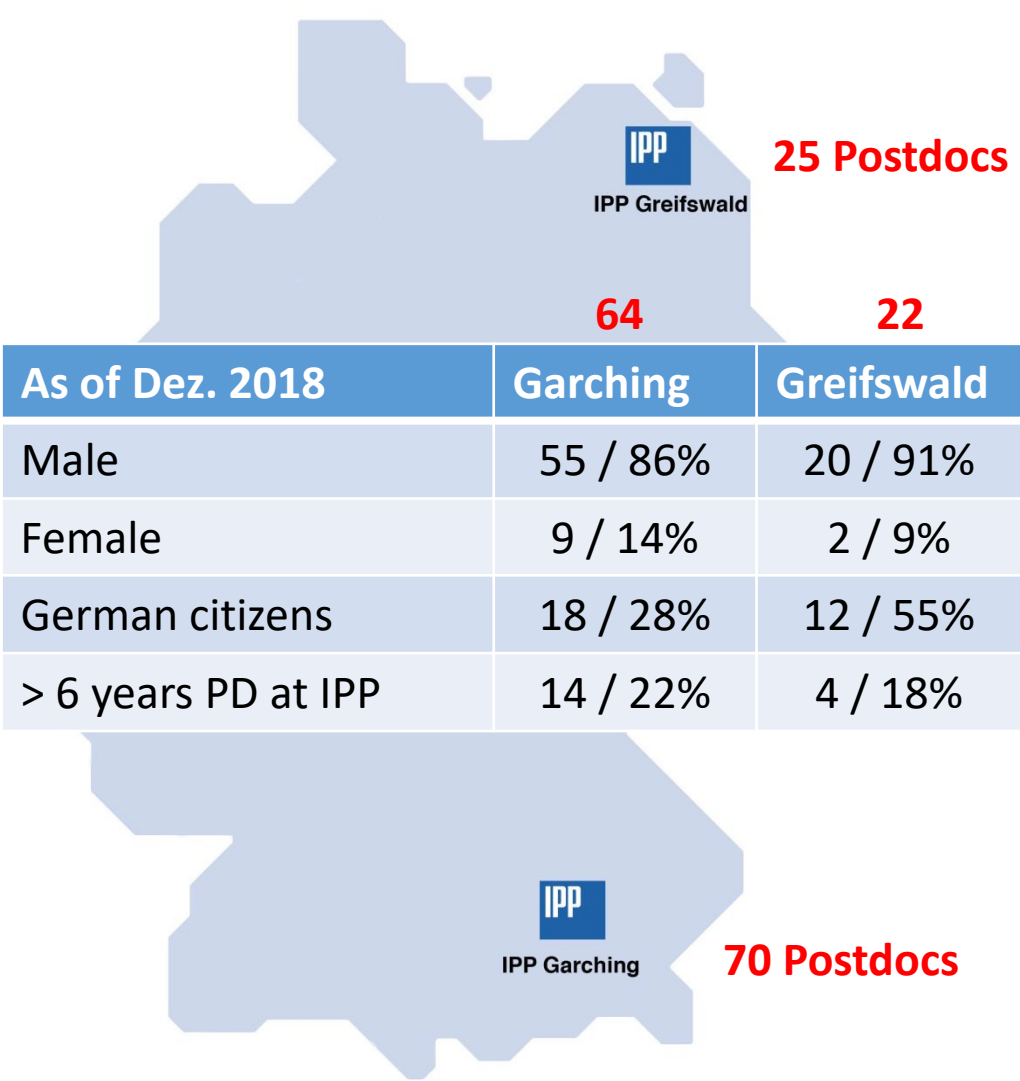
E. Wolfrum, A. Kleiber, P. Kurz

HELMHOLTZ
SPITZENFORSCHUNG FÜR
GROSSE HERAUSFORDERUNGEN





The CC will be integrated under the Scientific Director.



Core competency of IPP: scientific research

Postdocs receive excellent training in scientific research

- Participation at international conferences
- Support for publication of their results



- invited talks
- successful applications for prestigious positions financed by European body (EUROfusion fellows)
- successful application as HGF junior group leader

Why a Career Center?

HGF postdoc guide lines + survey among postdocs at IPP

Advantages for postdocs:

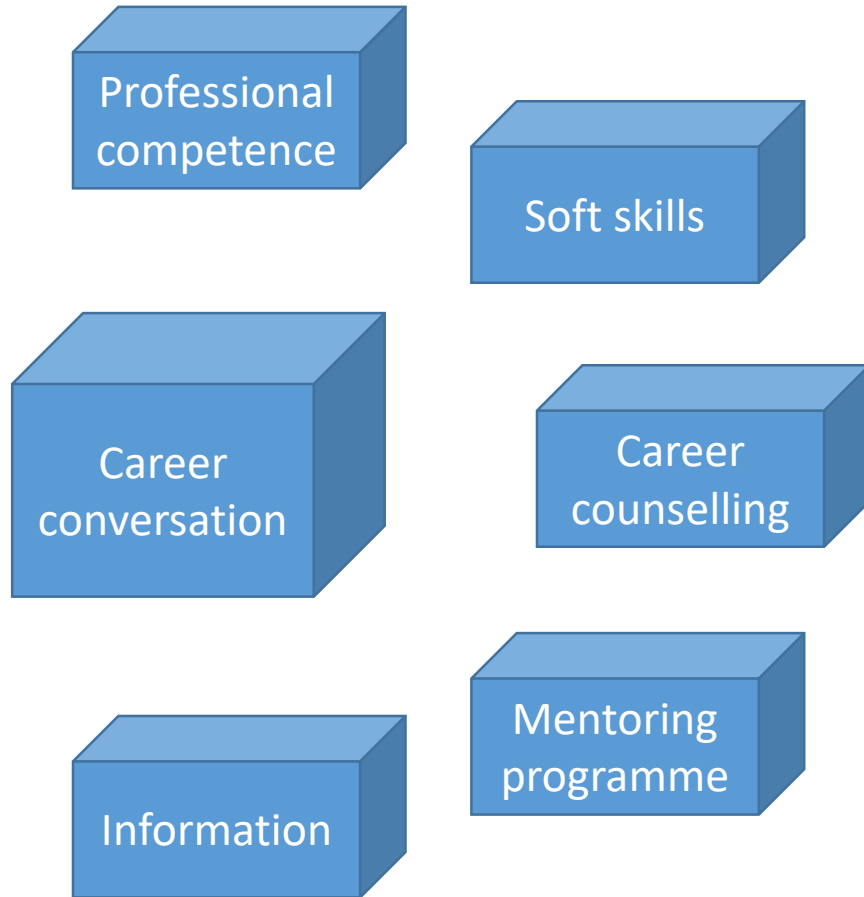
- Career counselling, professional development tailored to individuals, information customised for PDs

Advantages for IPP:

- more attractive for excellent young scientists
- contribution to talentmanagement

- **Young scientists should be provided with optimal qualification for their careers, both within and outside science.**
 - Give postdocs orientation, how to shape their scientific career
 - Give postdocs the opportunity to gain important competencies to further their career
 - Support senior management and supervisors of postdocs at IPP in their advisory capacity
 - Give postdocs differentiated feedback to their strengths and their personal development needs with respect to their career

The concept consists of 6 elements



- **Systematic career conversations**
- **Courses to broaden the PD's professional competence and methodical expertise**
- **Soft skills: Courses to improve the PD's self-perception and self-presentation**
- **Career counselling**
- **Mentoring programme**
- **Optimised information**



Up to now different in each department, inconsistent treatment

- **Guideline for supervisors**
 - **Guideline for postdocs**
- } developed in cooperation with M. Knott (HR)
- **Instruction of supervisors** will be carried out by M. Knott in form of mini workshops
 - **Department head takes decision about who leads the conversation with the PD:**
 - group leader or PD supervisor or department head

Prepare for a career conversation (for the Postdoc)

... look back on the past

Where have you been and what feedback have you received?

... reflect on the present

Where are you today and what skills, knowledge and abilities do you possess?

... think about your future

Where do you want to go/grow professionally?

Three steps to complete a formal Career Conversation



- **Good scientific practice – online training**
- **PhD supervisor training for all who supervise PhDs**



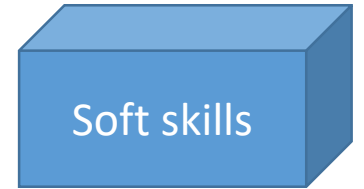
- **Course portfolio, in cooperation with HGF, MPG, TUM, Uni Greifswald**

Examples:

- Scientific presenting
 - Project management
 - Python programming
 - Leadership competence for scientists
 - Start-up advice
 -
- **Range of courses can be adapted if requested by our postdocs**

Improvement of the PD's self-perception and self-presentation

- Interview training
- CV advice
- Strategic application for jobs outside academia
-



in cooperation with HGF, MPG, TUM, Uni Greifswald

- **Standard elements of career coaching**
 - personality analysis
 - 180-degree-feedback

External provider

Training as career advisors (A. Kleiber and E. Wolfrum)

„Lehrgang zum/zur KarriereberaterIn“ in Zentrum für Wissenschaftsmanagement e.V. Speyer, in 2020

4 modules:

- Basics of career counselling for postdocs
- Basics of individual counselling and coaching
- Set of methods for career counselling for graduates
- Transfer- and development planning

Mentoring programme

at first only within IPP

in later stage: extension to neighbouring institutes, alumni, HGF

each mentoring cycle lasts one year



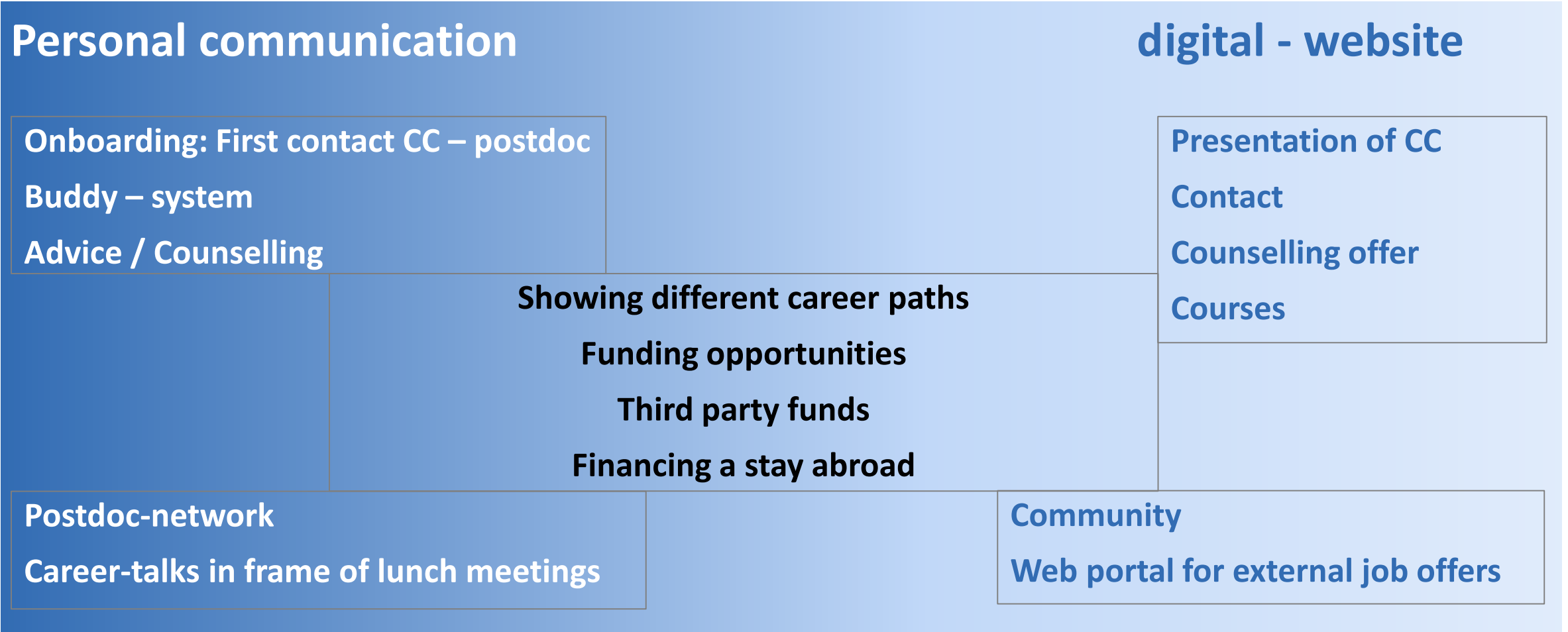
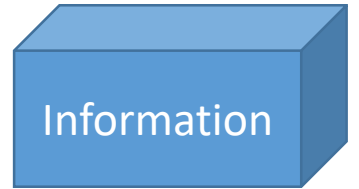
Advantages for the mentor:

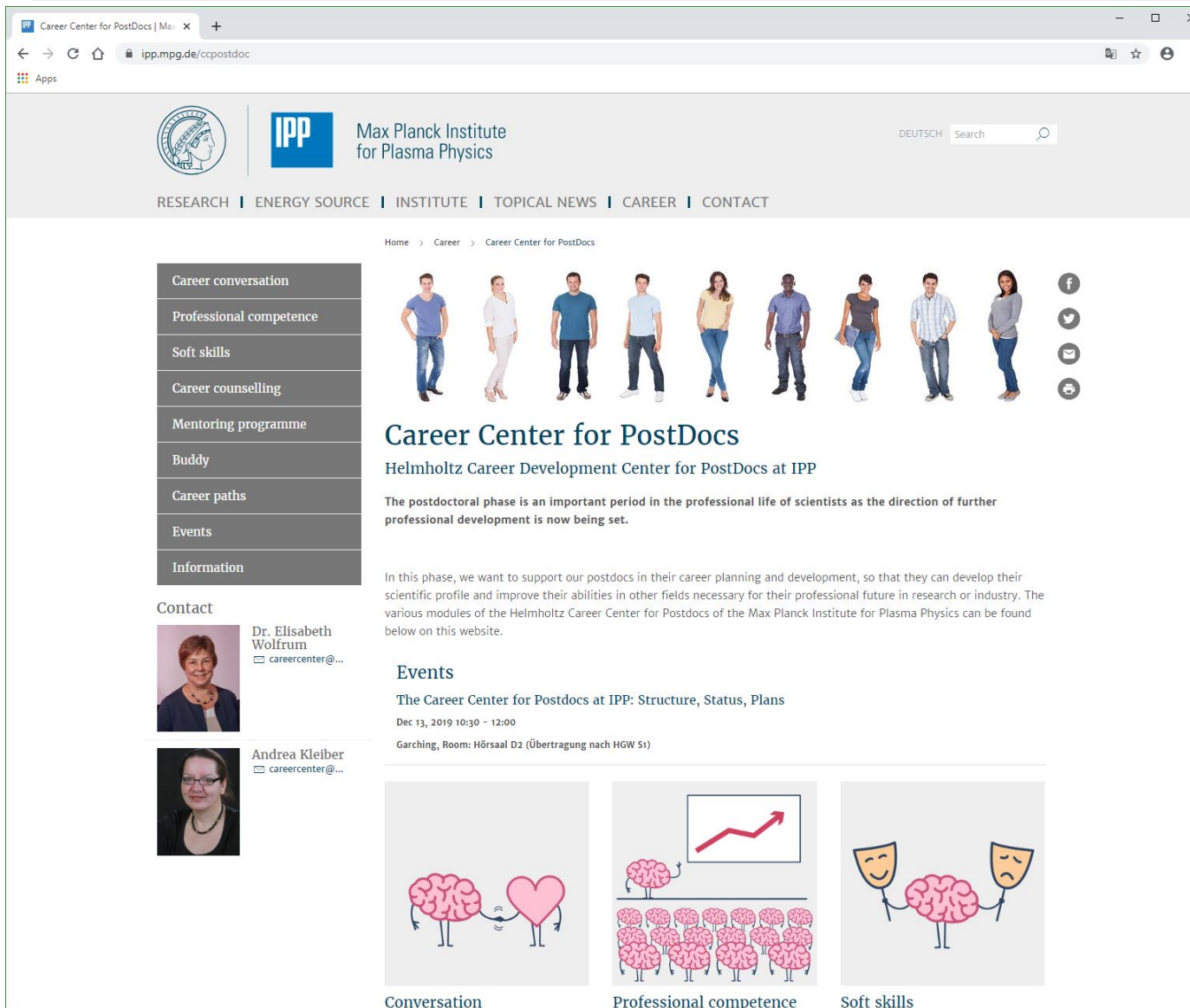
- reflects own leadership behaviour
- gets to know new ideas and perspectives (change of generation)
- extends own network

Advantages for mentee:

- profits from networks
- development of own network
- gets to know the corporate culture
- sees new options for action
- learns about career perspectives

Mentoring promotes innovation and cooperation.

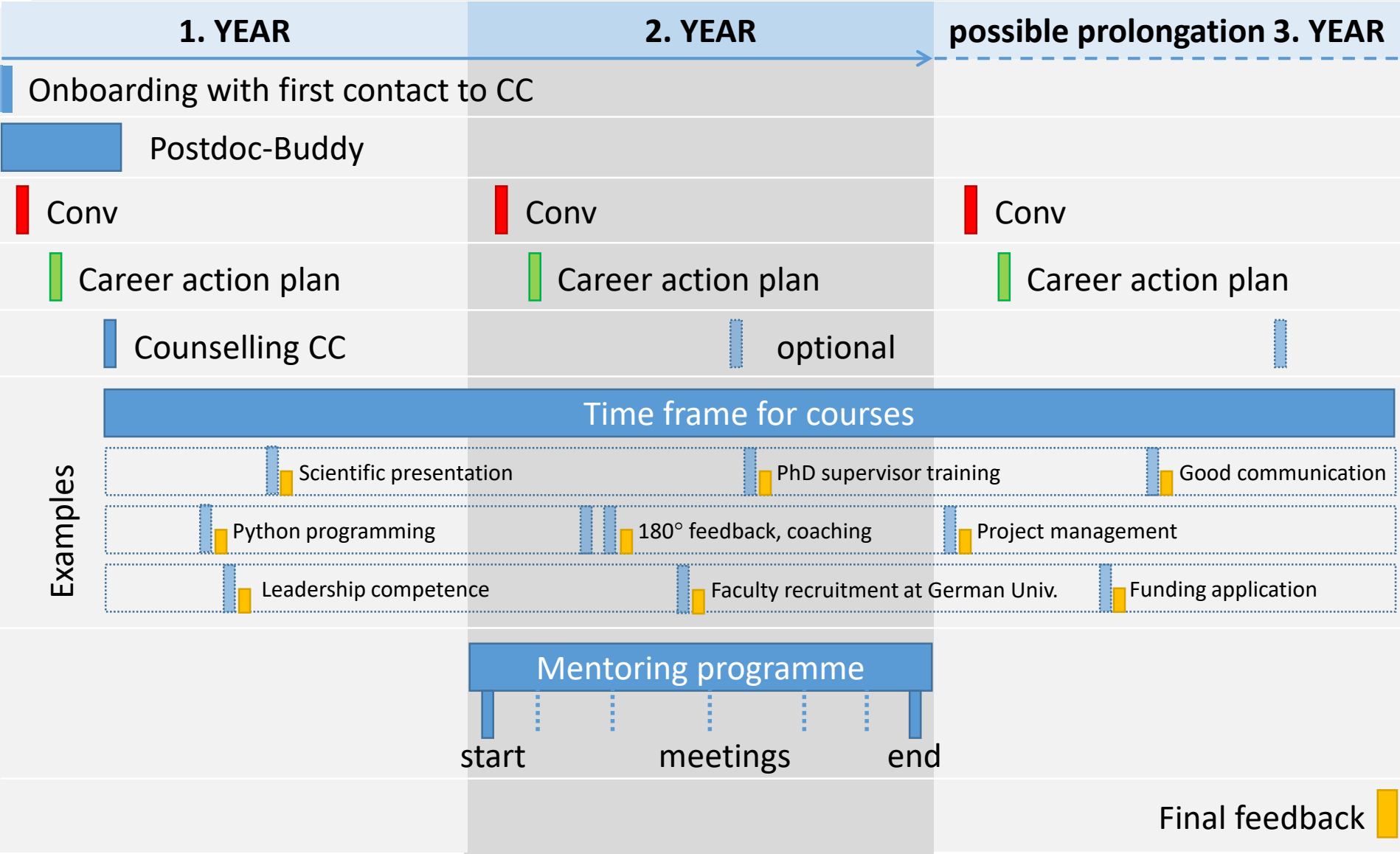




- Public website in IPP design
- Also visible for potential postdoc applicants
- Early release of website:
 - some content is still missing
 - the courses in 'professional competence' are those of last year's catalogue
- Additional ideas are welcome
- Please send comments and suggestions to us:

careercenter@ipp.mpg.de

Phases of the Career Center during a postdoc period



[Red bar] Conv: Career conversation
 [Yellow bar] Feedback
 [Green bar] Career action plan }
 Will be used to evaluate the CC

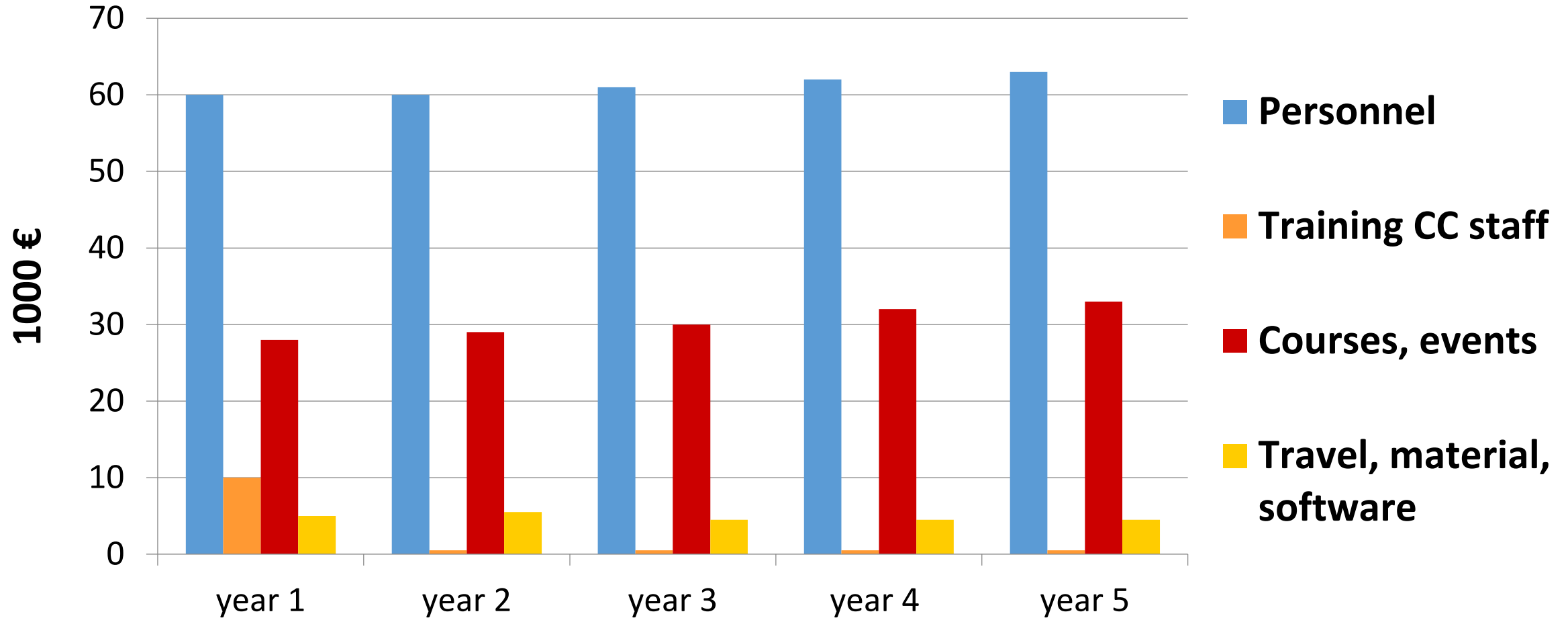
- **E. Wolfrum** – Physicist, represents CC both internally and externally, counsellor (to be)
- **A. Kleiber** – certified mediator, organisation, counsellor (to be)
- **P. Kurz** – science management in Greifswald, HEPP coordinator, organisation, contacts to universities

In close cooperation with

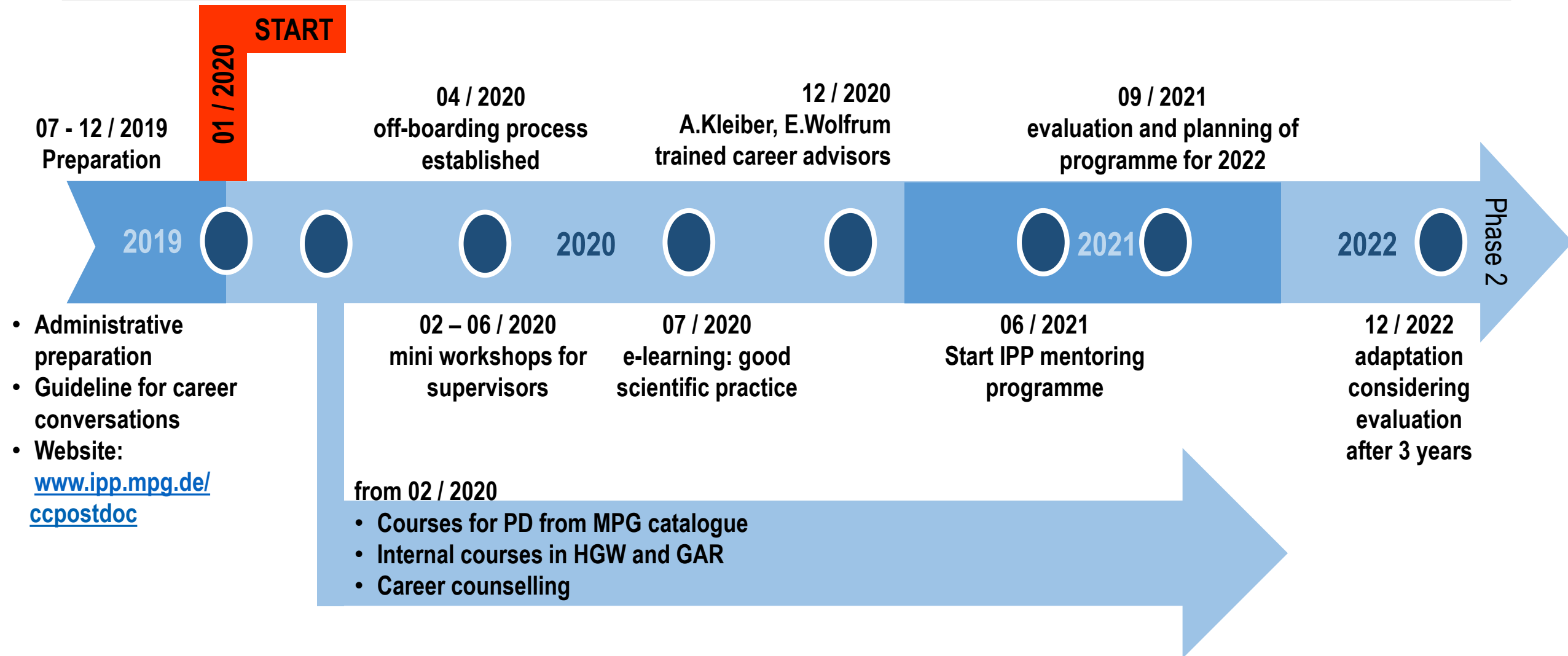
- **M. Knott** – head of HR, experience in personnel development

With active support from the departments **WTB** and **Organisation** (Website, public relations, internal communication, organisational infrastructure, finances)

requested funding: 494 k€, IPP funding equivalent, approved by HGF in July 2019

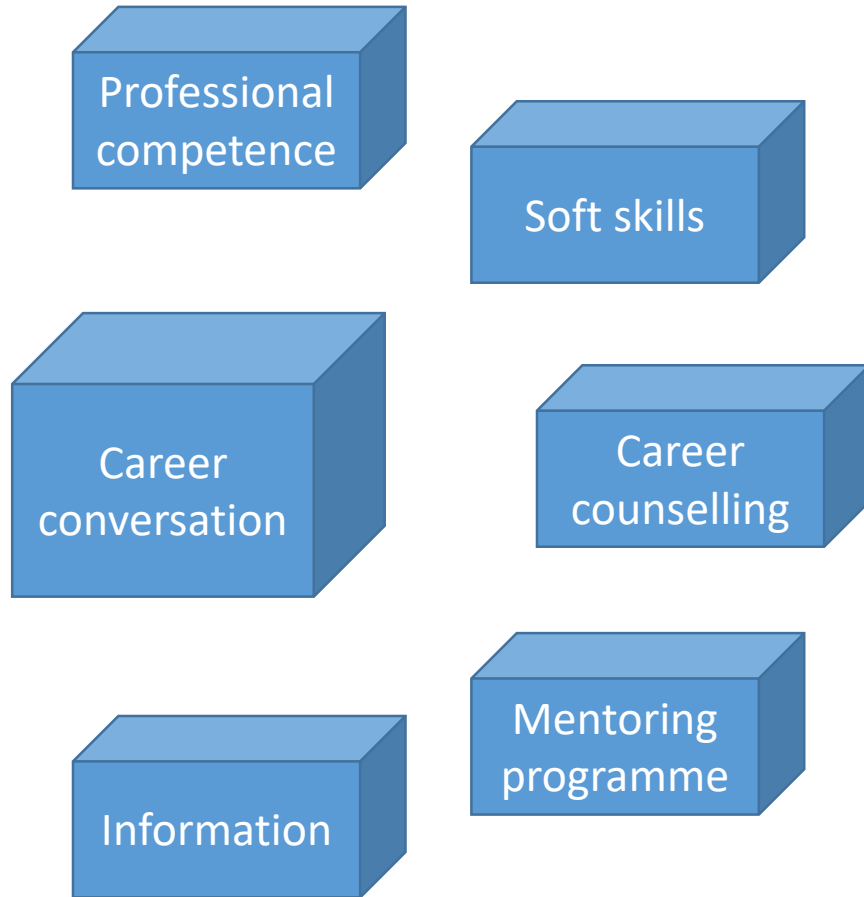


Time line of phase 1 with mile stones



- **Strict evaluation of the Career Center will lead to optimisation of modules.**
- **If successful, the Career Center will be continued at IPP after phase 2.**

The Career Center generates added value.



- **Reputation of IPP as good employer**
- **Improvement of employee satisfaction**
- **Boost employability of young scientists**
- **Professionalisation of personnel management**
- **Professionalisation of personnel development – talent management**
- **Contribution to a supportive organisational culture**