

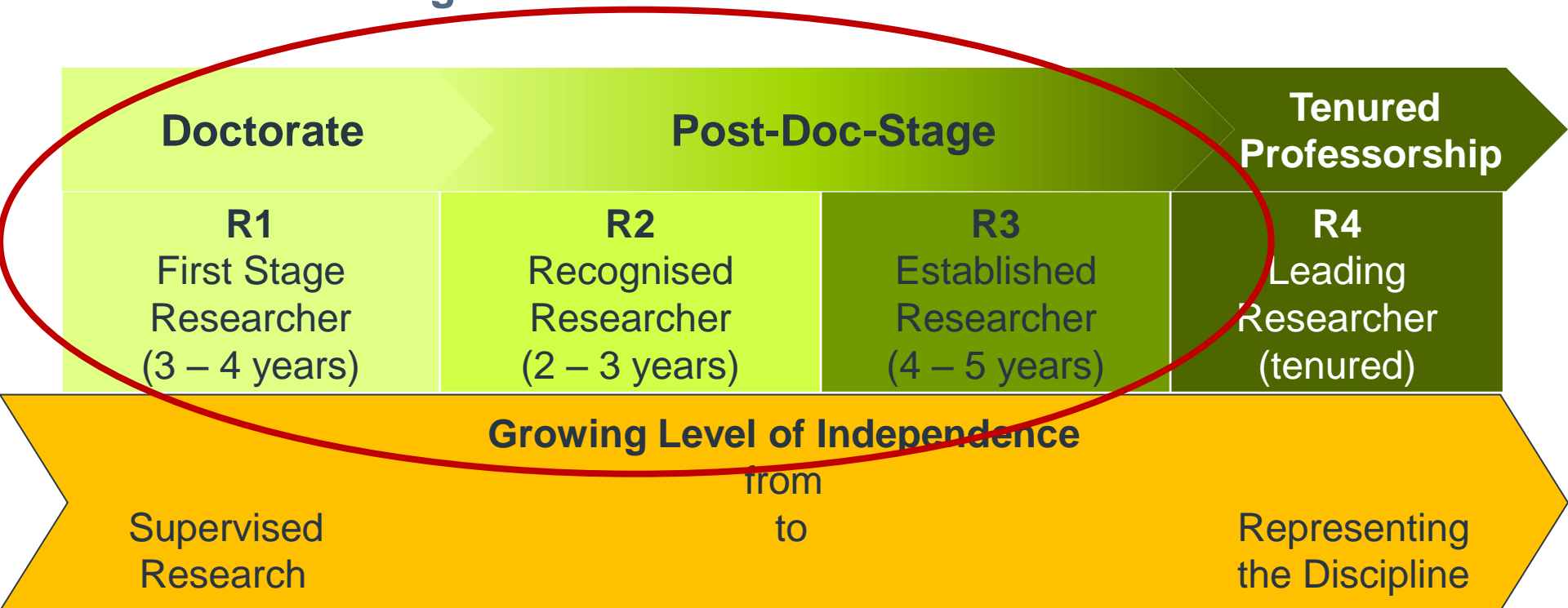
Talent Cultivation & Support for Early Career Researchers at Freie Universität

FU International Week

June 28, 2017

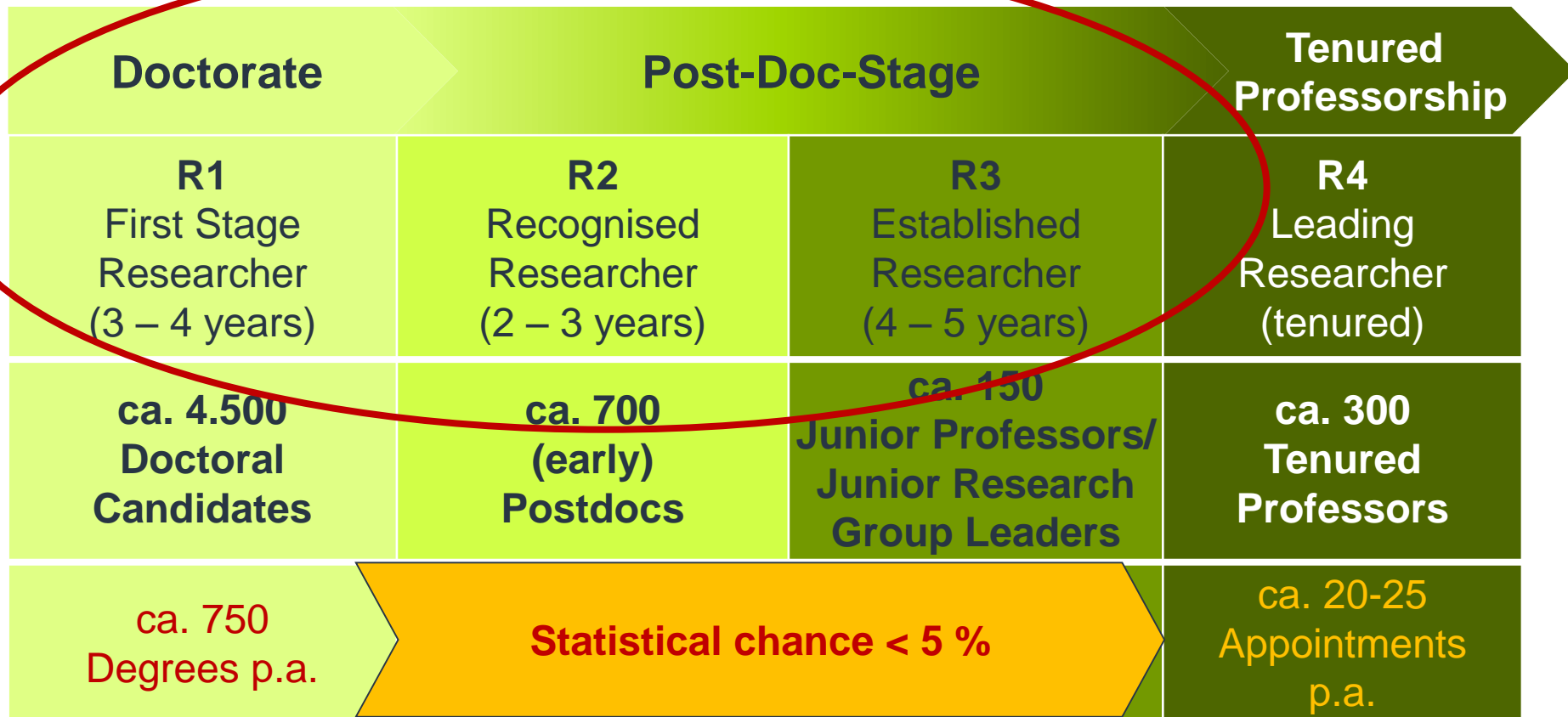
Early Career Researchers

Who are we talking about?



Early Career Researchers

Who are we talking about?



Talent Cultivation

Implications

Measures have to be developed specifically along

- Career stages
R1, R2, R3
- Career aspirations
academia / non-academia
- Target groups
women / internationals
- Subject Groups
humanities / natural sciences



Talent Cultivation for Early Career Researchers

Who is responsible?

- The Dahlem Research School (DRS) -

2005 - Foundation

Umbrella Structure for Doctoral Programs

2007 - Excellence Initiative I

Strategic Center for Graduate Education

2012 - ExIni II – *Career Path Model*

Center for Early Career Researchers

2013 - Cornerstone of

Academic HR Development

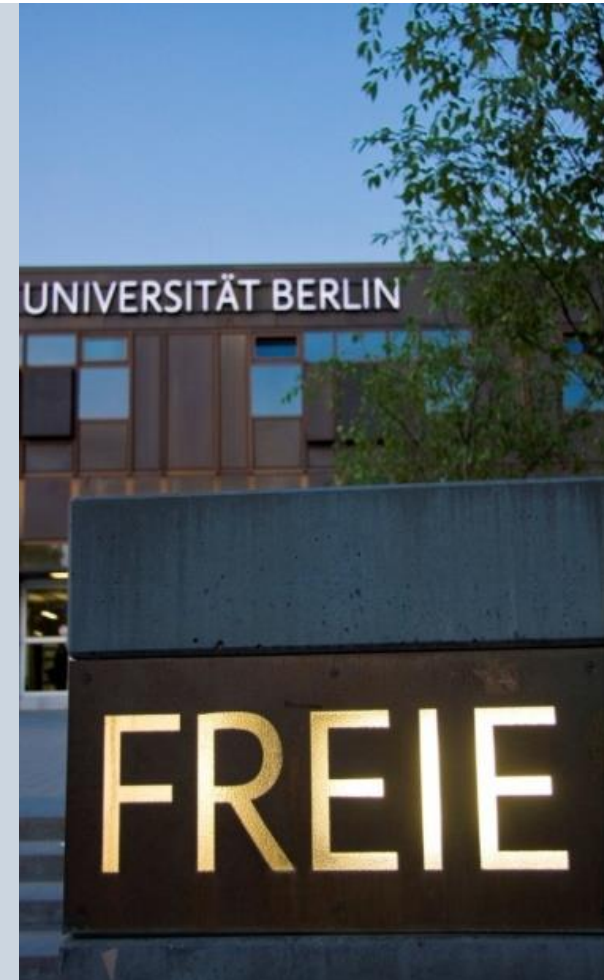


Talent Cultivation for Early Career Researchers

What do we consider most important?

- The Four Core Elements -

1. **Recruiting** & Selecting Promising Talent
2. Welcoming & **Integrating** New Candidates
3. Providing **Enabling** Structures for Early Career Researchers
4. **Promoting** Skills & Career Development for Future Professionals



Talent Cultivation – Core Elements

1. Recruiting Talent

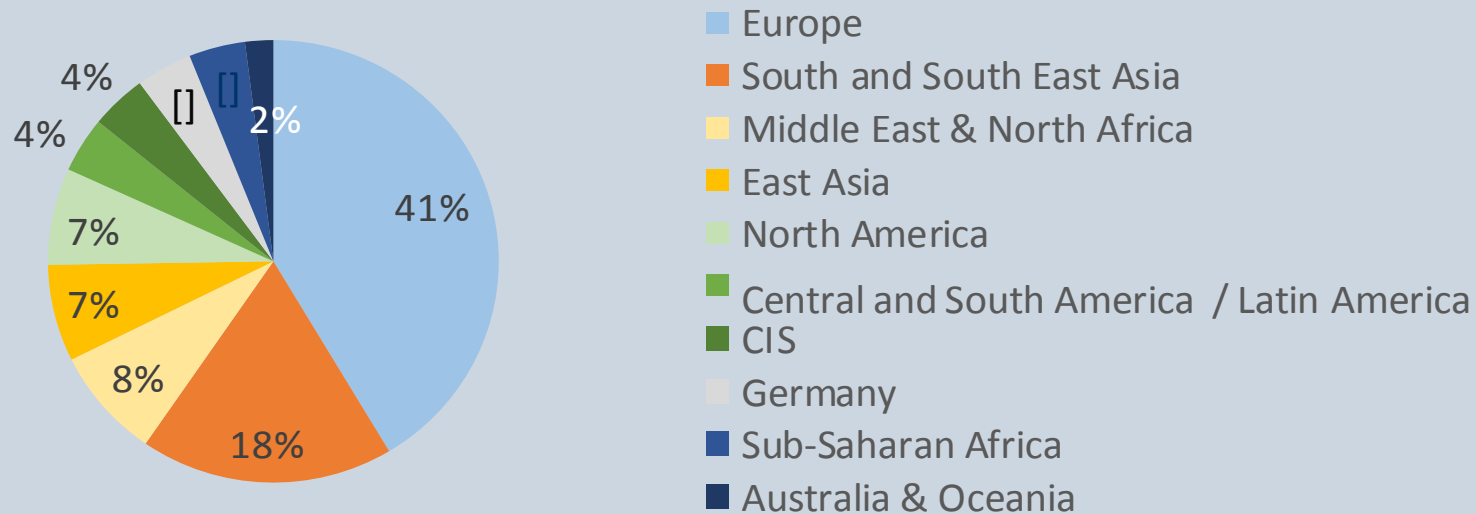
- International Open Calls
- CIC International Liaison Offices as Regional Multipliers
- Online Application Tool with Personal log-in
- Competitive (multi-level) Selection Procedures



Core Element 1 – Recruiting Talent

Pilot Project Postdoc International (PoInt)

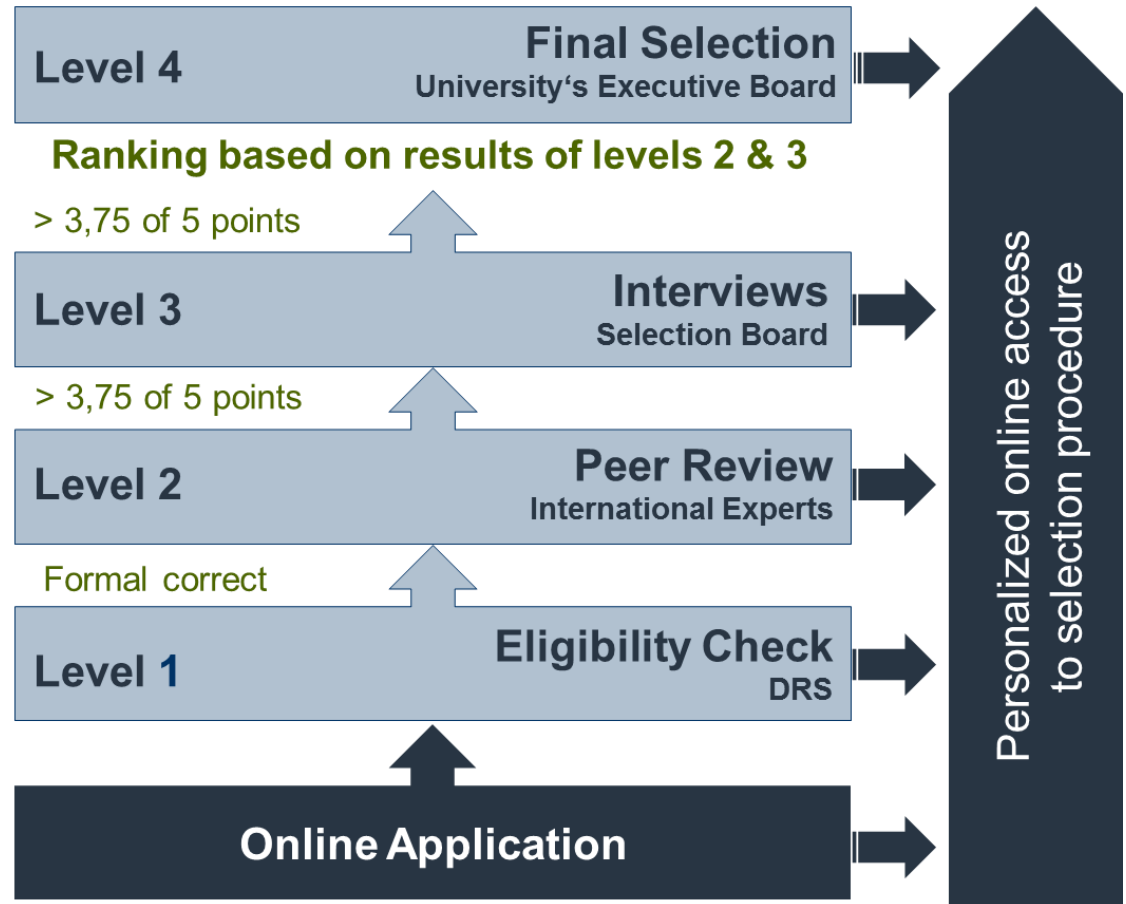
400 Applications by Regions (2016)



Core Element 1 – Recruiting Talent

Pilot Project
Postdoc International
(Point)

4-Level
Selection Procedure



Talent Cultivation – Core Elements

2. Integrating New Candidates

- Pre-Arrival Support
- Welcome Service
- Orientation Days
- Buddy Program
- German Classes



Talent Cultivation – Core Elements

3. Enabling Structures

- Collaborative Research Environment:
Working Space & Access to Equipment
Exchange with Peers
- Supervisor / Advisor / Mentor:
Supervisory / Target Agreement
Regular Feedback
- Attractive Financial Conditions:
Adequate Duration
Research & Mobility Allowance



Talent Cultivation – Core Elements

4. Promoting Skills & Career Development

➤ Professional Development Program

Target Group: Doctoral Candidates & Early Postdocs (R1 & R2)
Target: Support for Performance in Research
Preparation for Careers in Academia and Beyond

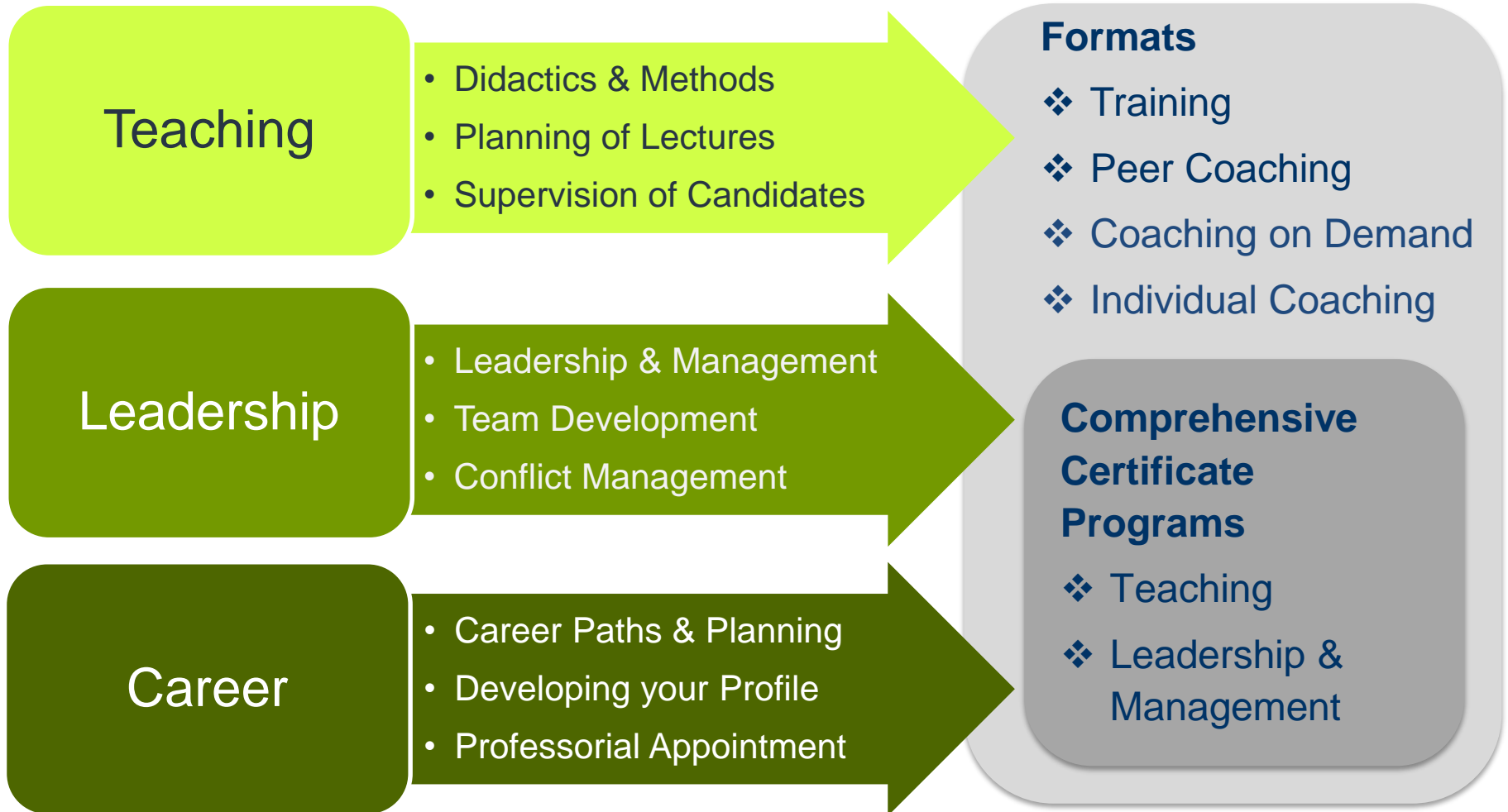
➤ Researcher Development Program

Target Group: Postdoctoral Candidates (R2 & R3)
Target: Support for Performance in Advanced Research
Preparation for Careers in Academia

Professional Development Program



Researcher Development Program



Training for the Job

Goal

Conveying Fundamentals for Occupations Beyond Academia

Topics

- Business Administration
- Pro Business (Certificate Program)
- Pro Transfer (Certificate Program)
- Career Talks

Specific Target Groups

- Females: DREAM Mentoring
- Internationals: FUBright





Talent Cultivation – Outlook

Our Next Goals

- Extension of Webinar Classes
- Certificate Programs for Individual Profiles, e.g.
 - Business & Management,
 - Science Management
 - Science Communication, etc.
- Intensifying the Collaboration with the Neighbouring Centers in Berlin (HU, TU, Charité)



For more information:
www.fu-berlin.de/drs

