

Talent Cultivation & Support for Early Career Researchers at Freie Universität

FU International Week

June 28, 2017



Early Career Researchers

Who are we talking about?

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Doctorate	Post-D	Post-Doc-Stage Professorsh		
R1 First Stage Researcher (3 – 4 years)	R2 Recognised Researcher (2 – 3 years)	R3 Established Researcher (4 – 5 years)	R4 Leading Researcher (tenured)	
Supervised Research	to	Representing the Discipline		



Early Career Researchers

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ca. 4.500 Doctoral Candidates	ca. 700 (early) Postdocs	ca. 450 Junior Professors/ Junior Research Group Leaders	ca. 300 Tenured Professors
ca. 750 Degrees p.a.	Statistical chance < 5 %		ca. 20-25 Appointments p.a.

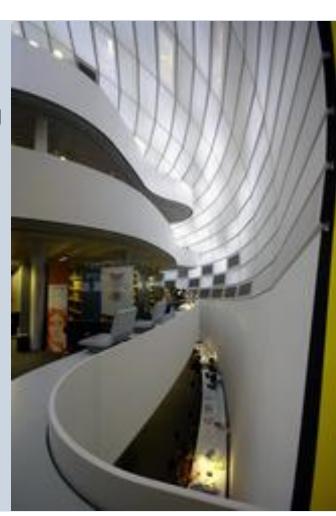


Talent Cultivation

Implications

Measures have to be developed specifically along

- Career stagesR1, 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 IStrategic Center for Graduate Education
- **2012 -** Exlni II Career Path Model

 Center for Early Career Researchers
- 2013 Cornerstone of Academic HR Development

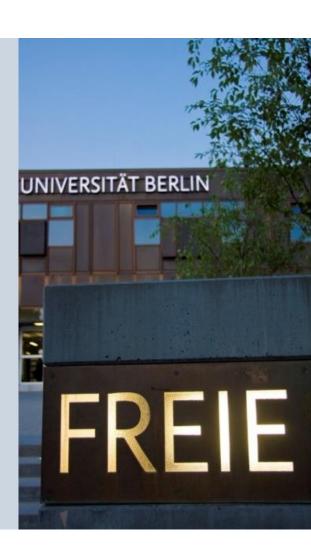




Talent Cultivation for Early Career Researchers

What do we consider most important?

- The Four Core Elements -
- Recruiting & Selecting Promising Talent
- Welcoming & Integrating New Candidates
- 3. Providing **Enabling** Structures for Early Career Researchers
- 4. Promoting Skills & Career Development for Future Professionals





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

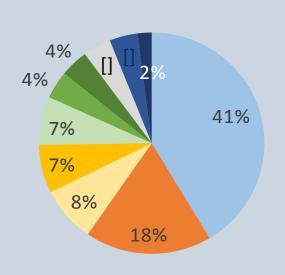




Core Element 1 – Recruiting Talent

Pilot Project
Postdoc International
(Polnt)

400 Applications by Regions (2016)



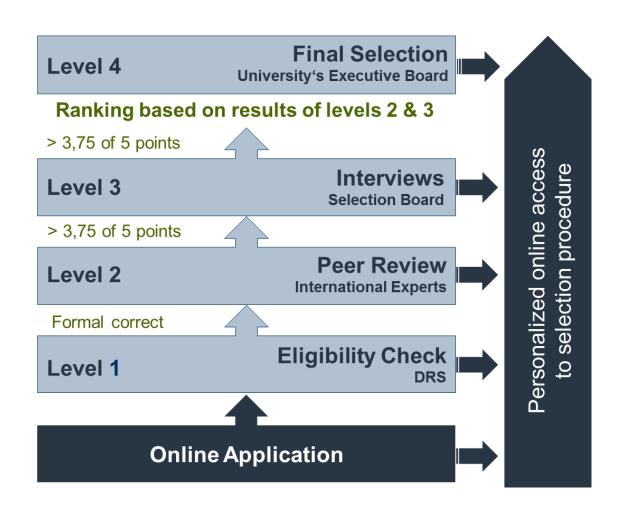
- Europe
- South and South East Asia
 - Middle East & North Africa
- East Asia
- North America
- Central and South America / Latin America
- CIS
- Germany
- Sub-Saharan Africa
- Australia & Oceania



Core Element 1 – Recruiting Talent

Pilot Project
Postdoc International
(PoInt)

4-Level Selection Procedure





2. Integrating New Candidates

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





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





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

Academic Performance

- Good Practice
- Writing & Presentation
- Teaching

Management Competencies

- Organisation
- Communication
- Information

Career Development

- Orientation & Planning
- Application Training
- Training for the Job

Formats

- Infosessions
- Trainings (0,5-2Days)
- (Peer) Coachings
- (Peer) Mentorings
- Open Door Talks
- Webinars
- Certificate Programs



Researcher Development Program

Teaching

- Didactics & Methods
- Planning of Lectures
- Supervision of Candidates

Leadership

- Leadership & Management
- Team Development
- Conflict Management

Career

- Career Paths & Planning
- Developing your Profile
- Professorial Appointment

Formats

- Training
- Peer Coaching
- Coaching on Demand
- Individual Coaching

Comprehensive Certificate Programs

- Teaching
- Leadership & Management



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





International Candidates







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



