HELMHOLTZ

RESEARCH FOR
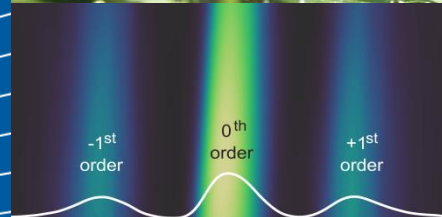GRAND CHALLENGES

MT

**MATTER AND
TECHNOLOGIES**

Talent, Innovation

Ties Behnke (DESY)
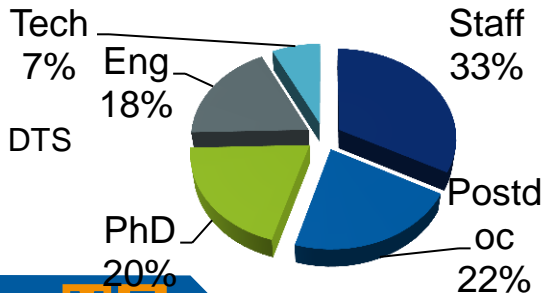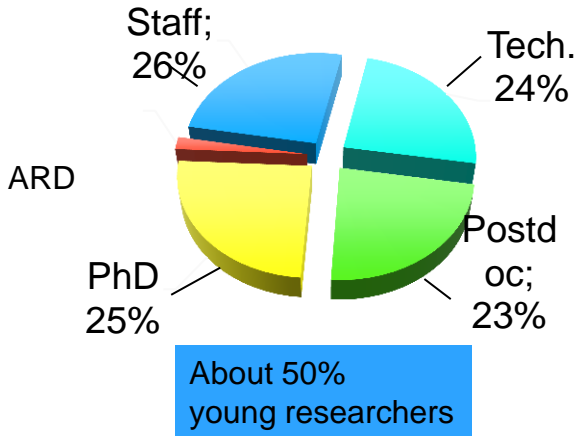
TALENT MANAGEMENT

The role of the program

"Soft topics" play an important part in the proposal

- Talent Management, including gender balance
- Innovation Management
- Outreach

Mostly taken care of by the centers, but programs have a role to play

TALENT DEVELOPMENT

What we should know for the program

ARD

- Staff; 26%
- Tech. 24%
- Postdoc; 23%
- PhD 25%

About 50% young researchers

DTS

- Tech 7%
- Eng 18%
- Staff 33%
- Postdoc 22%
- PhD 20%

Cornelia Wunderer:
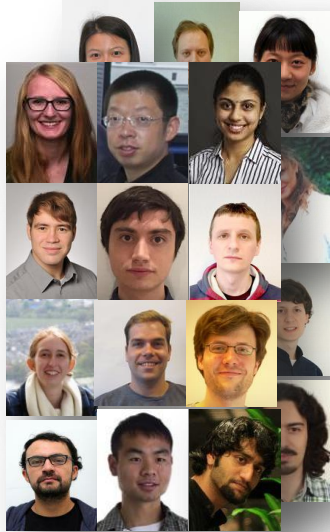graduate of Helmholtz Academy (2014)

Maria Weikum:
2015 Posterpreis European Advanced
Accelerator Concepts Workshop EAAC2015

Simon Spannagel:
2017 DPG prize for the best dissertation
in Germany in particle physics
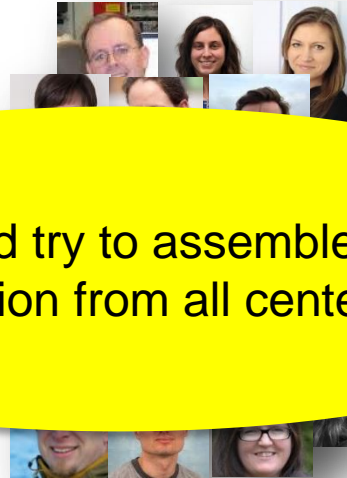Topic in instrumentation

TALENT DEVELOPMENT

We need to show a clear path

Senior: 16% female 27% int

Postd...

Support: 27% female 15% int

Leadership training

Training and education

...ning ...stdocs

PhD mentoring, graduate school

PIER Helmholtz Graduate School

We should try to assemble this information from all centers.

PROGRAM ACTIONS

Things we can do

Education:

- Organise training events like Heraeus Seminars (done 2 on detectors so far)
- Organise / join activities like dedicated schools on accelerator/ detector/ computing

    - Example:
        - Recent school on machine learning within the Helmholtz Alliance

Networking activities at all levels:

    - Annual meeting
    - Student retreat etc

PROGRAM ACTIONS

Development of leadership

Mentoring program within the program

- Strengthen visibility of technically oriented people by mentoring within Helmholtz
  (only very few of the Helmholtz mentees are from MT)
  (only very few of the NWG are from MT)

Coordinate better applications for NWG etc among centers
- Make sure we have candidates / enough candidates
- Avoid unnecessary competition, but ensure strong showing

Try out novel conceps:
- NWG between centers?
- Other ideas?

MOBILITY

Networking between centers

Encourage mobility between the centers:

- Exchange posiibilities for PhD students and young postdocs
    - Tried this in DTS, not very sucessful
    - Use the matter forum to get some funding for such efforts?
    - Make sure that this is not used "against" the candidate by taking this time out of the PhD time?

- Extend mobility to non-science staff

    - Engineers/ technicians?
    - Is there sufficient interest in such activities at the centers?

INNOVATION

Spinning out our results to industry

Innovation is high on the list of priorities of the BMBF.

Innovation is usually done by the centers.

Provide a framework which govern ownership of technologies between the centers:
- cooperation agreement
- Access policies, open access, open data
- MT can be a pioneer to organise this between centers, not only within a center

Make sure that we are pushing our ideas towards the innovation people at the centers.