



“Thank god it’s monday!”

How to find a job that really suits you

Career Orientation Workshop | 23-26.10.2019

Dr. Diana Deterra

The distribution of any content of this material is not allowed without written consent by Diana Deterra.

MINT FACTS

WOMEN
15,4%

PART TIME
8,5%

**TECHNICAL
FIELD**
2% Mathematical & life
sciences

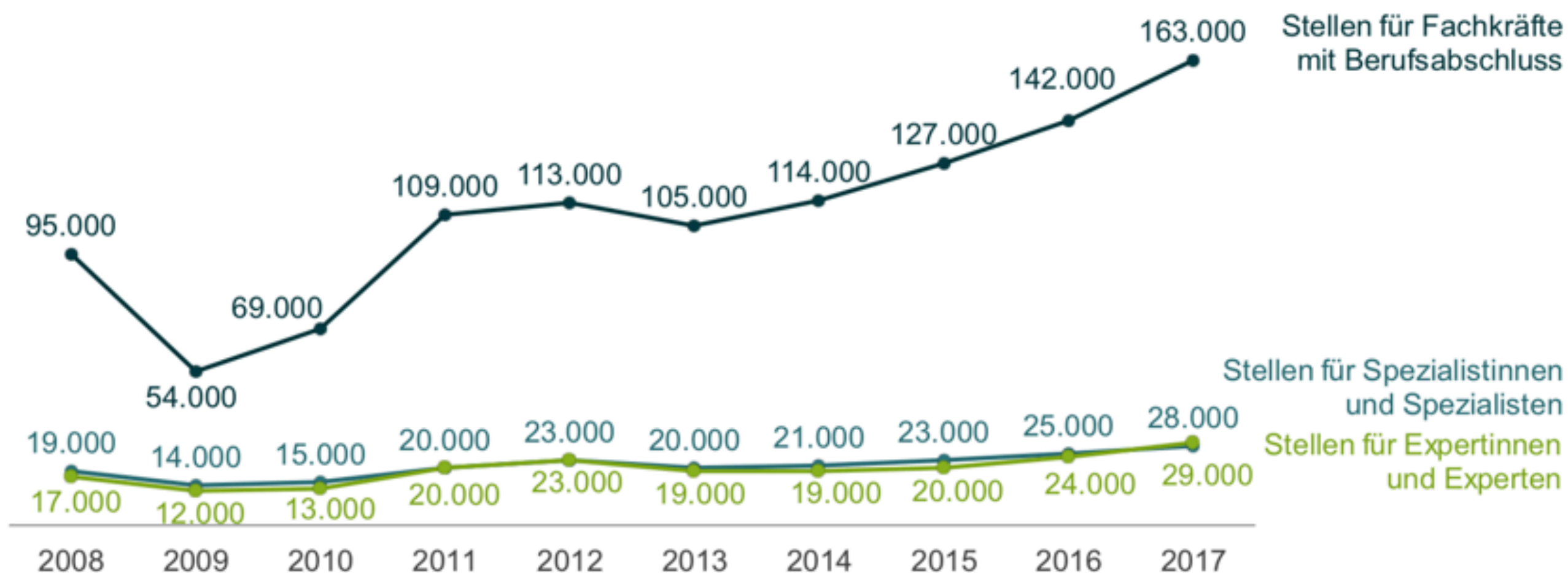
UNEMPLOYMENT
2,9% (2017)

47 000
searching Experts
(academic background)

5,4 Million
Academics

Zahl der gemeldeten Stellen steigt

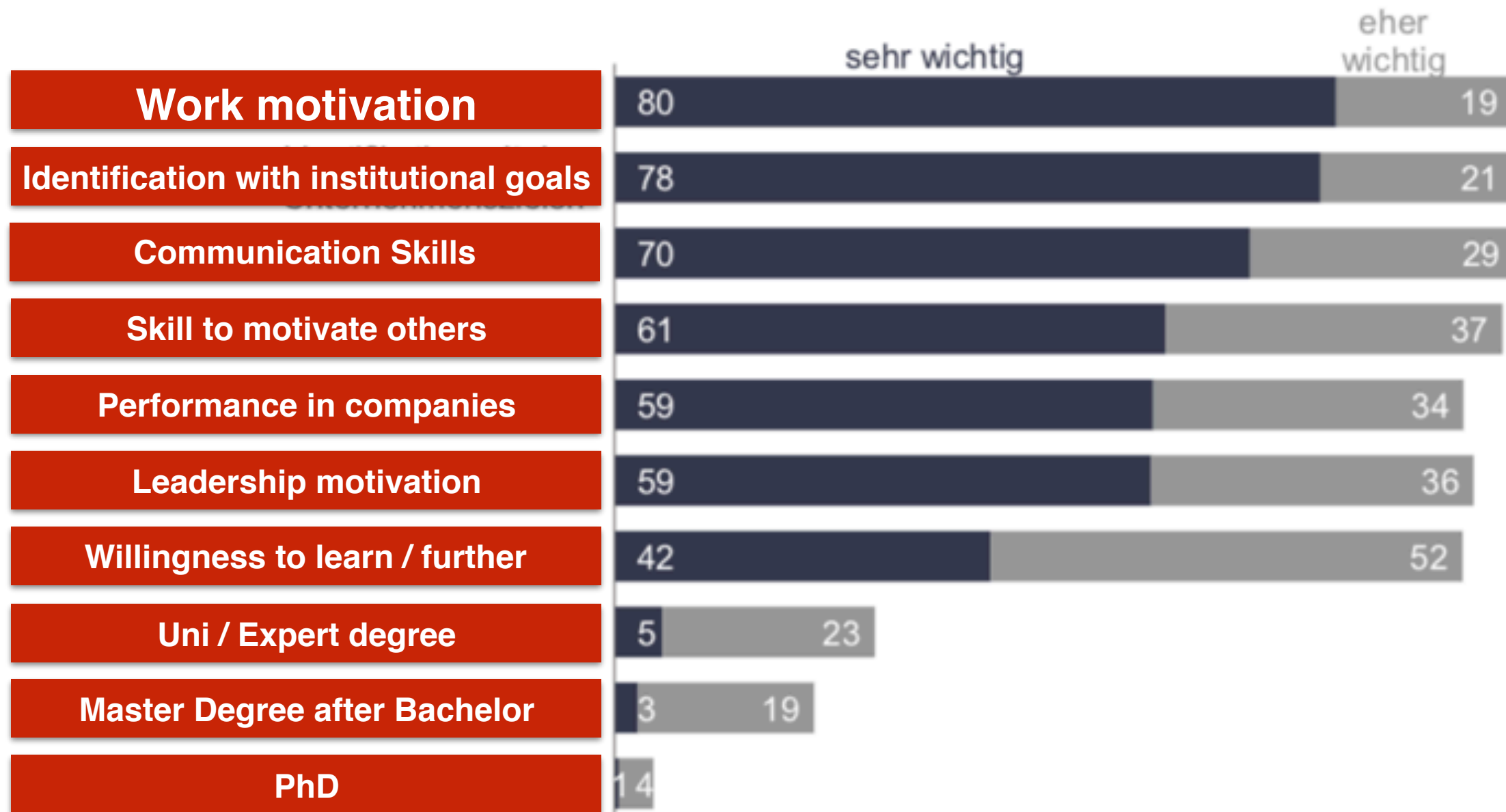
Bestand gemeldeter sozialversicherungspflichtige Arbeitsstellen in MINT-Berufen nach Anforderungsniveaus
Jahresdurchschnitt, 2008 bis 2017



Datenquelle: Statistik der Bundesagentur für Arbeit

Formaler Abschluss eher zweitrangig für die Karriere – Leistungsmotivation oder Identifikation sind wichtiger

Auswahlkriterien für höhere Fach- und Führungspositionen, Anteile in Prozent



Science & Conflict Resolution

- <https://ombudsman-fuer-die-wissenschaft.de>
- Prof. Dr. Florian Grüner (Uni HH) DFG

Academic Career

- „Theres no guarantee**
- all you need is a strong interest and a Plan B“**

§ WissZeitVG

6 years

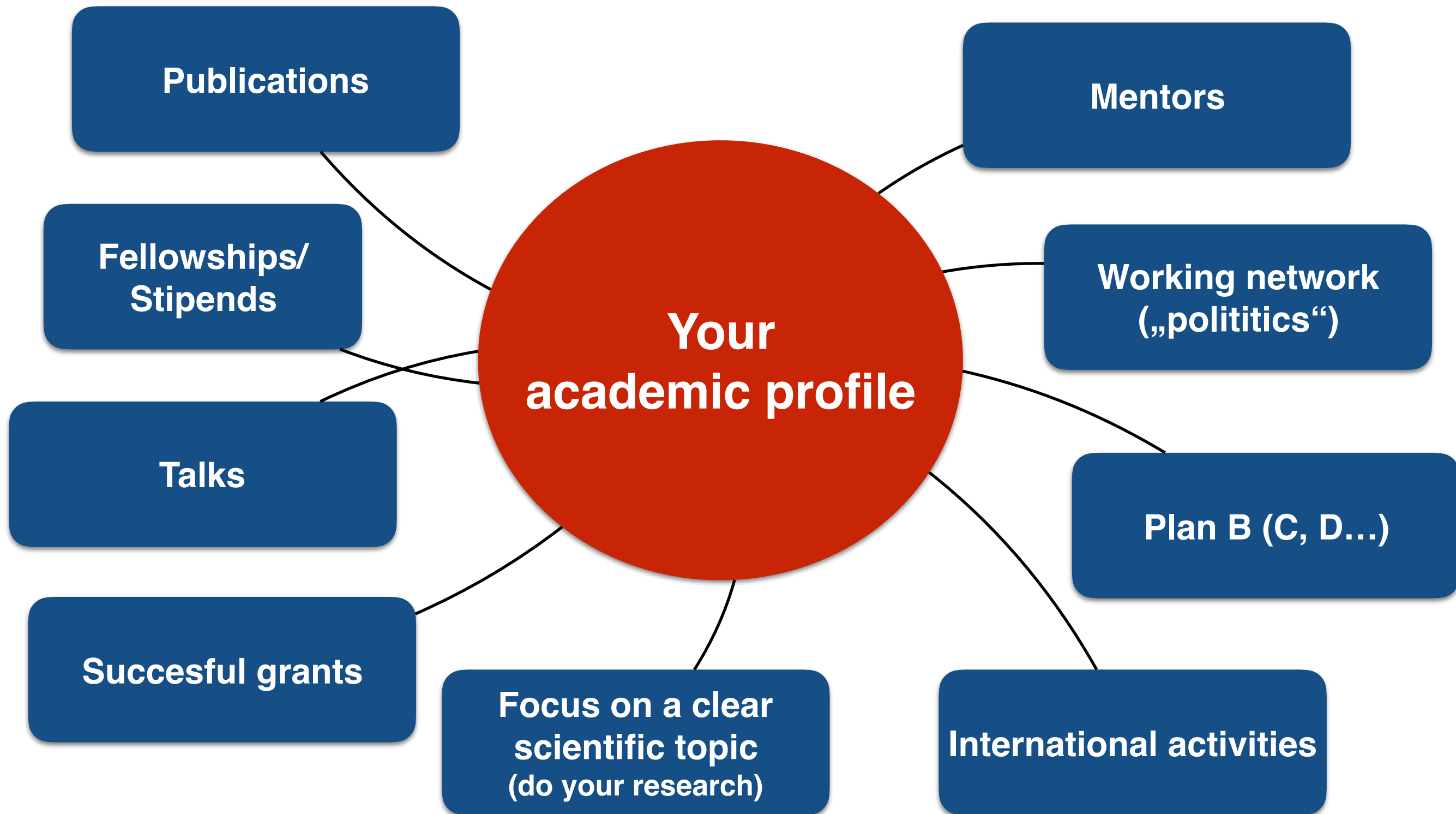
Before PhD (Exceptions: Scientists with children (+2y), Third party funded positions)

6 years

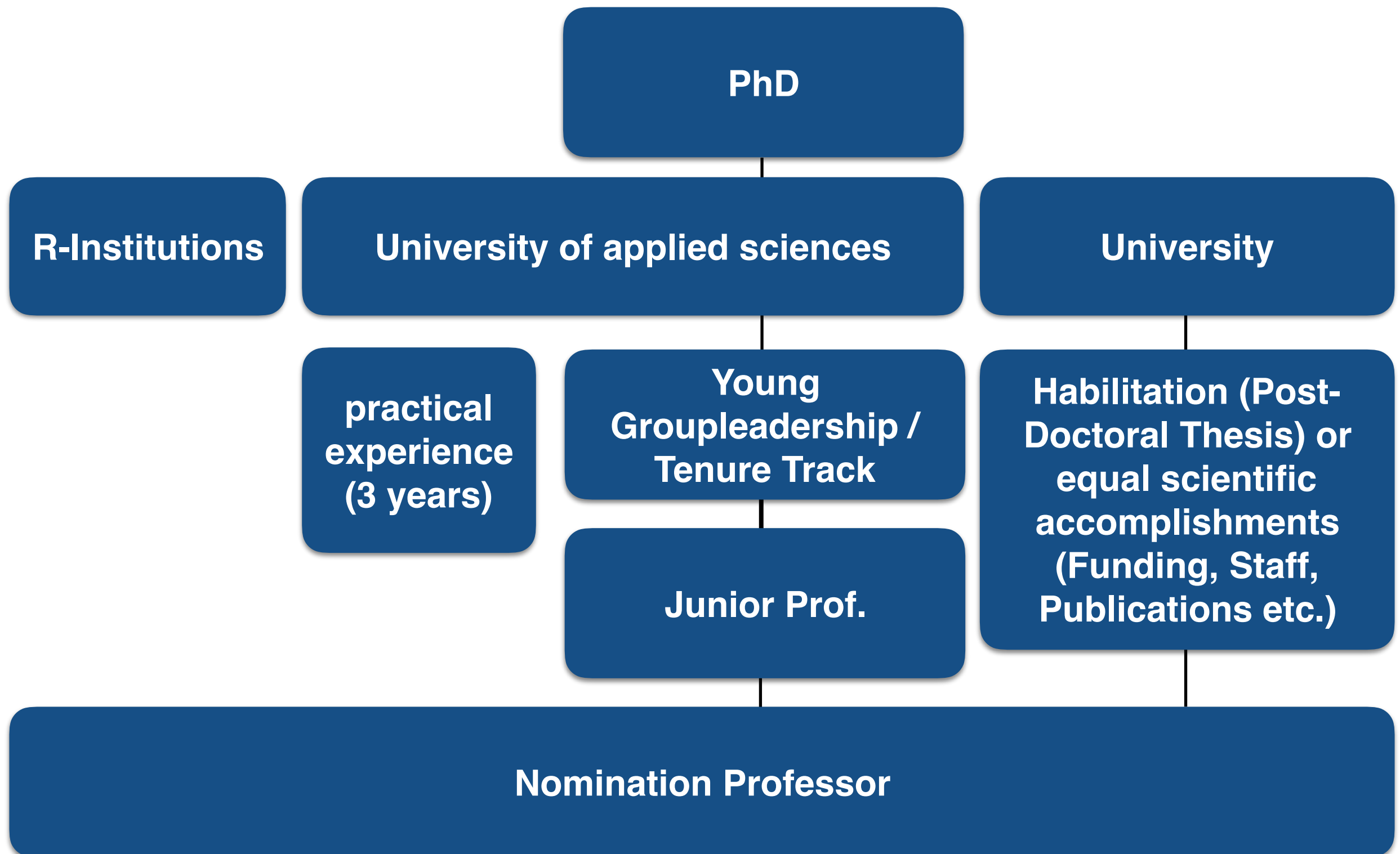
after PhD to get a permanent position
(Exceptions: Scientists with children, Third party funded positions)

**—> After 12 years in academia
you need to fund yourself**

Academic Career Strategy



Academic Career Strategy



Academic Career

**Every
3rd Person**

that fulfills the requirements
becomes a Prof

!! overqualification

9 of 10

Contracts are limited (50% < than 1 year)

Risk

uncertainty

§ WissZeit
G

lower
Income

Flexibility

Working
40-60 hours

Network

Persistence

Assertive-
ness

„Loneliness“

(Internal)
Politics

Competition

Moving

Teaching

Academic Career Strategy

Junior Prof. (W1)
HH 4400 €

Low funding (High variety of condition, but often only your own position is funded)

Less teaching (3-4 semester hours)

Academic Career Strategy

Professor (W3)
6000 €

Profs in Germany (2017)
36000 (m)
11400 (w)

Funding and
resources for staff,
equipment etc.

Teaching (8-9
semester hours at
Universities, 18 SH
at universities of
applied sciences)

Career orientation: Regularly look for open
positions and check their requirements

Academic Career | Funding

Research & apply for Post-Doc programs and fellowships, stipends etc. such as:

Emmy Noether (DFG)

https://www.dfg.de/en/research_funding/programmes/individual/emmy_noether/

Fellowship DKFZ

https://www.dkfz.de/en/postdoc-program/Postdoctoral_fellowship.html?m=1568631828#section4

JOBS Accelerator R&D Fellowship

<https://ard.desy.de/e206405#EMPLOYMENT%20IN%20GERMANY>

Habil: <https://www.kas.de/web/begabtenfoerderung-und-kultur/habilitation>

Academic Career | Funding

Overview: Habilitation & Post-Doc-Programs for **Women** in Research

[https://www.gesis.org/fileadmin/
cews/www/download/
final_Förderprogramme_für_Frauen
_in_Wissenschaft_und_Forschung.p
df](https://www.gesis.org/fileadmin/cews/www/download/final_Förderprogramme_für_Frauen_in_Wissenschaft_und_Forschung.pdf)

GEPRIIS: Grant & collaboration Inspiration



- Database for successful DFG-Projects
- Collaboration Partners (Industrial, Institutions)
- Contact Persons
- Overview about funded topics („Hot Topics“)

<https://gepris.dfg.de/gepris/OCTOPUS?language=en>

Academic Career | Important Q's

- Do I have the **skills and excitement for research**?
- Can I take a **high risk** for a long time?
- Am I able to **perform under pressure, write scientific grants, do I like to teach**?
- How does my **family planning** look like (50% of the women in and 42% of men in academia don't have kids)₁?
- Is my family/partner **supporting my career**?
- Am I willing **to move**?
- What is my **plan B**?

What's a post-docs plus?

SKILLS

scientific writing	raising money	working self-reliant
scientific practice	organizing	solution oriented
researching	collaborating	problem analysis
grant writing	analytical thinking	working strategically
teaching	creativity	tolerate frustration
presenting data	programming	working under pressure
analyzing & interpreting data	systemic thinking	Selling

PERSONALITY TRAITS

passionate creative committed resilient patience

Companies

Start Up (1-10) Small - Medium (10-50) Large (>50+)

Accessibility

Hierarchy

Anonymity

Culture (Values)

Structure

Flexibility

Economy

Environment

Salary

Risk Factor

JOB INSPIRATION

WHATCHADO

<https://www.whatchado.com/de>

- 1. 3 tipps to your 14-year old you**
- 2. Whats on your business card?**
- 3. Whats the best thing about your job?**
- 4. What are the downsides of your job?**
- 5. What's your job about?**
- 6. How did you get this job? How does your vita look like?**
- 7. Can I do this job without your prof. background?**

WHATCHADO

<https://www.whatchado.com/de>

- <https://www.whatchado.com/de/stories/john-clippinger> (Research Scientist)
- <https://www.whatchado.com/de/stories/margareta-ahrer> (Lab med, Doctors without borders)
- <https://www.whatchado.com/de/stories/ben-robertson> (Science Teacher)
- <https://www.whatchado.com/de/stories/arielle-fakhraee> (Life science consultant)
- <https://www.whatchado.com/de/stories/anacristinaagueero-murillo>
- Patent lawyers

NETWORKING

TRADEFAIRS

jobvector career day

<https://www.jobvector.de/karrieremesse/>

6
JUN

Zum Event 

6. Juni 2019, 9:30
jobvector career day Hamburg



<http://www.finut.net>

2019

45. Tagung
Darmstadt, 30.5.-2.6.2019
(Himmelfahrt)
finut.net/finut2019.html
orga @ finut.net

**LIFE
SCIENCE
NORD**



<https://www.lifesciencenord.de>

WEB-NETWORK



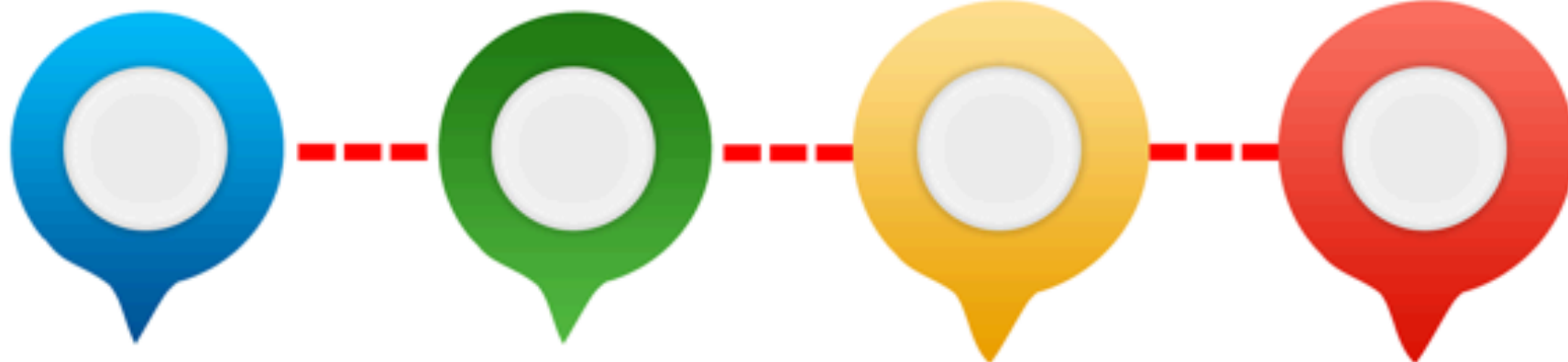
<https://www.xing.com>



Facebook

NETWORKING

(bridge persons)



Be Present

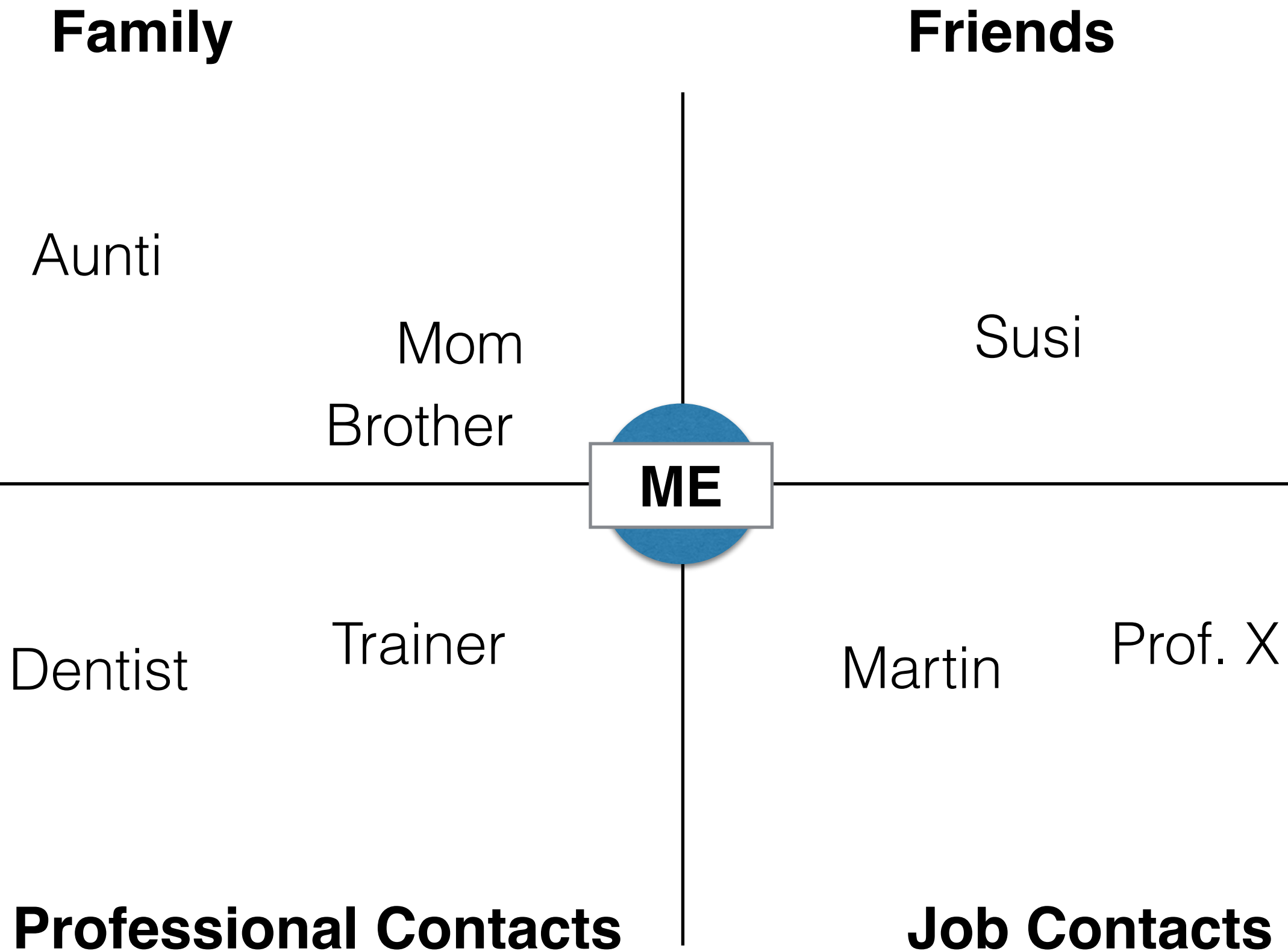
Listen

Showcase

Help others

your needs & skills
specifically

Network Analysis

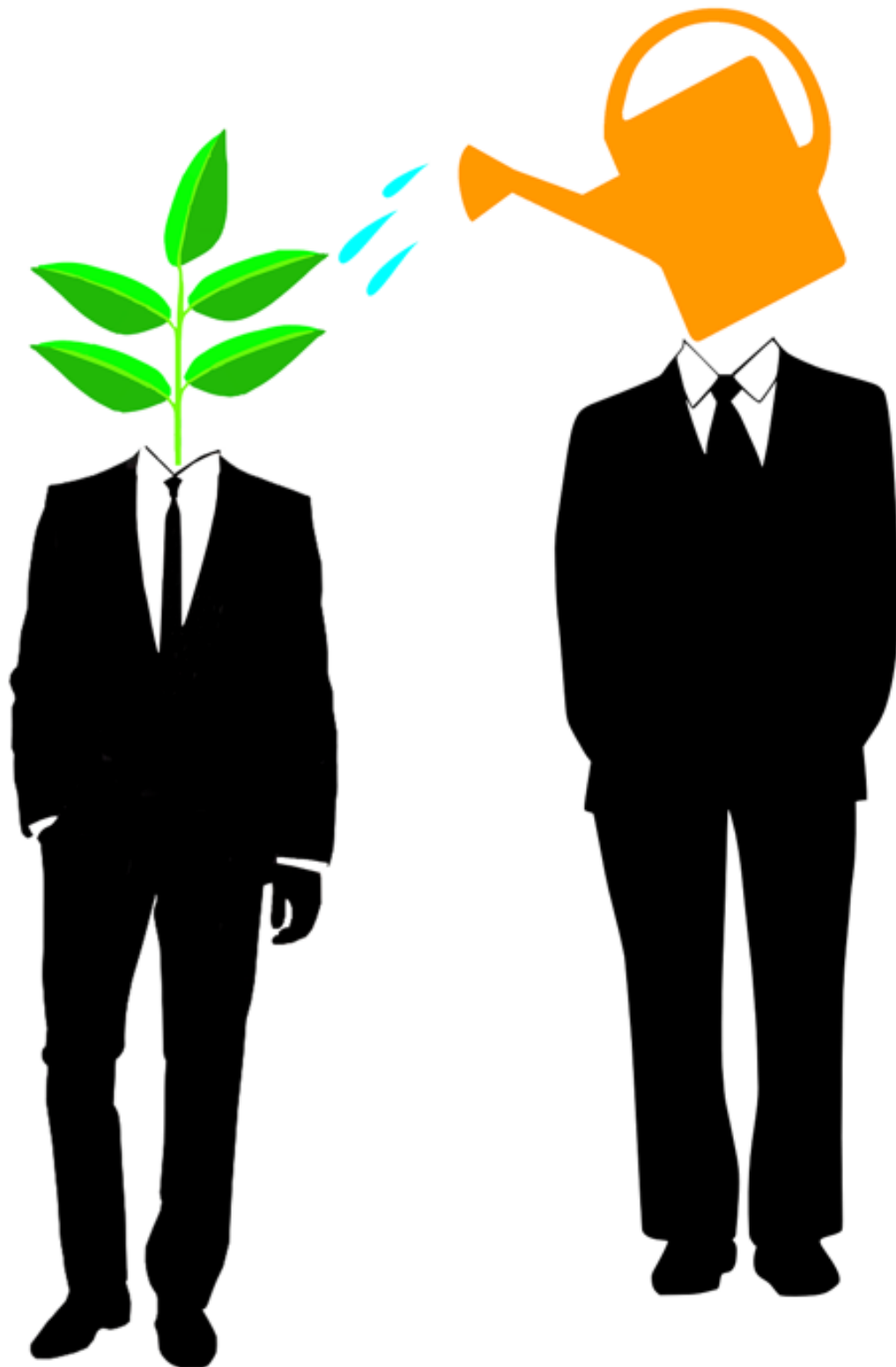


HOW TO FIND A

Mentor

A hand is shown on the right side of the image, holding a piece of white chalk and completing the word 'Mentor' in a cursive script on a dark chalkboard. The word is written in white chalk, and a large, sweeping underline is drawn below it. The chalkboard surface is dark and shows some faint, circular chalk marks in the background.

How to find a mentor



- **Build relationships**
- **Check your environment & your resources**
- **Seek for a good personal fit**
- **Introduce yourself (**Big 5**) shortly combined with a problem you love to solve**
- **Then ask/tell your **specific** need**
- **Learn to see chances & take action**
- **Follow and be thankful**

CAREER CHANGER

Career Changer

- <https://www.audimax.de/naturwissenschaften/quereinsteiger/>
- <https://www.lvq.de/foerderung-weiterbildung-vollzeit/>
- Education Vouchers („Bildungsgutschein“ Jobcenter)
- Distance learning (Distance Universities) / Evening classes

Additional Education

- Good Manufacturing Practice (GMP)
- Programming
- Leadership
- Management
- Business Administration...

Scientific Management



- Certifications and seminars for
- Scientific management
- Group leaders
- Professors
- Soft skills etc.

- <https://www.zwm-speyer.de/weiterbildung/>

Teaching



High demand for **scientific subjects** (but also languages)

Berlin: 50% of invited teachers are **career changers**

HOW? 18 month trainee teacher program (Referendariat)

Demand: Work under high pressure + high workload (during traineeship), People oriented, interest in education and pedagogics, Patience and mental stability, Working self-oriented
+ Salary, Job Safety

Consulting

Every 4th position is filled in with a person with a scientific background (Boston Consulting Group (BCG))

Demand: Methodical competence, Problem solving competencies, Analytical thinking, Communication skills, High Workload (12-14 hours a day), Frequent travelling

+ Salary, career options, steep learning curve

Self Employment



Business Set up support/ Funding:

<https://www.arbeitsagentur.de/arbeitslos-arbeit-finden/existenzgruendung-und-sonderprogramme>

Create a business Plan



<https://www.hei-hamburg.de/service/>

Demands: Financial fluctuation/uncertainty/risk, (Health)Insurances, Patience, Frustration Resistance, High networking affinity, Communication skills, Support System, Working alone, Self-Motivation, Organization skills

+ (Salary), Independency, Self-Fulfillment, Fun, Self-Development, High flexibility (Workload), Variety (Marketing, Finances, Sales, Blogging etc.), Steep learning curve, Network, Focus on your topics