

Formalization of postdoc supervision / mentoring

Input welcome

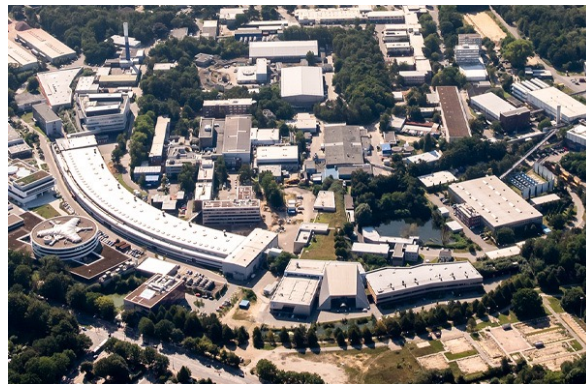
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Introduction

Postdoctoral years are crucial for a young physicist's development into an independent researcher

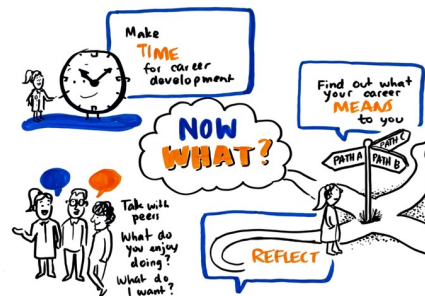
Postdoc time

- Probably the most creative and productive time
- Also the start of the challenging search for a permanent position
- Important to develop skills and reputation:
 - Diversity in experience
 - Leadership and management skills
 - Ability to multitask and communicate effectively in a collaborative environment
 - Developing an interesting and independent research program



Supervisors

- Responsible for assisting in creating a plan that includes their physics and technical activities
- expected to offer advice, guidance, and support, as the postdoc faces choices and makes decisions through their postdoctoral years.



Graphics: Anna Lena Schiller, "Fleisengatz"

Supervisors

To be clearly assigned at the beginning of the fellowship

- Two supervisors per postdoc corresponding to the two fields of work: a technical one and data analysis or detector R&D (at least for experimental fellows, maybe one is sufficient in theory)
- One supervisor should take the role as a mentor, who will ensure that the postdoc will receive a good coaching to increase their chances of following their desired career path, either a faculty or staff position in HEP or in industry.
- The supervisor who acts as a mentor should ideally also be the person who conducts the annual appraisal interviews (“Mitarbeitergespräch”)
- Question: additional mentor from other group or not?



J. Howard Miller, artist - [Image at Smithsonian Institution](#); "Efficient Workers" page; [Allaboutlean.com](#)

Research plan

- **New fellows should develop their own research proposal:**
 - Directly connect to existing activities in the corresponding group or new project, which fits overall into the ongoing research activities
- **Strategy:**
 - Fellows first inform themselves about the ongoing projects in the different FH groups and talk to all contacts, who will also provide further contact to different subgroups, in which the fellow's interest is highest
 - After deciding for a group, the fellow will develop with the help of the corresponding contacts for the technical part as well as the one for data analysis or detector R&D a short (~1 page) research plan
 - The plan is to be submitted to the FH director (< two months after hiring)
 - The research plan should be revised during the annual appraisal meetings
- **Content of the research proposal:**
 - Technical as well as physics research
 - Estimated time allocations
 - Timelines for each component for the first two or three years

Conference Presentations, Seminars and Job Talks

Help by supervisors

Supervisors:

- Advise their postdoc about possible conference talks
- Help in arranging seminar invitations to increase visibility and sharpen the presentation skill of the fellow, which is particularly important at later stages of their postdoctoral term.
- Organize practice talks for their postdocs who are about to give conference presentations or seminars (and especially for all job talks):
 - To be scheduled least a week prior to the actual event
 - Several senior scientists of the group, and ideally other scientists from this or other groups to be invited by the supervisor for the practice talk (with plenty of time for comments on how to improve the presentation)



Awards and Leadership Nominations

- Supervisors are requested to nominate their postdoc awards within DESY as well as on national and international level, e.g. within the experiment or the general HEP community
- They will also advise their postdoc on opportunities to take leadership positions (e.g. within the experiment) and arrange for nominations and support.



Job applications

Important for the postdocs' further career and also important for DESY's reputation as "talent academy"

- **Supervisors assist their postdocs in preparation of the "job application package"**

- Review of the CV, list of references, research statement
- Advise the postdoc
- Organize practice talks for job interviews



- **Goal: support the postdocs in a successful career, no matter which path they decide to pursue**

- Might mean to help to develop the necessary technical skills for industry
- Enhance his/her visibility by participating in technical workshops and conferences, and by assisting in establishing contacts with former colleagues who made the transition
- Point the postdoc early enough to the COAST program, which aims at providing necessary skills to prepare for industry positions.

Thank you