

Talent Management

POF III Review: Matter and Technologies

Dresden, 26.-27.3.2014

J.List

Why we are here

**World-class science....
..... requires outstanding researches**

Talent Management:

- **Attract and foster most talented scientists**
- **Internationally & Gender balanced**

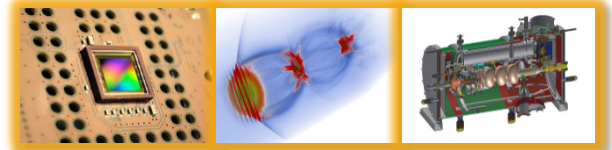
**Scientific and
strategic
training at all
career stages**



**Work - Life
Balance**



**Research
opportunities in
leading scientific
environment**



Talent Management Organisation

Matter & Technology specific – new!

Planned:

- Networking
- Cross-center mentoring

Center specific measures

Established:

- Recruiting
- Student education
- Childcare
- Personnel Development Plan

Helmholtz-wide measures

- Common standards
- Leadership training
- Initiative & Networking Fund

Work-Life Balance

- Childcare
 - Kindergarten
 - At conferences
 - Parent-child office, emergency support, holiday programs
- Flexible working hours:
 - Home office
 - Part-time work



• Long-term perspective: Tenure-track positions

- Dual-career networks
- Re-entry positions after parental leave

Before the PhD

- **Interesting young people for science**
 - Girls day, MINT-day
 - Schülerlabore
 - Internships



- **University students**
 - Lectures and lab courses at local university
 - Summer student programs: 2 months of unique training and research insight

PhD Students

- Excellent research conditions
 - Helmholtz Juniors: PhD representation
- Structured graduate education in highly international environment
 - Mentoring (some centers)



New measures to be established within program M&T:

- Student exchange between centers
- Student mentoring across centers
- Key topical and interdisciplinary workshops

After the PhD

- **Fellowship programs:**
free choice of research project from center activities
- Helmholtz postdocs – the first own project
- Special coaching for excellent women (“In Führung gehen”)
- Special training for leadership positions (“Helmholtz-Academy”)
- Recruitment Initiative: Professorships for excellent women
- **Young investigator groups → tenure-track:**
important in particular to keep women in science

Strengthen within program M&T:

- technology specific YI groups
- cross-center applications

Gender Equality & Diversity: Status 2013 in Matter & Technologies

	Total in M&T	Fraction of females	Fraction of non-germans
PhD Students	50	20%	?
Postdocs	20	18%	?
YIG-Leaders	6	0%	?
Permanent Staff	53	14%	?

Still missing numbers from several centers...

Female scientists:

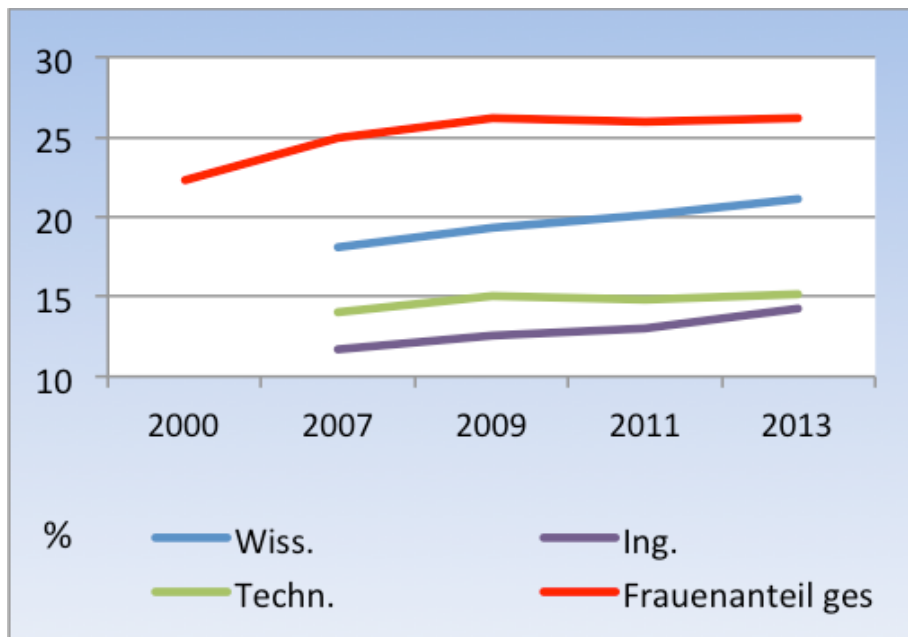
- PhD students ~ Master degrees in Germany
- Important tool: Young Investigator Groups give long-term perspective
- Only slow increase in staff / leadership positions

Diversity:

- Helmholtz is attractive internationally

Gender Equality: Trends

Example: Female Scientists, Engineers and Technicians at DESY since 2007

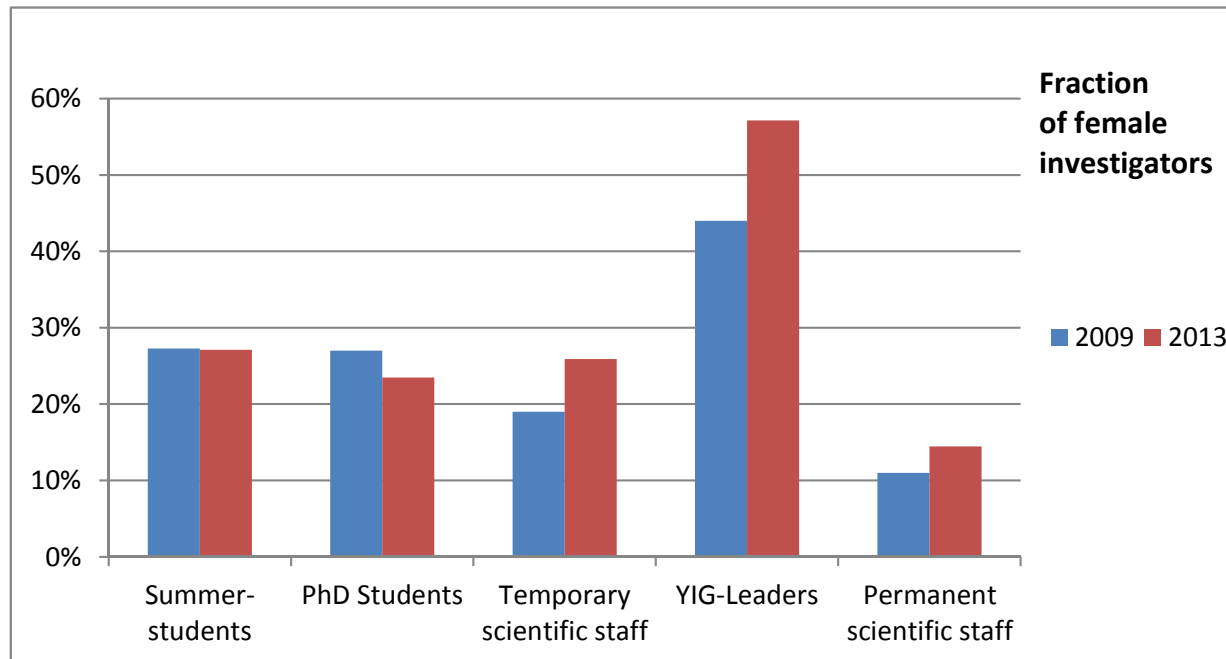


- Representative for M&T
- Scientists and engineers: steady increase since 2007
- Technicians: very difficult to increase fraction of women

Gender Equality: Female Scientists at DESY in Particle Physics since 2009

Very similar to MT at DESY, but larger statistical basis

- Positive trend is very visible
- Strong impact by Helmholtz driven YIG programme
- Permanent positions: ~35% female hirings since 2009



Talent Management - Live

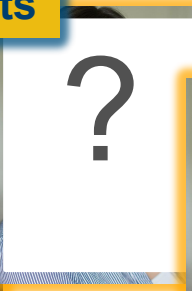
PhD students



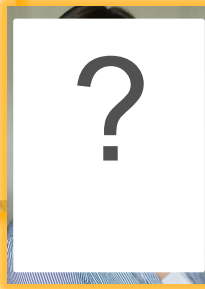
Julia Vogt



Alejandro Laso Garcia
Helmholtz Juniors



Juliane
Raasch



Tanja Harbaum
Part-time, 3 kids



Dr. Thorsten Kamps
Group leader, parental leave



Dr. Jenny List,
ex-YIGL, parental leave



Dr. Andrew Burrill
Chose Helmholtz due
to excellent conditions



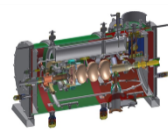
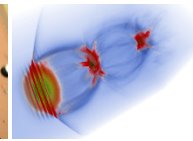
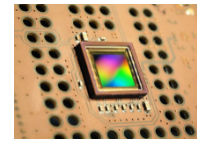
Prof. Aleksandr Matveenkov
YIGL, Helmholtz Academy



Dr. Michael Bussmann
YIG Leader

Further missing pictures:

- Andreas Kopmann
- Arnd Junghans
- Trixi Wunderer
- Fine Fiedler
- Anke Susanne-Mueller
- Erika Garutti



Backup Material