



**U**Bremen  
**BYRD**

Early Career Researcher  
Development

**YERUN Staff Training: Entrepreneurship and Employability**  
**Bremen, 13.03.-15.03.2018**

Kerstin Lange/Imke Girßmann: Supporting career paths of doctoral and postdoctoral researchers inside and outside academia

## What is BYRD?

- **B**remen **E**arly Career **R**esearcher **D**evelopment
- Central contact point for doctoral candidates, postdocs and advanced researchers
- Information, advice and workshops on career orientation, personal development, and networking for doctoral and postdoctoral researchers



## Counseling

- PhD candidates
- Students
- International Graduates

## Qualification

- PhD Process
- Transferable Skills
- Professional Orientation

## Networking

- PhD Networks
- Peer Coaching
- Social Meetings

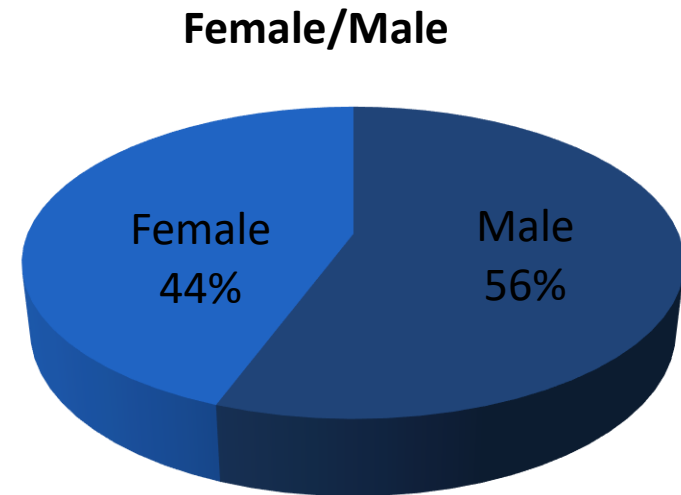
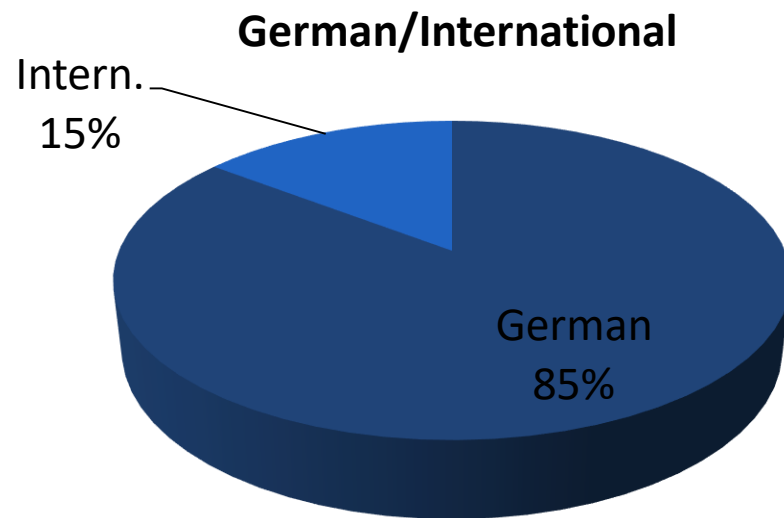
## Our goals:

- To support PhD candidates and postdocs during their qualification phase.
- To assist early career researchers in clarifying their career goals either inside or outside the University.
- To offer information, advice and workshops on career orientation and to coordinate university-wide support services.
- To make doctoral researchers and postdocs visible as a distinctive peer group and to create opportunities for networking and interdisciplinary exchange.
- To provide researchers with interdisciplinary skills that enable them to perform excellent teaching and research as well as to contribute with their research findings to society.



# Doctoral Researchers in Germany

- Total number: 196,200

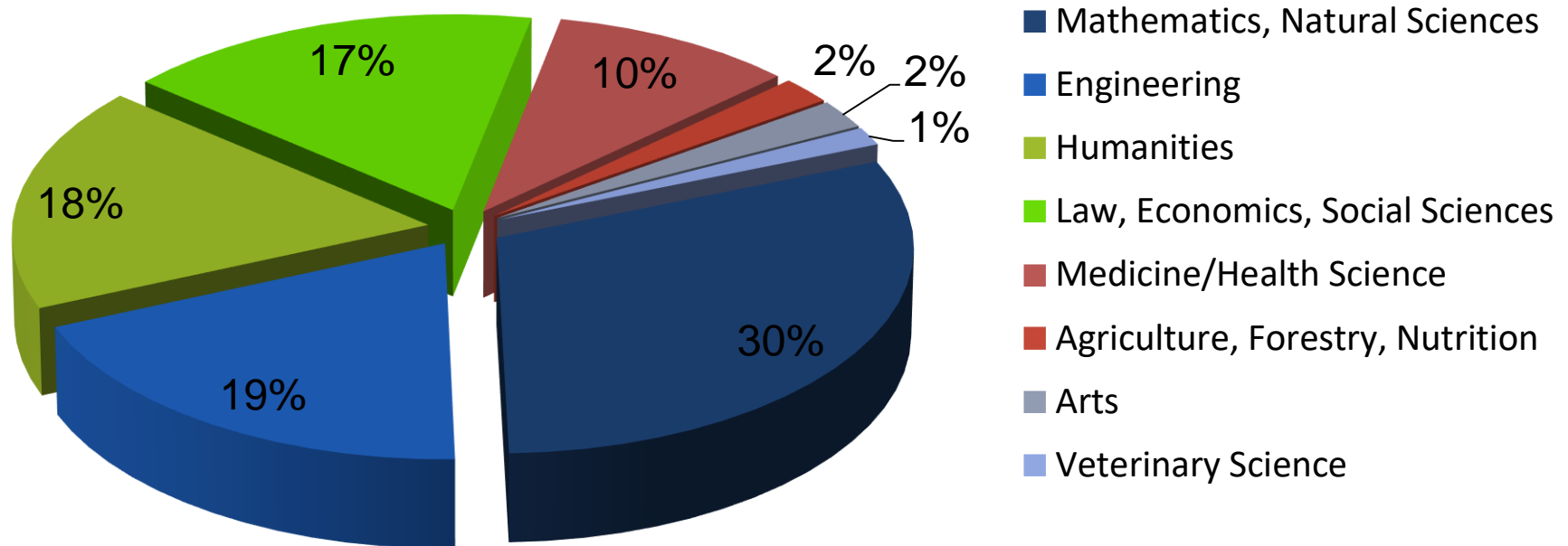


Data source: Federal Statistical Office of Germany, Promovierende in Deutschland 2014/15



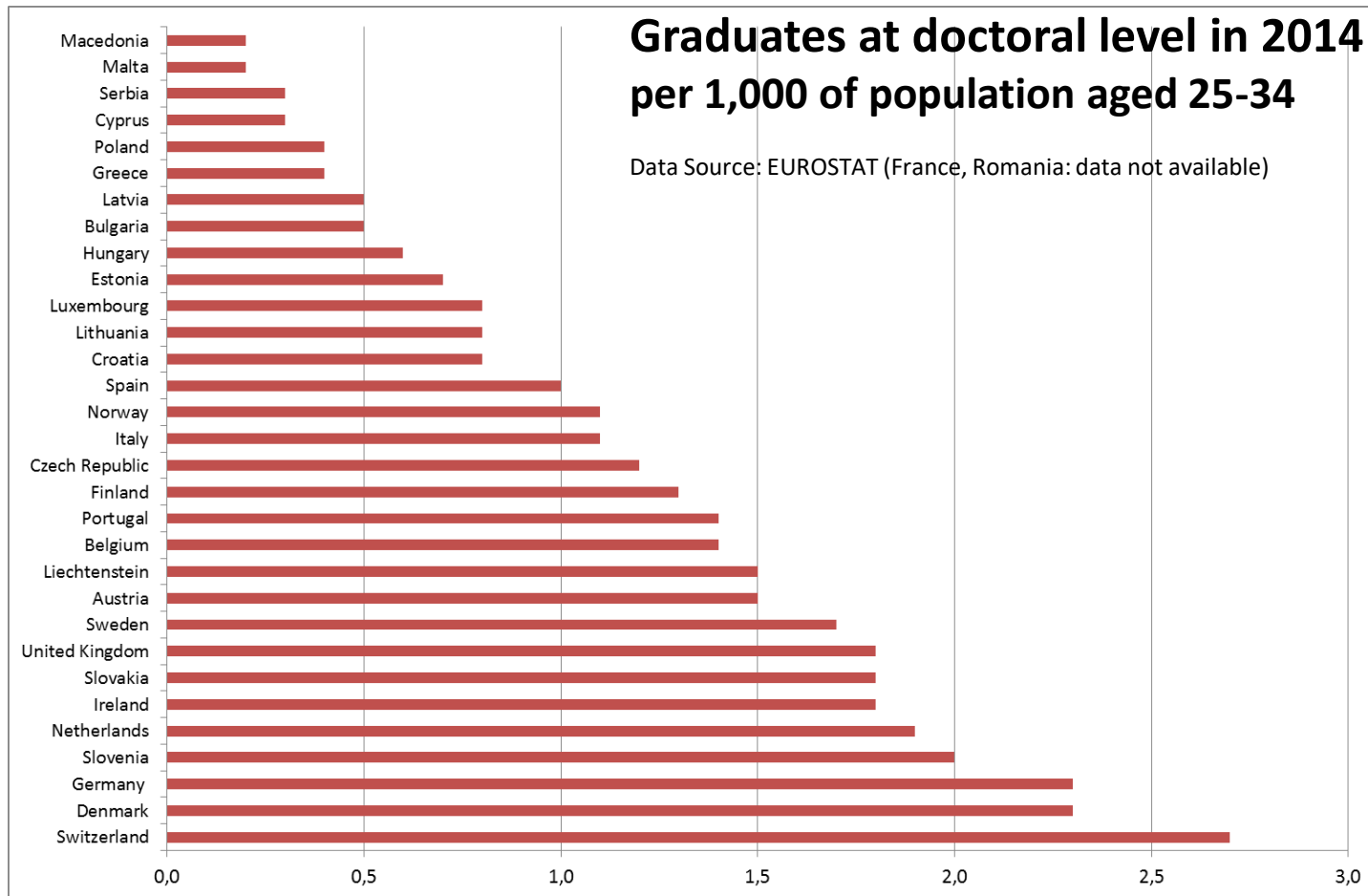
# Doctoral Researchers in Germany

Total number: 196,200 (15% international, 44% female)



Data Source: Federal Statistical Office of Germany, Promovierende in Deutschland 2014/2015

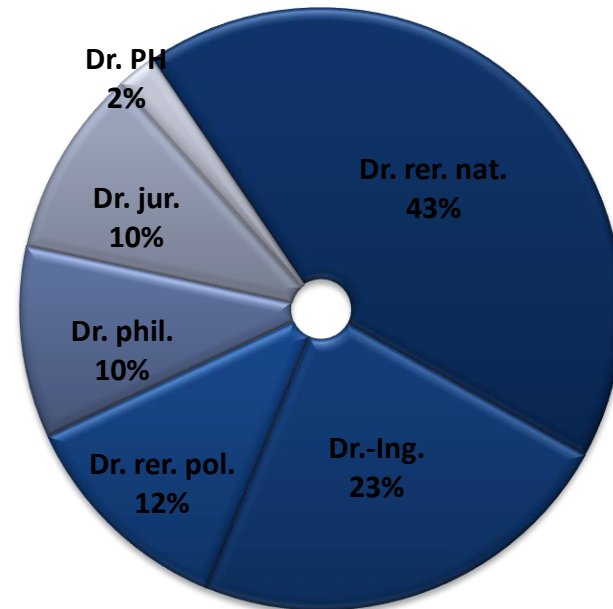
# Facts and figures for Europe





## UBremen: Doctoral Awards 2016

- 303 in total
- 46 % to women
- 23 % to international candidates





The number of doctoral degrees awarded increased from 17.383 (year 2000) to 20.821 (year 2014).

„Bottle Neck“: About 200.000 doctoral researchers – about 45.000 full professorships in Germany.

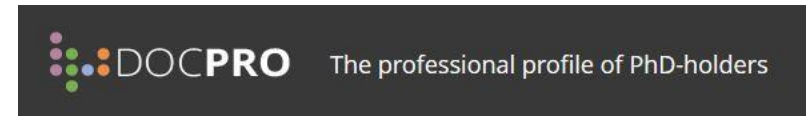
**1 . How to support doctoral researchers in their career planning?**

**2. What do doctoral researchers have to offer?**

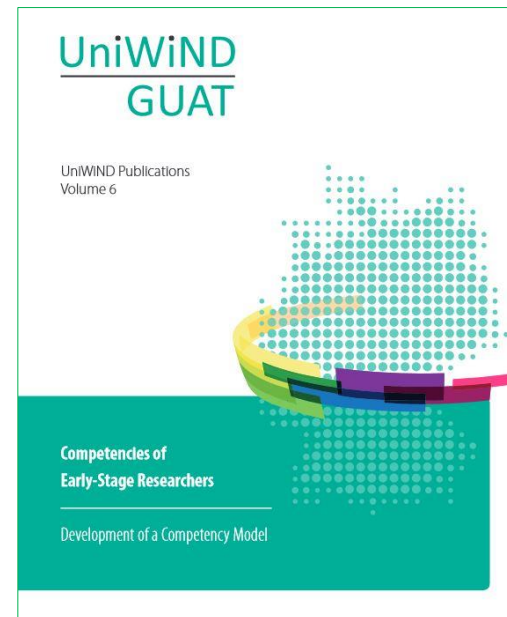


# AWARENESS - COMPETENCIES

## Supporting professional and personal development



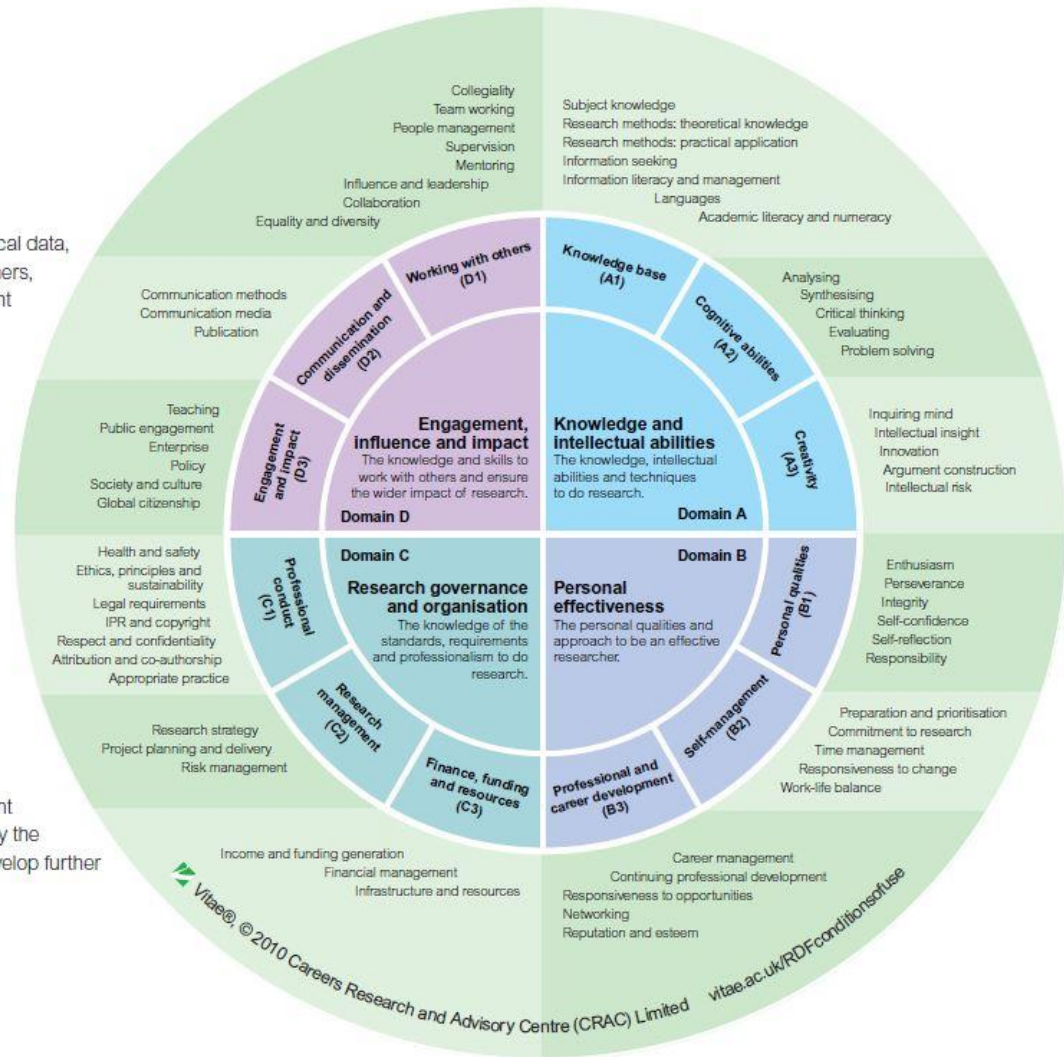
## COMPETENCY FRAMEWORK FOR PHD HOLDERS



## Structure

The RDF has been created from empirical data, collected through interviewing researchers, to identify the characteristics of excellent researchers expressed in the RDF as 'descriptors'. The descriptors are structured in four domains and twelve sub-domains, encompassing the knowledge, intellectual abilities, techniques and professional standards to do research, as well as the personal qualities, knowledge and skills to work with others and ensure the wider impact of research. Each of the sixty-three descriptors contains between three to five phases, representing distinct stages of development or levels of performance within that descriptor.

The RDF has been incorporated into a downloadable Professional Development Planner to enable researchers to identify the areas in the framework they want to develop further and to create an action plan.





# Competences

- **Academic Research Competences:** Data management, Publication skills, Research methods
- **Intellectual Competences:** Critical judgement, Analytical thinking, Problem solving
- **Personal Effectiveness:** Autonomy, Responsibility, Initiative, Flexibility
- **Task-Orientedness:** Organisation & Coordination, Progress monitoring, Project planning
- **Interpersonal Competences:** Negotiation, Presentation skills, Collaboration, Networking



# DOCPRO

- Expertise and methods
- Information management
- Evaluation
- Skill development
- Analysis, synthesis and critical thinking
- Open-mindedness and creativity
- Commitment
- Integrity



- Project management
- Managing change
- Managing risks
- Decision-making
- Strategy
- Leadership



- Balance
- Listening and empathy
- Negotiation
- Collaboration
- Communication

## Welcome to DocPro

PhD-holders are in the vanguard of their scientific discipline. They are also well-rounded professionals with skills extending beyond their area of expertise. DocPro describes the 24 core competencies that they develop in the course of their doctoral training and subsequent career.

- Obtaining and managing funding
- People management
- Producing results
- Intellectual and industrial property
- Customer focus

# Application and Career

## So you're doing a PhD... What's next?

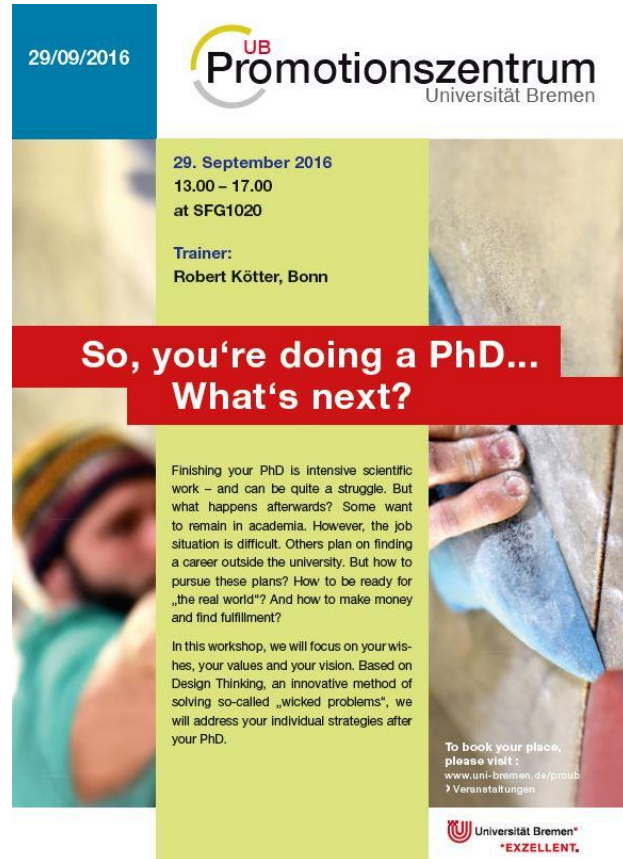
“Finishing a PhD is intensive scientific work – and can be quite a struggle. But what happens afterwards? How to be ready for the ‘real world’? How to make money and find fulfillment?”

## Career Planning: Create a career portfolio

“Participants will learn how to develop an accurate picture of their talents, interests, values and preferred lifestyle.”

## International Applications for Early Career Researchers

“PhD Researchers are quite confident about application processes in academic research. But for application outside academia there are a lot of different needs and conditions applicants have to be aware of.”



29/09/2016

**UB**  
**Promotionszentrum**  
Universität Bremen

29. September 2016  
13.00 – 17.00  
at SFG1020

Trainer:  
Robert Kötter, Bonn

**So, you're doing a PhD...  
What's next?**

Finishing your PhD is intensive scientific work – and can be quite a struggle. But what happens afterwards? Some want to remain in academia. However, the job situation is difficult. Others plan on finding a career outside the university. But how to pursue these plans? How to be ready for „the real world“? And how to make money and find fulfillment?

In this workshop, we will focus on your wishes, your values and your vision. Based on Design Thinking, an innovative method of solving so-called „wicked problems“, we will address your individual strategies after your PhD.

To book your place, please visit:  
[www.uni-bremen.de/promo](http://www.uni-bremen.de/promo)  
? Veranstaltungen

Universität Bremen\*  
\*EXZELLENT.

# Leaving Academia

## Career paths of researchers from the Social Sciences and the Humanities

**UBremen  
BYRD**  
Early Career Researcher  
Development

**Leaving Academia – Karrierewege**  
promovierter Geistes- und Sozialwissenschaftler\*innen

POSTDOCS

**Datum** 18.10.2017  
**Uhrzeit** 17:00 – 19:00 Uhr  
**Ort** VWG 2060 „Kapelle“

Die Veranstaltung bringt Promovierende und Postdocs der Universität Bremen mit promovierten Geistes- und Sozialwissenschaftler\*innen aus verschiedenen Berufsfeldern zusammen, um ihre Karrierewege, Entscheidungen und Schlüsselkompetenzen gemeinsam zu reflektieren.

- Was sind die Stärken und Kompetenzen von Geistes- und Sozialwissenschaftler\*innen, die sie für die Arbeit außerhalb der Wissenschaft mitbringen?
- Wie sehen die unterschiedlichen Tätigkeiten aus?
- Welche Kompetenzen aus der Promotionszeit oder Postdocphase sind hilfreich?

Diese und andere Fragen diskutieren die Podiumsgäste im Austausch mit dem Publikum. **Moderation:** Prof. Dr. Andreas Breiter, Konrektor für Forschung und wissenschaftlichen Nachwuchs

- **Information & Anmeldung** [www.uni-bremen.de/byrd/veranstaltungen](http://www.uni-bremen.de/byrd/veranstaltungen)
- **Kontakt** BYRD-Geschäftsstelle | 0421 218 60328 | [byrd@ww.uni-bremen.de](mailto:byrd@ww.uni-bremen.de)



18.10.2017

# Transferable Skills

**Presentation Skills:**  
**Engaging the Listener in your talk**

**Intercultural Competence:**  
**Global skills for university and professional life**

**Leadership Skills:**  
**How to initiate and facilitate constructive communication, cooperation and innovation**

**Communication matters!**  
**The challenges of scientific teamwork and everyday university life**



# Professional Development for Doctoral Researchers



“Expectations for researchers have changed worldwide. Now new PhD graduates are expected to possess an array of skills in addition to the ability to conduct research.

They are expected to be competent writers, speakers, managers, and team members who can communicate research goals and results effectively inside and outside universities.”

Maresi Nerad 2015

Source: Maresi Nerad, Professional Development for Doctoral Students: What is it? Why Now? Who does it? Nagoya Journal of Higher Education, Vol.15, pp.285-318, 2015.





## Offerings for Postdocs

- Consultation
- Workshops

## Consulation

- Assistance in clarifying one's career goals inside or outside the University
- Provide support in implementing accordant measures

# Workshops

- **„Competency Awareness: What am I capable of and how do I present it?“**
- **„Starting a Career in the Non-Academic Labor Market“**
- **Assessment Center Training**
- **Discussion with company founders on self-employment**

## „Plan B“: Group Coaching

- Small group of six people
- Four one-day meetings in four months
- „Homework“

### Idea:

- To find out more about your own competencies, qualification and values
- To develop your profile for the non-academic labor market
- To build contacts to interesting fields of work
- Work on applications

## „Plan B“ - Group Coaching

### Quotes from a letter of motivation:

- “I am quite successful in my scientific work (...), but I still have doubts if I really want to follow that path.”
- “So far I always stayed in this situation, because it was somehow ok, but I am really at a point where I need to think about it – but I do not manage on my own.”



## „Plan B“ - Group Coaching

- **Quotes from the evaluation:**
- “We got very useful feedback, created our own profiles of competencies and values and translated them into ‘labor market language’.”
- „We also got to know good methods and materials, so that I can search for jobs with a better feeling and much more self-confidence now.”

**Thank you!**

[www.uni-bremen.de/byrd](http://www.uni-bremen.de/byrd)

[www.facebook.com/byrd.ub](https://www.facebook.com/byrd.ub)



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2018

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