

# Postdoc Qualification and Career Development

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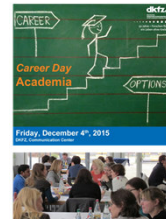
DKFZ German Cancer Research Center, Heidelberg

## Abstract

DKFZ hosts more than 300 postdocs who contribute to our high impact research programs. Postdocs are encouraged to prepare themselves for the next step in their careers. This is supported by the DKFZ Management Board through several instruments. (1) Compulsory yearly appraisal interviews including career plan discussions to be held with supervisors (2) mentoring programs (3) advanced training offers including a *Postdoc Qualification Program* (4) career Service including one-to-one career guidance (5) the postdoc network@dkfz (PDN) etc. By taking advantage of these offers, postdocs can expand their skills, improve their qualifications, increase their visibility and broaden their options to make informed career decisions.

## Career Development @DKFZ

- **Support** to make **informed** career decisions
- **Initiative** and **needs** come from young researchers

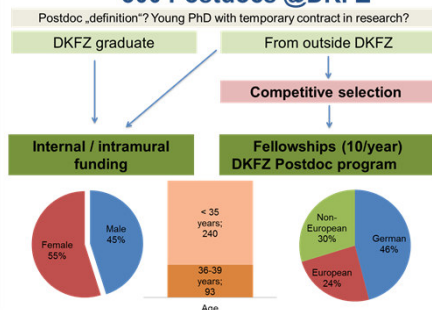


„Auch Forscherkarrieren müssen individuell geplant werden“ (Angela Merkel, 23 April 2014, DKFZ)

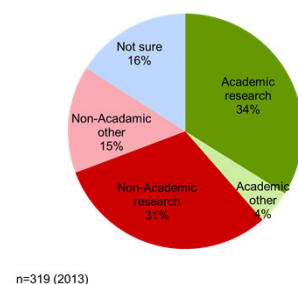


## Career Development Plan

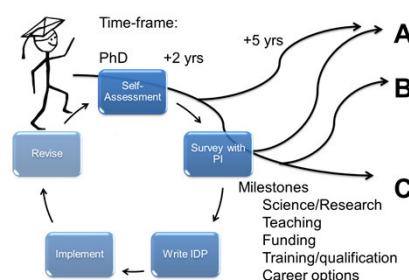
## ~300 Postdocs @DKFZ



## Career Aim after PhD



## IDP - Individual Development Plan



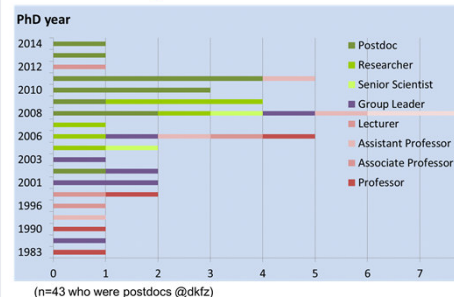
## Outlook

DKFZ postdocs are strongly encouraged to take ownership of their personal career development. Yet many postdocs wish for more flexibility with respect to the time frame granted for career building. They wish for more transparency regarding academic positions in academia beyond professorships. Creating more opportunities in academia is a prerequisite to ensure attracting the best scientists of each coming generation to academia. In addition, a further harmonization of the European workspace will be necessary to ensure and enhance mobility. Research institutes and higher education institutes can also benefit from implementing career development plans to better prepare postdocs for future tasks, for example in science management.

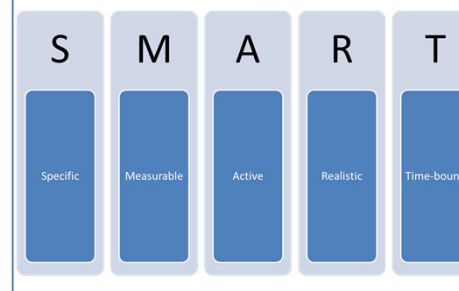
## Offers for Postdocs @DKFZ

Info:	Good Scientific/Medical Practice				Clinical Studies	
	Appraisals		Habilitation			
	Career Plan		12 years/ WissZvG.			
	Career days: Academic, R&D, etc.					
Training:	Postdoc Qualification Program					
	Project Management		Scientific Writing		CV Workshops	
	Team / Leadership		Grant Applications		Application Skills	
	Felasa	FACS	Biostatistics	SAS	R-Program.	
Networking:	Scientific Lectures		Peers Get Togethers		Alumni Retreats	

## Postdoc @dkfz now in Academia



## SMART goals



# Career Development Plan

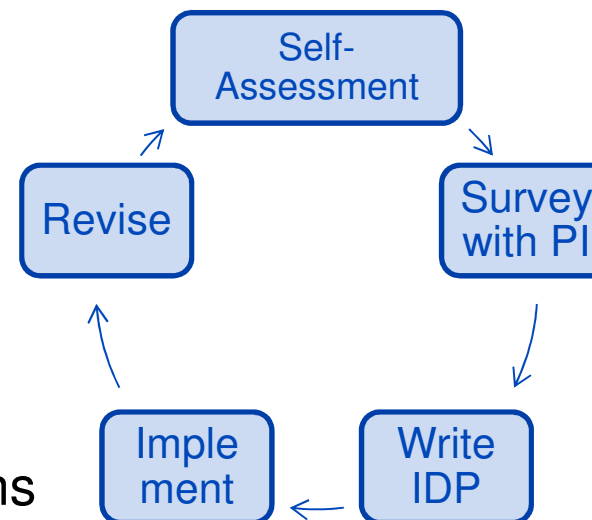
## POSTDOC CAREER DEVELOPMENT PLAN

Postdoc: [Click here to enter text.](#) Supervisor: [Click here to enter text.](#)

Dates of appointment covered by this form: [Click here to enter a date.](#) - [Click here to enter a date.](#)

Date plan reviewed with supervisor: [Click here to enter a date.](#)

Research project goals: <a href="#">Click here to enter text.</a>
Grant(s) to be submitted or contributions to grant(s): <a href="#">Click here to enter text.</a>
Publication(s) to be submitted: <a href="#">Click here to enter text.</a>
Teaching and/or lecturing activities planned: <a href="#">Click here to enter text.</a>
Other scholarly or professional activities planned (e.g., presentations, supervisory/mentoring responsibilities, attendance at conferences): <a href="#">Click here to enter text.</a>
Skills to be learned or training undertaken (e.g., ethics/human subjects training, course work, lab technique): <a href="#">Click here to enter text.</a>
Other professional skills (leadership/management skills, communication skills, collaborative skills, progress towards independence): <a href="#">Click here to enter text.</a>
Comments: <a href="#">Click here to enter text.</a>



- ❖ Research
- ❖ Grants
- ❖ Publications
- ❖ Teaching
- ❖ Other

- Conferences, supervise, presentations, etc
- Scientific skills/Courses
- Soft skills/Training: Leadership, communication, progress to independence



**SCHOOL OF PUBLIC HEALTH**  
Office of Faculty Affairs

<http://postdoc.harvard.edu/career-planning>