



Sign Up! Careerbuilding for Postdocs of the MPG

Promoting Young Researchers in the MPG: Call for Proposals

Sign UP! Career building program for post docs in the MPG

Institute Directorates can nominate outstanding female post docs for participation

In summer 2016, the successful program "Sign Up! Career building for female post docs" will start with round number four. The aim is to promote women post-doctoral researchers and academic staff in their career development and prepare them for leadership roles in the scientific community. As of now, the Institute Directorates can nominate female scientists at postdoctoral level for participation.

The Max-Planck-Society has long been committed to promote young female researchers and bring more women into leadership positions. Our active commitment is already showing success. Within our framework, the "Sign Up" program focuses on the pivotal target group of female post docs. The pilot program developed jointly by the MPG and the EAF Berlin was completed with great success in 2010.

Who can participate?

The "Sign Up" program will now start with round number four, thus offering more female scientists the opportunity to participate in high-quality career training. Up to 18 post-doctoral researchers can be selected for the program. Candidates should

- have high academic potential
- have proven scientific record
- be particularly ambitious and
- be motivated to ascend towards leadership positions in academia.

What does the program offer?

The program includes three seminar modules of 3 to 4 days that offer personal skill training and provide information on scientific career-building. Discussion with top scientists from the MPG will give participants firsthand insights about the opportunities and challenges lying ahead.

The seminar modules will focus on the following areas:

- *Careers in academia*: career paths in academia, appointment procedures, application strategies, self-marketing, success factors
 - *Leadership in academia*: management principles, self-management, leadership roles, communication models, conflict management, as well as political developments and strategic issues within the scientific community
 - *Research funding and institutions*: information on the research funding system, funding sources, eligibility criteria and success factors.
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Diversity in Leadership

How is the selection process structured?

Candidates must be nominated by the institute directors of the Max-Planck-Society with a recommendation letter. The post docs will then receive a profile sheet and be asked to write a short statement about their motivation and indicate their contact details. A selection committee will select the final program participants, based on the quality of the recommendation letter, the letter of motivation and a fair share of section and institutes. Given the limited number of 18 places, we recommend to submit applications early. **Closing date for applications is 10. April 2016.**

The program cycle

The program starts with the first module from 16.-18. June 2016 in Berlin. It will be followed by the second module from 21.-24. September 2016 again in Berlin. The program will be completed with the third module from 05.-07. January 2017 in Eisenach.

The modules each include 3- to 4-day seminars, which take place in seminar hotels in Germany. Seminar language will be mostly English.

For participants selected for the program, the participation in all three modules is mandatory. Please note the dates indicated above.

The cost for the coordination and implementation of the program is covered by the General Administration of the MPG. The respective institute will bear the conference costs of their participant (travel, accommodation and meals).

The program is conducted in cooperation with the EAF Berlin – Diversity in Leadership. The EAF is an independent nonprofit organization based in Berlin. Since 1996, it advises business, government and academia on equality, diversity management and work-life balance and conducts studies on these topics. With its innovative programs, it supports women with leadership potential and helps women and men in their career planning and the reconciliation of work and family. The MPG has partnered with the EAF for several years as part of a corporate partnership.

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