

KHYS Postdoc Office: career development and funding

November 25, 12–12.30 p.m.

Jana Schmitt (KHYS)

Agenda

- **KHYS + KHYS Postdoc Office**
- Postdocs at KIT
- How to best profit from the postdoc phase at KIT?
 - Framework conditions
 - Qualification and career development
 - Funding

About KHYS

- Central institution for the promotion of young scientists at KIT

Target groups:

- Doctoral researchers
- Those interested in doing a doctorate or postdoc at KIT
- **Postdocs in an initial orientation/qualification phase**
- Supervisors and superiors/executives
- Coordinators of structured doctoral programs



KHYS Postdoc Office...

... is the central **contact point** for those interested in a postdoc phase, postdocs and their supervisors.

Our main goals are...

- providing orientation for career development and career-related decisions
- offering career specific qualifications
- promoting independence and networking within and outside the academia

More information can be found here:

<https://www.khys.kit.edu/khys-postdoc-office.php>





We are happy to assist you!

Contact: Jana Schmitt,
0721 - 608 - 45293
postdoc@khys.kit.edu

- Make an appointment: phone, zoom, MsTeams, walk-in (the park)
- If we cannot answer your questions – we will help to find someone

Postdoc Website



[The Postdoc Phase at KIT](#) →



[KHYS Postdoc Office](#) →



[Financing Your Research](#) →



[Career Counseling and Mentoring](#) →



[Qualification and Career Development](#) →



[Internationalization & Networking](#) →



[Good Science, Good Leadership, Good Work](#) →



[Information and Offers for Supervisors of Postdocs](#) →

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Who is a Postdoc? What is the Postdoc-Phase?

- No uniform use of the term
- Could potentially describe every career step below the W2/W3-professorship



Postdocs at KIT =

“[...] Postdocs at KIT are scientists with a doctoral degree who work as scientists for a limited period of time of generally up to three years. [...]”

[Guidelines for the Postdoc Phase at the Karlsruhe Institute of Technology \(KIT\)](#)

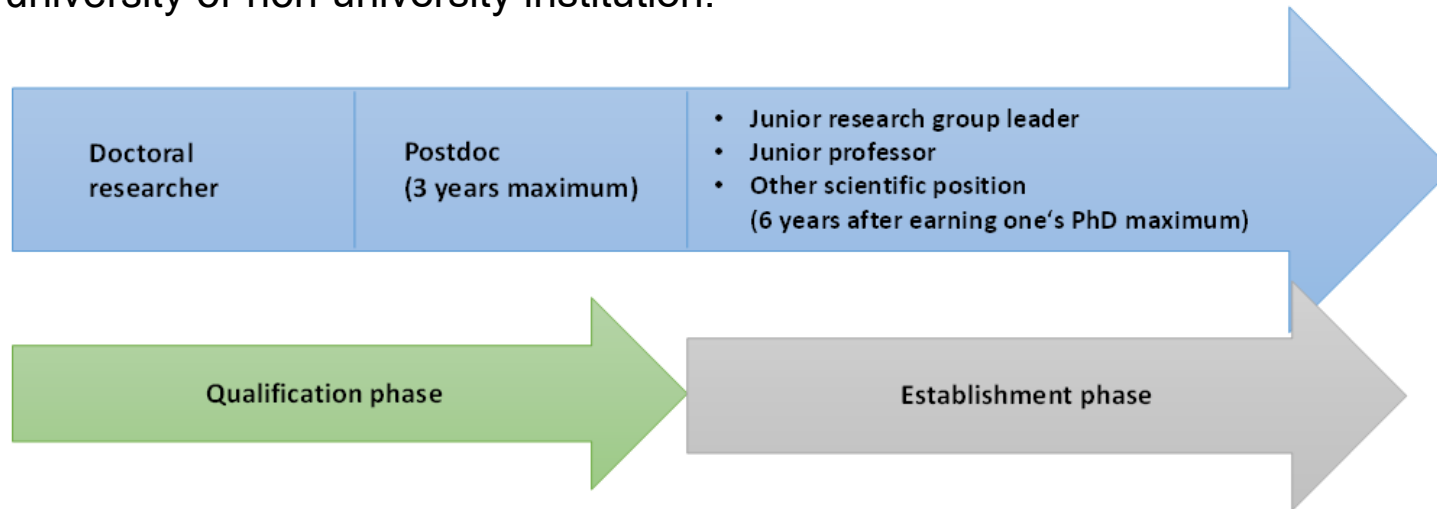
What is a Postdoc-Phase at KIT?

Postdoc Phase at KIT= (according to [KIT 2025 strategy](#))

“[...]”

can follow directly after the doctorate

or after an already completed postdoctoral phase at another university or non-university institution.”



KIT 2025 strategy:

[...]
The phase after the doctorate is important for achieving further scientific qualifications, for one's orientation in the national and international science systems, and for decisions for a career in science, industry or society. Postdocs are supported by KIT in their development and their decisions so that clear-cut advanced prospects inside or outside of KIT are found at the end of the three-years postdoc phase. [...]

Postdoc survey 2018:



~ 500 postdocs

~ 165 women + ~ 335 men

**~ 200 Internationals +
~ 300 Germans**

How does one become a Postdoc at KIT?

- Application for an advertised position
→ [Career at KIT](#)
- Scholarships (e.g. [Walter Benjamin Program DFG](#))
- Fundraising one's own position / research project
(e.g. [DFG Individual Research Grants](#))
- Creation of a postdoc position (unsolicited application, addressing potential supervisors)
- KIT program which also focuses on the next career step: [YIG Prep Pro](#)



Young Investigator Group Preparation Program (YIG Prep Pro)

- provides funding and mentorship to pursue your research idea and prepare a proposal for your own third-party funded junior research group
- Experts assist you in a tailored program that will qualify you for a successful academic career with the goal of becoming a professor
- Postdocs who are already working at KIT are eligible to apply within the **first 9 months** after the start of their employment
- [Overview of several financing possibilities](#)



Services and offers (FOR)

[Research Funding Office \(FOR\):](#)

Advice on funding programs for young scientists on their way to a professorship

Database: [Open4Research](#)

[FOR-Newsletter](#)



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Self-reflection and orientation

1. Know your...

- motivation, ideals and values,
- qualification, skills and competences,
- personal and career goals.

2. Get oriented with...

- framework conditions,
- what is expected from you,
- services and offers at KIT.



What are good framework conditions for postdocs?

Good framework conditions for a postdoc

=

A scientific environment (research and teaching) that allows you to develop your profile as an independent scientist and become visible in the *scientific community*.



Good Reasons for a Postdoc Phase at KIT

Unique Scientific Environment:

- research-oriented university and a national research center of the Helmholtz Association
- was awarded the Excellence University designation
- excellent framework conditions for research, versatile work opportunities, and outstanding career prospects
- allowing you to work and research in an environment of scientific integrity
- close networking with renowned scientific institutions in Germany and abroad
- intensive collaboration with companies from the industrial sector

Expectations towards Postdocs (Postdoc guidelines)

„[...]“

- Postdocs are expected to prove their scientific capabilities,
- deepen their technical and non-technical knowledge and skills,
- expand their professional networks,
- ideally gain additional international experience thanks to stays abroad
- and identify the professional goals that are desirable and feasible for them. [...]“

Orientation towards legal framework conditons

KHYS Website for Postdoc: [Good Science, Good Leadership, Good Work](#)

Wissenschaftszeitvertragsgesetz (WissZeitVG) – i.a. information regarding how long one can be employed with a limited contract in the academia and under what circumstances?

Voluntary Obligation „Good Work at KIT“ – i.a. information regarding limited contracts at KIT

Wage Agreement of the Federal States (TVL) – i.a. information regarding classification / wage

Landeshochschulgesetz Baden-Württemberg (LHG) – i.a. information regarding the aptitude for a J/TT-professorship

Quality Assurance Concept for Junior and Tenure-Track Professorship at KIT – i.a. information regarding evaluation criteria (Intranet)

Habilitation Guidelines of the Universität Karlsruhe (Intranet)

...

Tip: YIN article regarding [Regulations of limited contracts in the academia](#)

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Possible qualification areas during the early postdoc phase*

Career Planning and Self-Reflection

Teaching and
Supervision

Acquisition of
Third Party
Funding

Committee Work

Review Activities

Interdisciplinary
Cooperations

International
Cooperations

Project
Management
and Working in a
Team

Publishing and
Science
Communication

(Personnel)
Leadership

Networking

*following: Hanna Kauhaus, Evelyn Hochheim, *Qualifizierung in der Postdoc-Phase*, UniWiND-Publikationen, Band 5

KHYS Further Education Program:

- Research & Communication
- Management
- Career Development
- Language Courses

Soon new structure for specific career paths:

- Fit for your career in science
- Fit for your career in industry/outside academia
- Fit for your career as a founder of new business



Overview of other providers and offers at KIT (PEBA, IRM, FOR etc.)

Individual career counseling (KHYS)

for both academic and non academic career pathways

- **Welcome and Orientation Talk**
(early postdoc phase, once, by appointment, 1-1.5 hr)
- **Career Impulse Talk**
(all postdoc phases, once, by appointment, 1-1.5 hr)
- **Your Plan: Personal career counseling**
(all postdoc phases, preliminary talk via telephone + 3-4 consultation dates, 1-1.5 hr each, by appointment)



Career orientation and self-reflection

[KHYS Workshops and E-learnings:](#)

- How to Shape Your Future: Career Planning for Postdocs
- How to Advance Your Career in Research and Get Funded
- How to be More Employable in the Private Sector

[Pathways to a Professorship \(FOR\)](#)

[Support in the Search for Individual Coaching \(PEBA\)](#)

Mentoring program: [X-Ment](#) (PEBA)

KHYS Postdoc Office: Upcoming Events

- Postdoc Days (December 2021): Workshops, talks and panel discussions with a focus on different career paths
- Workshop *Postdoc ja/nein* (March 2022)
- Welcome Event (December/June)



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KHYS Funding Programs: Internationalization and Networking



Aspirant Grant

Applicant: (Junior) professors, heads of junior research groups, heads of institutes
Funding: Funding of a research stay of an aspiring postdoc for a month at KIT

Research Travel Grant

Applicant: Postdoc at KIT
Funding: Funding of a research stay abroad of a postdoc up to six months

Connecting Young Scientists (ConYS) (max. 5.000 €)

Applicant: Postdoc at KIT
Funding module 1: Short term stay of the postdoc in another institute for 4 weeks
Funding module 2: Short term stay of a guest scientists at KIT up to a month
Funding module 3: Event support (international, interdisciplinary, industry-related)

Remote Collaboration Program (max. 3.000 €)

Applicant: Postdoc at KIT
Funding: Funding of smaller projects to network internationally (events, seminars etc.)

KHYS-Recommendations:

- Talk to your superiors regarding your career development
- Make career planning a priority
- Know your framework conditions and structural guidelines
- Search for additional mentors in your field
- Check if your ladder is leaning on the right wall
- Ask questions and ask for transparency
- Expand and enhance your professional network



*Thank you for your attention
and see you at KHYS!*

