The Leibniz Association

Pursuing your Scientific Career at a Leibniz Institute

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Overview

- Introduction to the Leibniz Association
- Career opportunities at Leibniz Institutes

- Leibniz Career Guidelines and career development
Leibniz Mission Statement

We stand for scientific excellence and societal impact

We

- conduct excellent knowledge oriented research with social, ecological and economic impact
- practice cooperative research within and across institutes
- closely collaborate with universities
- provide a wide range of research infrastructures
The Leibniz Association at a glance

- Founded in 1995
- 96 member institutes:
  - 71 research institutes
  - 17 research infrastructure facilities
  - 8 research museums
- ca. 20,000 employees; 10,000 researchers
- Total annual budget of > € 1.9 billion
- Exemplary system of regular evaluation
Sections of the Leibniz Association

Section A
Humanities and Educational Research
(23 institutes)

Section B
Economics, Social Sciences, Spatial Research
(18 institutes)

Section C
Life Sciences (23 institutes)

Section D
Mathematics, Natural Sciences, Engineering
(23 institutes)

Section E
Environmental Research (9 institutes)
Leibniz Research Alliances

Biodiversity

Bioactive Compounds and Biotechnology

Crises in a Globalized World

Energy Transition

Historical Authenticity

Nanosafety

Education Research

Science 2.0

Health Technologies

Healthy Ageing

Sustainable Food Production and Healthy Nutrition

Infections 21
Leibniz Research Infrastructures

162 Research Infrastructures, amongst these

- Research libraries
- Scientific collections
- Data archives
- Cohort and panel data
- Crystal growth and primate breeding
Leibniz ScienceCampi

- regional research clusters between Leibniz Institutes, universities and other partners
- international competence centres of innovative research
- research of high societal relevance
- perspective: permanent integration in the long-term research programmes of Leibniz Institutes
- long-term effects: centres for study and graduate programme designs
- currently, there are 19 Leibniz ScienceCampi
Leibniz ScienceCampi

- 23 Leibniz ScienceCampi
- Graduate Schools and Postdoc Clusters or Networks
Postdoctoral Researchers at Leibniz

- 2100 “PostDocs“
- 191 independent junior research groups
- 31 jointly appointed junior professors
Being a PostDoc at a Leibniz Institute

- Close cooperation with universities
  - No teaching obligation, but opportunity to teach
- Possibility to apply for DFG funding
- Limited inclusion in the academic administration of the institute
- Longer contract periods
- Transdisciplinary research
Career Paths of Postdocs

„Bundesbericht Wissenschaftlicher Nachwuchs“:

- around 5% obtain a professorship
- around 15% remain in academia → focus working conditions and support, career tracks within academia
- around 80% leave academia after finishing their PhD → focus career paths outside of academia
Leibniz Strategy - Career Paths

• Close regional inter-sectoral collaboration → Leibniz ScienceCampi

• Leibniz researcher career → research infrastructures, head of department

• Career Tracking → Leibniz project group „Career Promotion“→ skills profile → better inter-sectoral mobility

• Network Building → Leibniz PostDoc Network, Leibniz Mentoring Network
Career Development at Leibniz - Guidelines and Programmes

- Guidelines for career development
- Leibniz Junior Research Groups
- Leibniz Programme for Women Professors
- Leibniz Mentoring Programme for female postdocs
- Leibniz Kolleg for Young Researchers
- Leibniz PostDoc Network
Leibniz Career Guidelines

For

• PhD students
• Postdoctoral Researchers

Providing recommendations on

• More transparency for careers of (junior) researchers
• Improvement of employment conditions
• Active career development
4-Stage-Model of Leibniz Careers

• **1st stage: PhD**
  • Building expertise

• **2nd stage: Orientation**
  • Profile building: dissemination of results/publications
  • New projects - third-party funding
  • Academic administration - committee work - reviewer panel

• **3rd stage: Consolidation**
  • Publishing
  • Taking up further responsibilities
    (project/or research groups leader)

• **4th stage: Permanent position**
  • Tenure or Professorship
  • Position outside Academia or related to Academia
Supervision Guidelines

Postdoctoral Researchers

• Academic employees with rights and responsibilities
• Feedback consultation at least once a year:
  • Progress report
• Academic independence
  • Opportunity to build academic profile
  • International visibility at conferences
  • Consolidating publication record
• Limited structural inclusion in academic administration at the institute
Leibniz Junior Research Groups

• Funding to establish a junior research group at a Leibniz institute
  o for five years
  o personnel costs for the group leader, for two to three doctoral candidates or postdoctoral staff
  o equipment and facilities.

• Eligibility and assessment criteria
  o track record of outstanding academic work in your field
  o doctorate not more than five years ago (exceptions i.a. for child-rearing)

• How to apply
  o Applications are submitted through the individual Leibniz Institutes

• Calls open in March

• Further information available on www.leibniz-association.eu/careers
Leibniz Programme for Women Professors

• Funding for up to 5 excellent female researchers per year
  o for five years
  o personnel costs for the professor and employees
  o up to 1 million € funding

• Predictable career prospects
  o W3 or W2 position
  o permanent contract or tenure track

• How to apply
  o Applications are submitted through the individual Leibniz Institutes.

• Calls open in March
• Further information available on
  www.leibniz-association.eu/careers
Leibniz-Postdoc Network - Goals

• encourage cross-disciplinary exchange between postdocs
  o on career challenges, networking, public outreach
  o big data, digitization, open science, and scientific societal challenges
• create structures for a central career support, accessible for all Leibniz-PostDocs
• establish a corporate identity as ”Leibniz PostDocs“
• forming a strong network including alumni and external organisations/industry/politics
Leibniz Mentoring

Challenging and intensive one-year programme to promote highly qualified post-doctoral female researchers:

- To enable women in the ‘consolidation phase’ to pursue an academic career
- To keep promising academics with Leibniz

Pillars of the programme:

- Mentor-mentee tandems
- Professional support to assure transfer into the daily work life
- Seminar programme on transferable skills
- Active network building
Visit our Leibniz Job Portal...
Get in touch!

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