A hundred ways beside academic research

Professional perspectives for young scientists in Geo-, Hydro-, Bio- and Cryo Science
Agenda

1. Introduction of KEPOS and Barbara Hoffbauer
2. Jobs in different industries and in the public sector
3. Developing your Unique Selling Proposition (USP)
KEPOS GmbH

KEPOS works close to Science –
Universities, MPIs and Helmholtz Centers are customers

KEPOS enables Scientists to find out their personal potential and to get prepared for a career outside academic research

KEPOS organizes training for professional orientation and application processes as well as for the first months on board

Personal Profile:
Lawyer, HR-Manager, specialized in recruiting and personal development
Since 2008 focused on work as a Consultant and a Trainer of People in Life Sciences
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Careers in Academic Research

- Bachelor/Master
- Junior P/Group L
- Postdoc
- PhD
- Professorship

- 10% permanent
- 25% temporary

- Science coordination
- Scientific communication
- Core Facility Management

永久

临时
Business as transformation process

Value added chain

Marketing  R&D  Product M  Purchase  Production  Quality M  Sales  After Sales


Politics  Social conditions  Legal conditions

Economy  Technology  Environment

Gillespie, P 13
Job Titles

- Strategic Marketing Manager (WABCO)
- Project Manager in vivo studies (Vira Therapeutics)
- Requirement Engineer (adesso)
- Manager Project Purchasing (Hager Electro GmbH)
- Specialist Cigarette Design (Japan Tobacco Group)
- Manager strategisches Marketing (Wörwag Pharma)
- International Graduate Trainee Programme (Münchener Rückvers.Gesellschaft)
- Purchasing Manager Packaging Europe (Henkel)
- Generalist im Business Development (TWT GmbH)
- CMC Regulatory Affairs Specialist (Bavarian Nordic)
- Endoscopy Support Specialist II (Olympus)
- Consumer & Market Research Specialist
- Innovation Research Funding Manager (Cancer Research UK)
- Model development (Symcyp)
Requirements

- Ability to present data & information in a compelling presentation in a logical, story board approach resulting in provocative business insights
- Must be a self-starter and able to follow management direction
- Leidenschaft, Ehrgeiz, Aufgeschlossenheit für Neues, positive Einstellung
- Results orientated, independent, entrepreneurial and self-motivated
- Ausgeprägte Team- und Kommunikationsfähigkeit
- Wissenschaftliche Fakten auch aus Marketingsicht auf den Punkt bringen
- Ability to cultivate internal and external professional relationships
- Fähigkeit, interdisziplinäre komplexe Problemstellungen zu erfassen und geeignete Lösungswege selbständig sowie im Team zu arbeiten.
- Hands on – action oriented
- Ability to work under pressure in a dynamic and fast changing environment
- Positive and confident attitude to support complex projects and explore new standards
- Aptitude for writing
- Contributing positively beyond your immediate function
Service and Consulting

- Consulting Companies
- Service Companies
- Media (TV, Radio, Internet, Print)
- Patent Attorney
Careers in the Public Sector

**International**
- United Nations
  - Health
  - Environment
  - Nutrition
  - Education
  - Europ. Patent Office

**National**
- Ministries and their authorities, Police, BKA, Secret Service, BND
- Environmental Care
- Healthcare
- Risk Prevention
- Food and Drug Administration

**Regional & Local**
- Police, LKA
- Environmental Care
- Healthcare
- Food and Drug Administration
- Scientific Management
Why should someone employ scientists?

- **Analytical skills**: Ability to learn independently, to determine and to assess main facts and figures, to create and test hypotheses

- **Communication skills**: Summerization and presentation of scientific results orally as well as in writing; training other people by explaining and introducing methods

- **Interdisciplinary and intercultural competences**: ability to practice exchange between different sciences and cultures

- **Strategic competence**: ability to manage one project over a minimum of three years by planning, coordinating and finalizing

- **Detail orientation**: Ability to work precisely and conscientiously
PhD students – what should they learn

Officially

- Independent research
- Interdisciplinary focus
- Preparation for careers in science

(DFG, German Council of Sc. and Humanities)

Practically

- Planning
- Realistic goal orientation
- Time Management
- Discipline
- Persistence
- Interaction

Strategically

Self-reflection as scientist
PhD students – what should they learn

Thesis related
- Planning
- Realistic goal orientation
- Time Management
- Discipline
- Persistence

Not - Thesis related
- Self-reflection as scientist
- Interaction
Postdocs – what is different?

Officially
- Independence
- Topic
- Funding
- Support

Practically
- Visibility
  - Impact factor
  - Authorship
  - Conferences

Strategically
- Building one’s own profile
  - Topic
  - Personality
  - Community

A Postdoc position should always be more than a continuum of a PhD project.
Development of PhD and Postdoc Skills

Technical/scientific
- Part of every-day work

Beyond Science
- Relevant courses at University
- and outside

Social Skills
- Voluntary activities,
- Not-thesis related work
- Social engagement

Personal Skills – just do it!!
- Self-reflection
- Self-organisation
- Goal orientation
Employers’ expectations

Technical/scientific Knowledge
Methods and techniques

Beyond Science
Language, IT
Project M.
Business basics and practical experience

Social Skills
- Communication
- Moderation
- Leadership

Personal Skills
- Self-reflection
- Self-organisation
- Goal orientation
Find your niche and meet the right people

- What should everybody know about you?
- What is the benefit your employer will get?
- Do you know 10 relevant people who offer relevant information?
- Can you tell people a story that boosts your message?