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# **Welcome!**

**Orientation event for newly arrived postdoctoral researchers**

**Online Session**

**February 23, 2023, 1:00-3:00 p.m.**

**Please mute your microphone  
and share your video.  
Thank you 😊!**

Dr. Susanne Scheer

Human Resources Department

5.3: Personnel Development and Dual Career Service

# „Welcome“ - Agenda



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**1:00 p.m. - Welcome & overview** - Dr. Susanne Scheer

**1:05 p.m. - Introduction of heiTRACKS** - Prof. Dr. Karin Schumacher, Prorector

**1:15 - Information about relevant services**

- Welcome Centre
- Heidelberg Research Service, Dr. Sandra Fernau
- hei\_INNOVATION, Dr. Raoul Haschke
- HeiSKILLS Teaching and Learning. Dr. Rafael Klöver
- UNIFY - Unit for Family, Diversity & Equality, Charlotte von Knobelsdorff
- Personnel Development and Dual Career Service, Dr. Susanne Scheer

**2:15 - Talk & exchange of experiences: “How to get off to a good start at Heidelberg University?”** - Dr. Giuditta Mirizio, JunProf Dr. Felix Joos

**2:55 – Wrap-up and closing**

After the event, you will receive the presentation & further information by email.

# heiTRACKS



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Vice-Rector Quality Development Prof. Karin Schumacher



# GUIDELINES

## CAREER DEVELOPMENT



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### Attract outstanding talents from all over the world

- making university careers in specific disciplines and leading positions **more attractive** and **easier to plan**
- positioning Heidelberg University as a **performance-led** employer, committed to **equal opportunities** and **diversity**

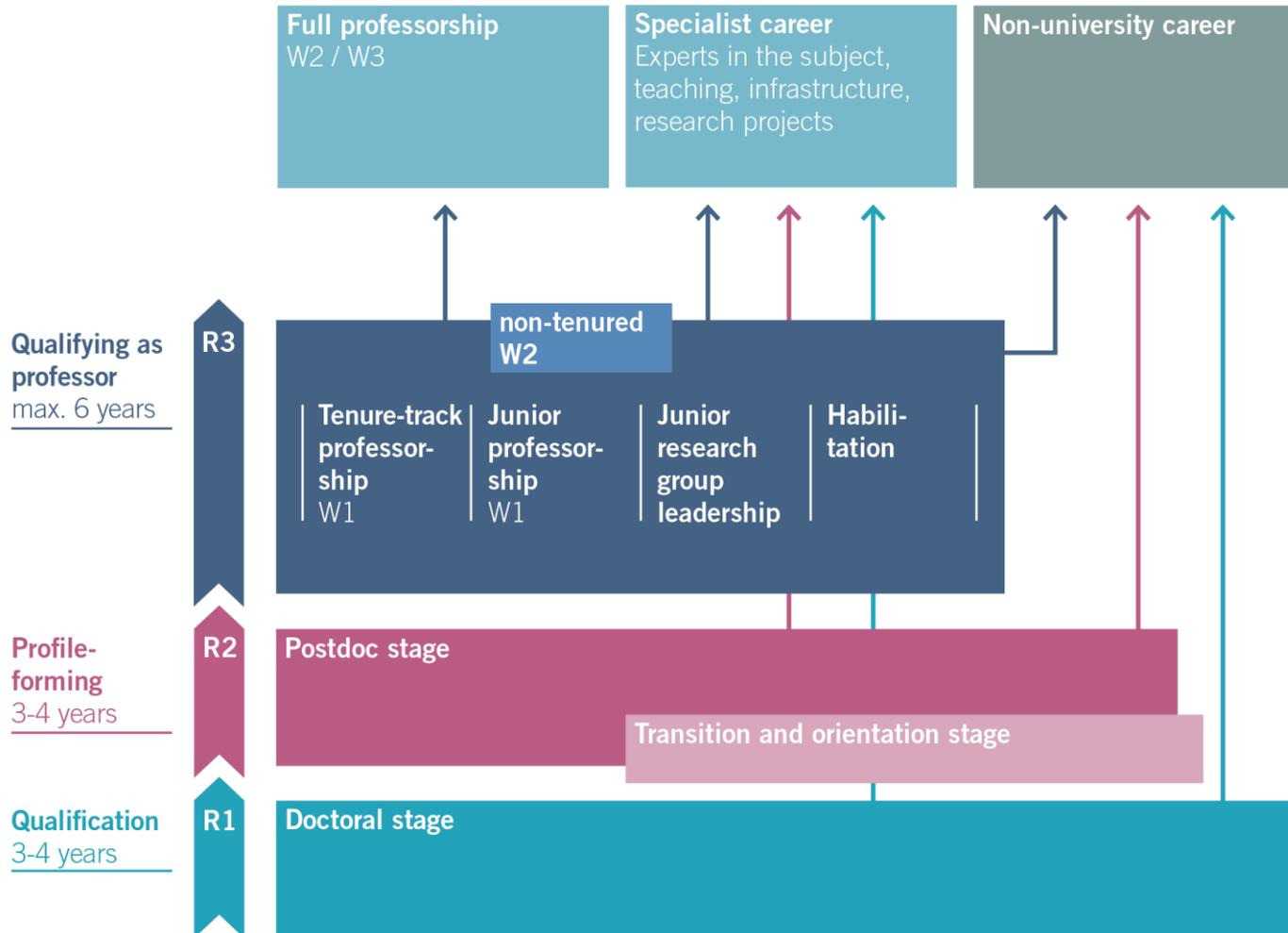
### Support talents and promote careers

- fostering early **independence** and systematic, collegiate **guidance**
- clear prospects, **transparent performance requirements**
- enabling early and well-founded **career decisions**

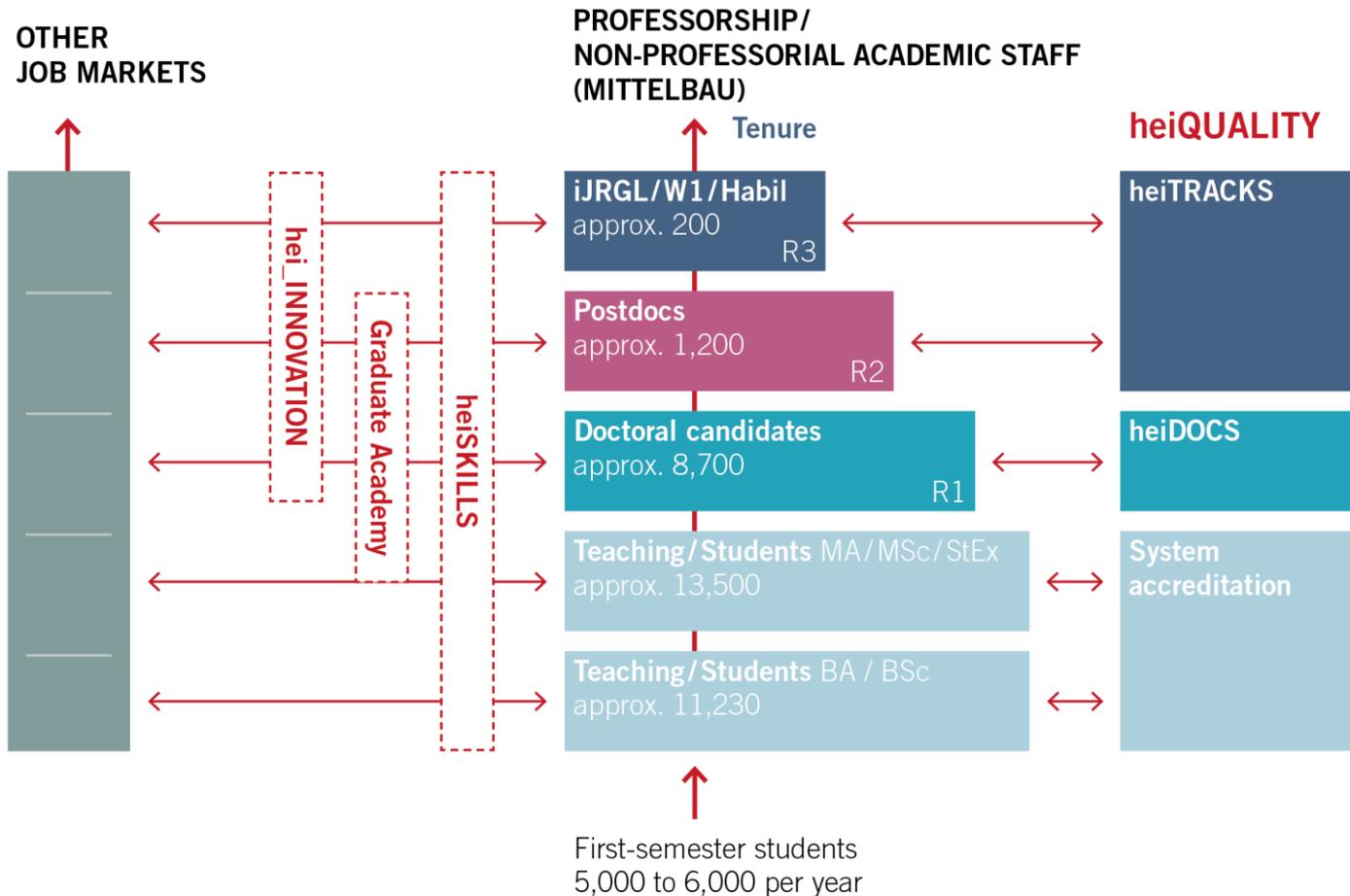
### Equality of all career paths

- preparation for careers in academia, **industry** and **society**
- **permeability** between the different worlds of work

# Career stages and career paths



# From quality development to quality culture

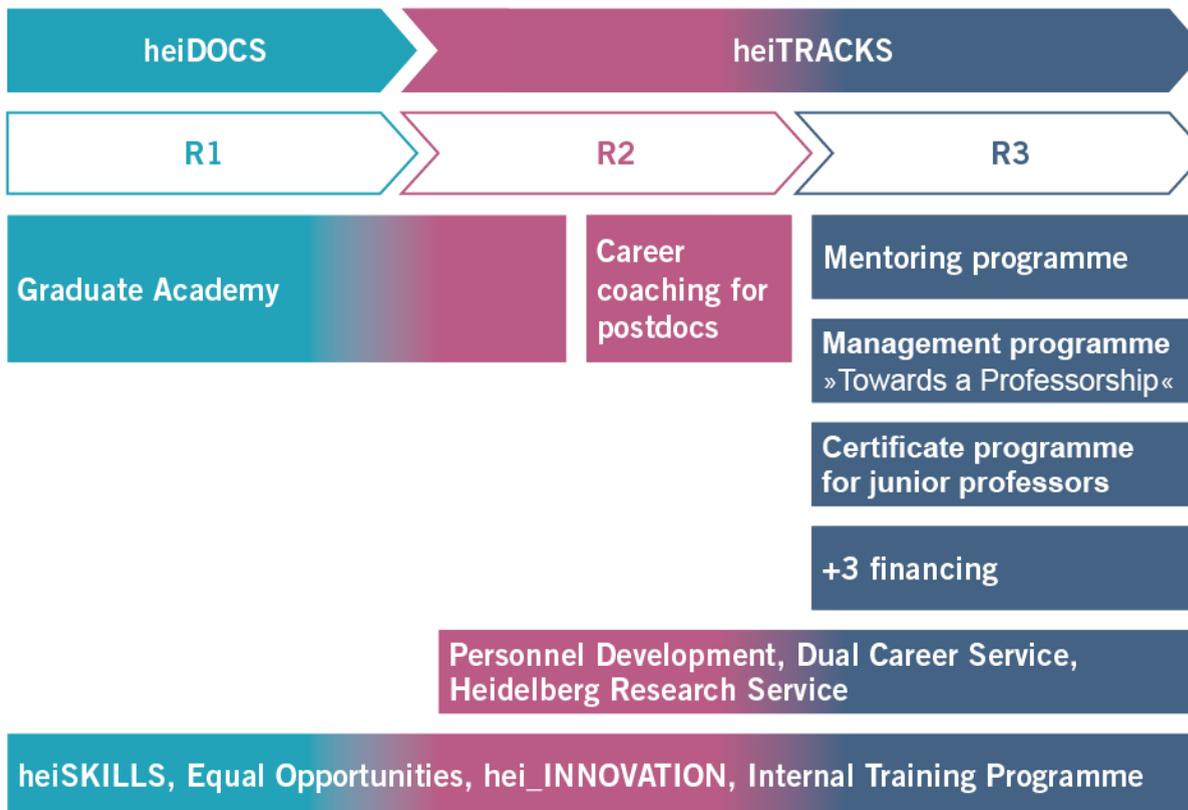


# Support at every career stage heiDOCS and heiTRACKS



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Support programmes tailored to early-career researchers at a glance





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# Welcome Centre for International Scholars

Nicole Tsuda



## Welcome Centre - Service Point for Postdocs

### Tasks and Aims :

- Assistance to international scholars in questions concerning everyday life and work in Heidelberg
- Support of Institutes/research facilities members who assist visiting scholars
- Cooperation and coordination with other Service Centres for international scholars at the University (HR-Department, Guesthouse, Kinderhaus etc.) and Heidelberg City (immigration office, health insurance companies)





## Service overview

- 1. Information and Support**
- 2. Issue of visiting scholar card**  
(for self-funded scholars and scholarship-holders)
- 3. Online-Portal for international scholars**
- 4. Central office for issue of hosting agreements**  
(for researcher residence permit or - visa)
- 5. Organising German language courses**
- 6. Arranging events and excursions**
- 7. Handbook for international scholars**



# Service

## 1. Information and support in following areas:

- **Administrative issues and appointments at the local authorities**
- **Questions related to work and visa/residence permits**
- **Issue of hosting agreements for researcher visa ( § 18d immigration act)**
- **Housing and accommodation**
- **Insurance, banking and health insurance options**
- **Childcare and schools**
- **Language courses**
- **Culture and life in Heidelberg**



# Locations



- Altstadt/Old City

Central Administration Building, Seminarstr.2  
Raum 141

Open: Mon to Fri 10 am - 1 pm

- Im Neuenheimer Feld

Service Point INF 304 (Central Cafeteria ground floor)

Open: Tue 10 am - 2 pm  
Thu 10 am - 3 pm





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# Heidelberg Research Service

## Our Mission

to support you all the way through your third party funded project

Dr. Sandra Fernau

# Heidelberg Research Service – HRS



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DEZERNAT  
FORSCHUNG

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**ZU WENIG ZEIT  
FÜR FORSCHUNG?  
WIR NEHMEN IHNEN  
ARBEIT AB!**



## **Who we are:**

- a team of well-trained, highly motivated, service-oriented research officers and administrators within the Research Department

## **What we offer:**

- individual, target-orientated consulting for the implementation of your research ideas
- comprehensive support and guidance during the entire life cycle of your research project

## **Our mission:**

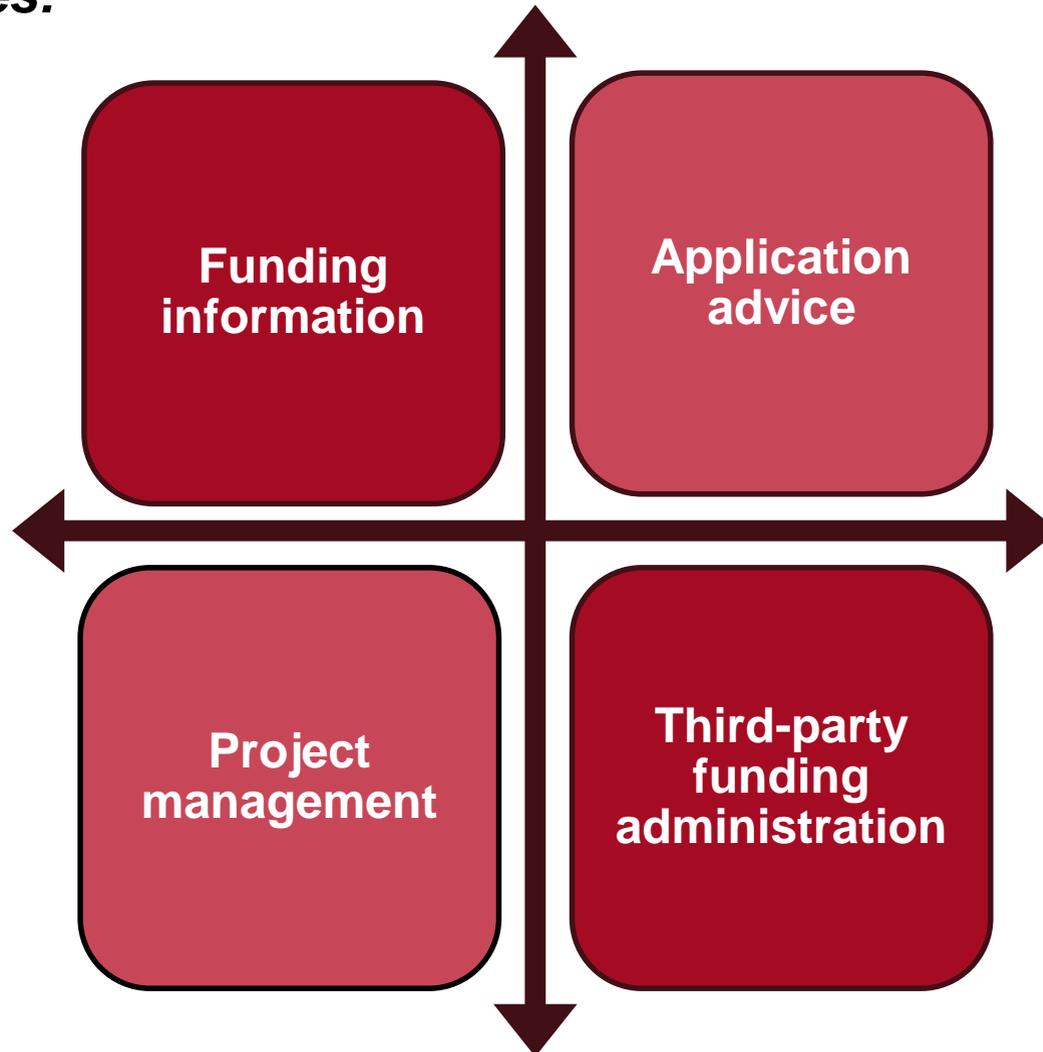
- We facilitate your daily work and create free space for your research.

# Heidelberg Research Service – HRS



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*Our services:*



# Heidelberg Research Service – HRS

Services within the life cycle of your research project



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## Project phases

Initial information

Legal support in  
contract  
negotiations

Financial  
management

Events

Reporting

Knowledge  
exchange

Support with formalities

Budget and resource plan

Preparation of  
„proofs of usage“

Inventions,  
patents,  
foundations

Proposal

Contract

Implemen-  
tation

Transfer

# Heidelberg Research Service – HRS



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- **Dr. Xenja Herren**  
Phone 54-12624, e-mail: [xenja.herren@zuv.uni-heidelberg.de](mailto:xenja.herren@zuv.uni-heidelberg.de)  
*Responsible for Life Sciences, Engineering Sciences, Natural Sciences*
- **Dr. Simon Kopp**  
Phone: 54-12622, e-mail: [simon.kopp@zuv.uni-heidelberg.de](mailto:simon.kopp@zuv.uni-heidelberg.de)  
*Responsible for Humanities*
- **Dr. Sandra Fernau**  
Phone: 54-12623, e-mail: [sandra.fernau@zuv.uni-heidelberg.de](mailto:sandra.fernau@zuv.uni-heidelberg.de)  
*Responsible for Legal Sciences, Economics and Social Sciences, Behavioural and Cultural Studies*
- **Dr. Günther R. Mittler**  
Phone: 54-12620, e-mail: [guenther.mittler@zuv.uni-heidelberg.de](mailto:guenther.mittler@zuv.uni-heidelberg.de)  
*Head of Heidelberg Research Service*



Keep in mind: Please sign up for the **INFOR-News** newsletter.

Registration:

<https://www.uni-heidelberg.de/forschung/service/infodienst/anmeldung-infor-news.html>



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# TRANSFER AT HEIDELBERG UNIVERSITY



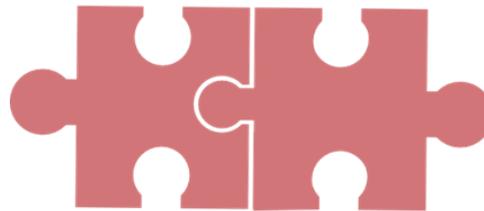
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Marketing





# TECHNOLOGY TRANSFER REIMAGINED

HEI\_INNOVATION AND SVH GMBH  
AS TANDEM FOR THE FUTURE



**Focus on:  
Education & Consultation**

Startup consulting and  
development of ideas

Networking and scouting

Advanced training

Innovation projects

aktuell  
13 + 13  
Mitarbeiter/innen

**Schwerpunkt:  
Patente & Verwertung**

Exploitation strategies

Invention management

Patenting

Concept consulting

Cooperations

Licensing

Sales

# hei\_INNOVATION

SUPPORT FOR FOUNDERS AND  
ENTREPRENEURSHIP ENTHUSIASTS



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Start-up consulting &  
idea development



Networking &  
events



Education &  
training

## Free of charge support:

- Development of business models and business plans
- Validation of business models
- Writing of grant applications

## Support with networking:

- START UPeritivo (regulars' table for founders and people interested in founding a company)
- Networking within the university
- Networking with external partners

## Entrepreneurial Skills Modules:

- free of charge and without previous knowledge
- freely combinable
- completion with certificate possible

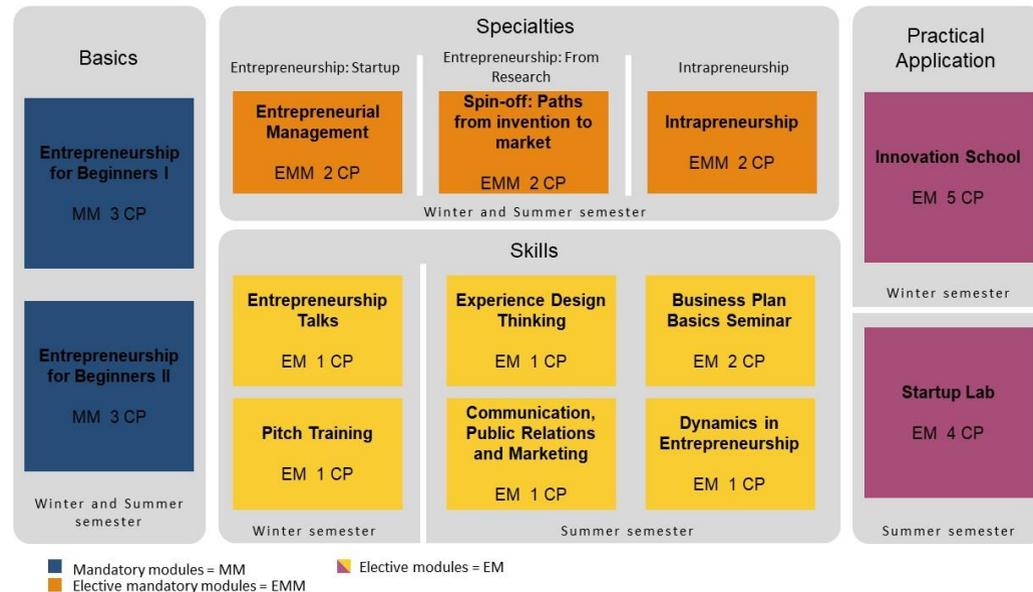
# ENTREPRENEURIAL SKILLS CERTIFICATE

IN COOPERATION WITH HEISKILLS



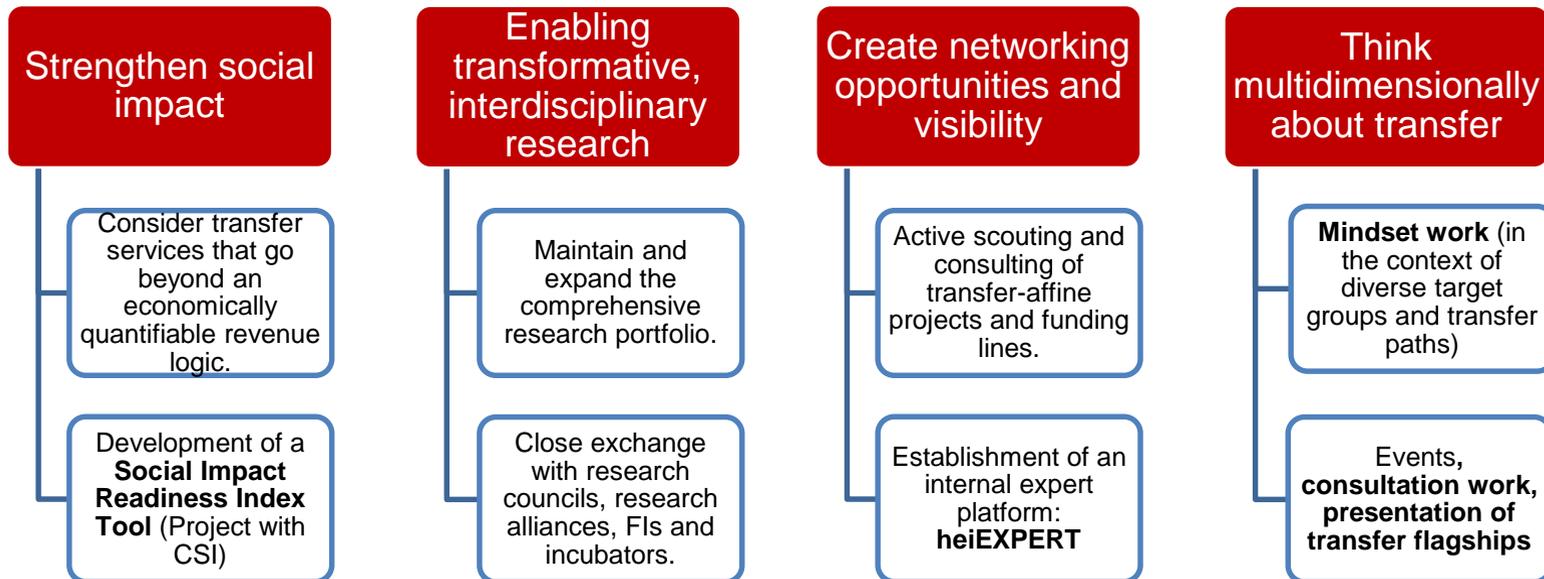
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- Clear, structured certificate with 13 modules for students of the university.
- Aimed at three target groups without prior knowledge
- Compulsory and optional modules for standardisation and free in-depth study
- Internal and external trainers
- Aimed at a minimum of 30 certificate graduates p.a.
- 15 credit points towards graduation



# KNOWLEDGE TRANSFER

## SUPPORT, CONSULTING AND NETWORKING



# START UPERETIVO

## BUILDING AN ENTREPRENEURSHIP ECOSYSTEM



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- Monthly networking event for
  - (prospective) founders
  - entrepreneurial enthusiasts
  - innovative minds
  - all those who are interested in the topic of entrepreneurship

NEXT EVENTS:  
31.03. – Innovation School  
Demo Day + Startup  
School Kick-off  
24.04. – Bridge the Gap





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## CONTACT

Heidelberg University  
**Transfer Agency hei\_INNOVATION**  
Raoul Haschke

Seminarstr. 2 | Raum 135  
69117 Heidelberg  
Tel. +49 6221 54 12677

[heiinnovation@uni-heidelberg.de](mailto:heiinnovation@uni-heidelberg.de)  
<https://www.uni-heidelberg.de/en/transfer>

hei\_INNOVATION  
Newsletter





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# **Arbeitsstelle Hochschuldidaktik / Educational Development Unit**

Center for Teaching and Learning  
Baden-Württemberg (HDZ)

**heiTRACKS Welcome! 2023**

Dr. Rafael Klöber

heiSKILLS. Teaching & Learning

# The Frame: HDZ Baden-Württemberg Centre for Teaching and Learning



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— Established 2001 by the Ministry of Science, Research and the Arts (MWK) as network of all Baden-Württemberg universities, funding provided by those universities since 2007,



— Every university has an educational development unit, contributes to a joint programme with agreed quality standards (competencies defined):

— Teacher-training programme (certificate) open for teachers from all universities in Baden-Württemberg, aligned with international standards (200 units), issued by the minister

— **Individual coaching for teaching related matters**

— **Specialized coaching for departments on teaching related matters such as development of curricula, defining learning objectives and designing exams**

[www.hdz-bawue.de](http://www.hdz-bawue.de)

# The Frame: HDZ Baden-Württemberg Centre for Teaching and Learning



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Additional 8 State Universities  
+ Universities of Education



Educational Development Unit with  
heiSKILLS. Teaching & Learning  
Heidelberg University



LEHREN  
UND LERNEN



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Hochschul Didaktik Zentrum  
Universitäten Baden-Württemberg

# Baden-Württemberg Certificate for Teaching and Learning



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## 1. Module I (60 units - € 100)

- Fit for Teaching – basics of teaching and learning at university level I+II
- Case discussion (2x3 hrs.), classroom observation with feedback
- Written self-reflection about individual learning process

## 2. Module II (60 units - € 200)

- Four courses out of seven topic areas such as *Supervising the PhD, Effective Lectures, Research-based Learning, Scholarship of Teaching and Learning, Lecture like a rockstar, Writing about Teaching, Moderations skills...*

## 3. Module III (80 units)

- Individual agreement on objectives (obligatory) for and coaching on:
  - Your own teaching project, curricular development *and/or*
  - Participation in further seminars
- Written reflection of entire learning process

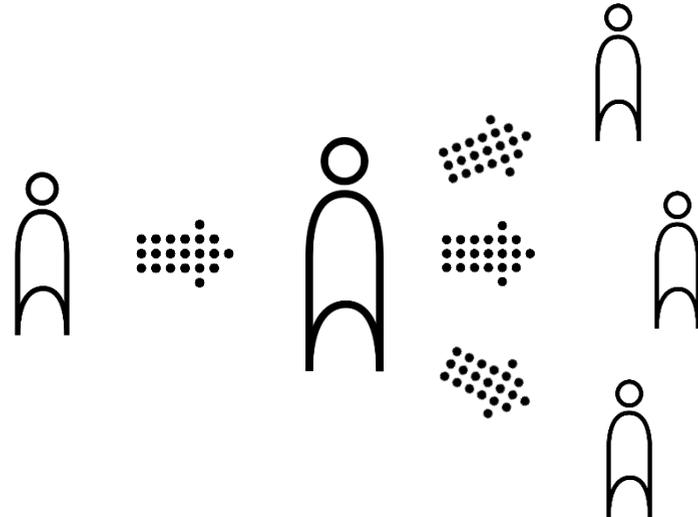
# Specialized Coaching for Faculties and Departments on Teaching related matters



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## On demand

- Designing and facilitating „Tag der Lehre /Day of teaching“
- Seminars on specialized topics for departments
- Support for formulation of learning objectives for module handbooks (preparation for Q+Ampel)
- Individual coaching



# Contact

[www.slk.uni-hd.de](http://www.slk.uni-hd.de)



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## Dr. Rafael Klöber

Tel. +49 6221 54-15513

[kloeber@uni-heidelberg.de](mailto:kloeber@uni-heidelberg.de)



## Arbeitsstelle Hochschuldidaktik

Stefanie Maria Lorenz, Dipl.-Päd.

Tel. +49 6221 54-15511

[stefanie-maria.lorenz@uni-heidelberg.de](mailto:stefanie-maria.lorenz@uni-heidelberg.de)



## Secretariat

Bergheimer Straße 20,  
69115 Heidelberg

Tel. +49 6221 54-15518

Mo-Do, 9-12 Uhr

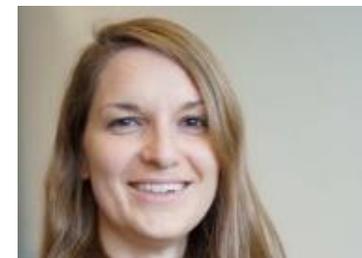
[slk@uni-heidelberg.de](mailto:slk@uni-heidelberg.de)



## Petra Eggersperger

MA (Sussex)

Head of Department



## Anne Schindel, PhD

(on leave)



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# UNIFY – Unit for Family, Diversity & Equality at Heidelberg University





# UNIFY - Unit for Family, Diversity & Equality

## Vision:

UNIFY aims for a cultural change at the University of Heidelberg towards fair, equal opportunities and participatory interaction, which is reflected in all areas, strategies, selection processes and management behavior.

## Strategic goals:

- Reconciliation of study, job or science with family/care lived in all areas of the university.
- Diversity dimensions are represented in all areas, integrated and valued without discrimination against people or groups.
- Achieved equal proportions of women at all qualification levels and at all management and decision-making levels.



# Family Support

## Clearing Service "Academia and Family" for parents-to-be

- moderated counselling session with their head of department / institute or team leader to plan the continuation of their academic career
- option of applying for the recruitment of a temporary substitute

## Kinderhaus/ Service for Families

- Crèche and day care center
- KidsClub: guest scientists
- Extended childcare services (backup service, vacation care)
- Concierge service: assistance in finding household-related services





# Diversity-Management

## Central contact point:

- for information, advice, diversity-related issues on all diversity dimensions (gender identity, sexual identity, family, social origin, ethnicity, belief, physical and mental condition, age)
- for cooperation and project ideas

## Awareness:

- Workshops/information events
- Podcast „Diversity Spotlights“, [https://www.uni-heidelberg.de/gleichstellungsbeauftragte/diversity\\_podcast\\_en.html](https://www.uni-heidelberg.de/gleichstellungsbeauftragte/diversity_podcast_en.html)

## Projects:

- New Potentials Program for students with non-academic origin



# Antidiscrimination

## Senate Guideline on Fair Conduct

- Preamble, Scope, Principles & Mission, Definitions, legal bases, advice, support & sanctions, <https://backend.uni-heidelberg.de/de/dokumente/senatsrichtlinie-partnerschaftliches-verhalten/download>

## Counselling and support

- confidential conversation/information on legal aspects and internal rules of procedure
  - ✓ Prof. Dr. Peter Kirsch ([peter.kirsch@zi-mannheim.de](mailto:peter.kirsch@zi-mannheim.de), Tel.: +49 621 1703-6501), ZI Mannheim
  - ✓ Prof. Dr. Christiane Schwieren ([christiane.schwieren@awi.uni-heidelberg.de](mailto:christiane.schwieren@awi.uni-heidelberg.de), Tel.: +49 6221 54-2953), AWI
  - ✓ NN, UNIFY

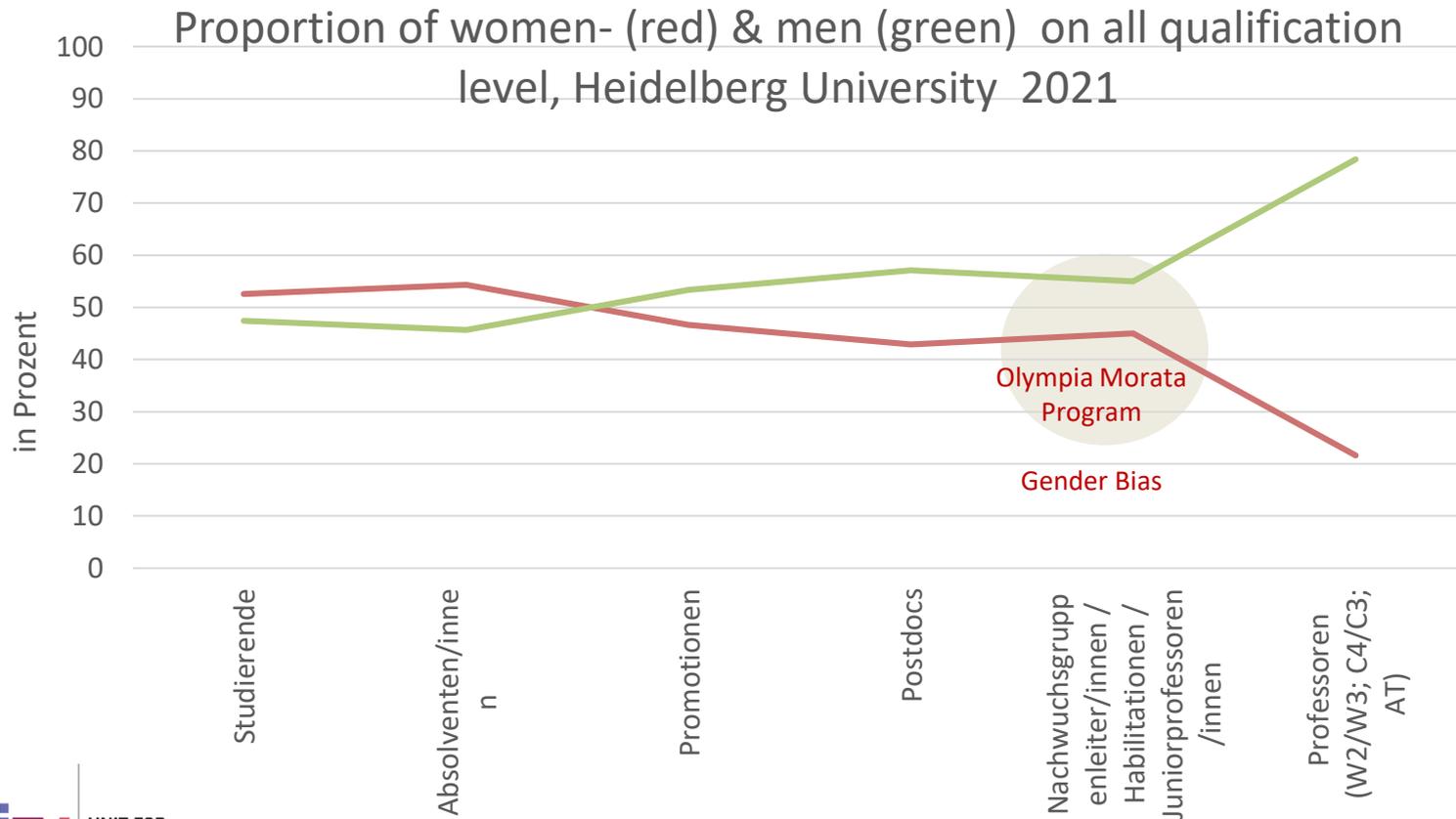


## Prevention program „Walk-Safe“

- security escort service, leave the bus in-between regular stops, women’s night taxi



# Gender Equality: leaky pipeline



# The Team

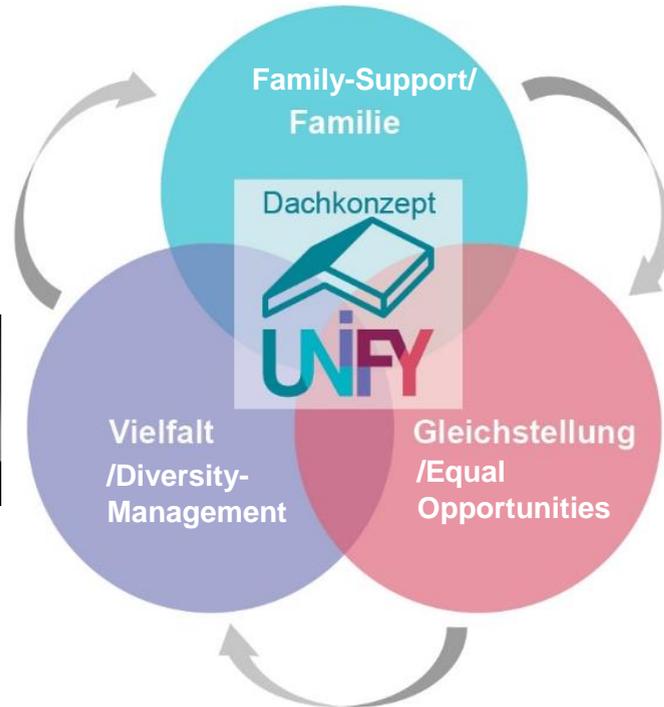


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**Andrea  
Steinmann**  
→ Family-  
Support  
→ Services



→ Audit Family-  
Friendly-  
University  
→ Concierge-  
Service



**Evelyn  
Kuttikattu**  
→ Studying  
with  
children  
→ Diversity  
Mangement



**Annika  
Werner**  
→ Studying  
with  
children  
→ Diversity  
Mangement



**Carmen Waiblinger**  
→ Young  
Researchers  
→ Gender-  
controlling



→ Clearingstelle  
Family &  
Science  
→ Gender-  
consulting



**Charlotte v.  
Knobelsdorff**  
→ Head  
→ Antidiscrimination  
→ Faculties

**Thank your for your attention!**  
Any questions?



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## **UNIFY – Unit for Family, Diversity & Equality, Heidelberg University**

<https://www.uni-heidelberg.de/gleichstellungsbeauftragte/>

Hauptstraße 126, 69117 Heidelberg

Phone: +49 6221 54-7697 ||

Mail: [unify@uni-heidelberg.de](mailto:unify@uni-heidelberg.de)

### **Equal Opportunities Officer**

Prof. Dr. Christiane Schwierén

Phone: + 49 6221 54-2953

[christiane.schwieren@awi.uni-heidelberg.de](mailto:christiane.schwieren@awi.uni-heidelberg.de)



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# Personal Development & Dual Career Service

Dr. Susanne Scheer





# Links & key information

## Personnel development for postdoctoral researchers

### Cross-disciplinary skills - Career development - Orientation & networking

#### At a glance:

[www.uni-heidelberg.de/career\\_postdocs](http://www.uni-heidelberg.de/career_postdocs)

[heiTRACKS - overview](#)



#### „Postdoc Newsletter“

[Register](#) for our newsletter to regularly receive information about offers and events for postdoctoral researchers.

# Personnel development for postdoctoral researchers



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Orientation Event „Welcome“ | Online-Events „CareerPlus“

Internal Training Programme 3/2023 - 2/2024

Executive Coaching | Consultation on work-related Conflicts

Dual Career Service



# Career Coaching for Postdocs



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## Aim

- Clarity about the own professional orientation and resources
- Identification of possible career options inside and outside of academia
- Planning of possible next steps

## Target group

- Postdocs who graduated at least two years to a maximum of six years ago and who are currently employed at Heidelberg University
- With the goal of an academic or non-academic career
- Open to all faculties of the university

## Process

Confidential and individual dialogue with specified coaching goals, max. 3x 90 min, typical steps:

- I. Status quo check
- II. Reflection + targeting
- III. Deciding + implementing

## Further information

[www.uni-heidelberg.de/careercoaching\\_postdocs](http://www.uni-heidelberg.de/careercoaching_postdocs)

Continuous offer, registration possible anytime:

[Registration form](#)

Dr. Susanne Scheer

Phone.: +49 6221 54-12539

[susanne.scheer@zuv.uni-heidelberg.de](mailto:susanne.scheer@zuv.uni-heidelberg.de)

# Mentoring Programme for Postdoctoral Researchers



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## Aims

- support early career researchers in developing their individual career paths
- pass on implicit, field-specific knowledge
- networking & qualification

## Target group

- advanced postdocs, habilitation candidates, young research-group leaders, junior professors and tenure-track professors at Heidelberg University
- aiming for a career in academia
- open for all subjects

## Programme components

Application deadline: June 15th. One-year programme starting by the end of October, consisting of three core elements:

- I. individual mentoring
- II. interdisciplinary qualification (e.g., workshop „Power and micro-politics in academia“)
- III. networking (e.g., networking event on appointment procedures)

## Further information

### Online information events:

Thursday, April 27th 2023, 4:00-5:00 p.m.

Tuesday, May 23rd 2023, 12:00-1:00 Uhr p.m.

[www.uni-heidelberg.de/mentoring\\_postdocs](http://www.uni-heidelberg.de/mentoring_postdocs)

Dr. Max Vetter

Phone: +49 6221 54-12508

[mentoring@uni-heidelberg.de](mailto:mentoring@uni-heidelberg.de)

# Leadership Coaching for Junior Research Group Leaders



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## Aims

- Gain clarity about topics related to leadership
- Shape your role as a junior research group leader consciously and professionally
- Develop your own answers and approaches

## Target group

- Junior research group leaders (without a junior professorship) who are currently employed at Heidelberg University
- Open to all faculties of the university

## Process steps

You will be professionally accompanied by an internal coach in a confidential setting.

The coaching process usually entails 3 to 6 sessions of 90 minutes each. The exact procedure will be agreed upon during the initial meeting.

## Contact & registration

Dr. Susanne Scheer

Phone.: +49 6221 54-12539

[susanne.scheer@zuv.uni-heidelberg.de](mailto:susanne.scheer@zuv.uni-heidelberg.de)

# Management Programme „Towards A Professorship“



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## Aims

- Preparation for responsibility in leadership and management at university
- Support in personal career planning
- Development of an interdisciplinary network

## Programme components

- I. 3 seminar modules (2 to 3 days each) about negotiation, understanding conflict, leadership skills, appointment procedures for a professorship
- II. Individual coaching (optional)
- III. Peer coaching (optional)
- IV. Fireside chats with professors of Heidelberg University
- V. Certificate award

## Target group

- Postdocs (at least two years after earning their doctorate), habilitation candidates, junior research group leaders, junior professors with and without tenure track from all faculties and institutes at Heidelberg University.
- aiming for a career in academia
- open for all subjects

## Further information

The call for applications takes place annually at the end of September:

[https://www.uni-heidelberg.de/towards\\_professorship](https://www.uni-heidelberg.de/towards_professorship)

Programme duration: February until November

Katrin Peerenboom

Phone: +49 6221 54-12531

[katrin.peerenboom@zuv.uni-heidelberg.de](mailto:katrin.peerenboom@zuv.uni-heidelberg.de)

# Certificate Programme for Junior Professors



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## Aims

- „Onboarding“: Personal support during the first stage of arriving and settling at Heidelberg University on the basis of individual needs
- Structured transferable skills development: during the whole of this six-year career phase
- Well-founded preparation for a full professorship (W3-professur)

## Programme components

- I. Basic Module: Entrance meeting about career planning
- II. Advanced Module: Training, Events, Consultation

The junior professors put together their own individual „package“ of all these elements.

After regular participation in the modules the junior professors receive a certificate.

## Target group

- Newly-arrived junior professors (with / without tenure track) from all faculties of Heidelberg University

## Further information:

[www.uni-heidelberg.de/certificate-jp](http://www.uni-heidelberg.de/certificate-jp)

Katrin Peerenboom

Phone +49 6221 54-12531

[katrin.peerenboom@zuv.uni-heidelberg.de](mailto:katrin.peerenboom@zuv.uni-heidelberg.de)

# Orientation Event „Welcome“



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## Aims

- Overview of the various support services and heiTRACKS
- Insight into internal structures
- Networking, exchange with other researchers

## Target group

Newly-arrived Postdocs, Habilitation Candidates, Junior Research Group Leaders and Junior Professors (with and without tenure track)

## Programm Components

- 2-3h-event, 2x per year, online or in person
- Introduction of heiTRACKS
- Information about relevant services
- Talk & exchange of experiences
- Informal get-together

## Further information & registration

<https://www.uni-heidelberg.de/university/staff/career/postdocs/welcome.html>

Dr. Susanne Scheer  
Phone.: +49 6221 54-12539  
[susanne.scheer@zuv.uni-heidelberg.de](mailto:susanne.scheer@zuv.uni-heidelberg.de)

# CareerPlus – Virtual Events on Career Development for Postdoctoral Researchers



UNIVERSITÄT  
HEIDELBERG  
ZUKUNFT  
SEIT 1386

## Aims

- Gain insights into relevant topics for your current job and your professional future – online and in 90 minutes
- Interdisciplinary exchange with other researchers

## Target group

Postdocs, habilitation candidates, scholarship holders, junior research group leaders and junior professors (with and without tenure track)

## Events in 2023:

### CareerPlus 2: Job Applications in the Business World

23. May 2023, 4:00-5:30 p.m.

### CareerPlus 3: Appointment procedures for professorships (in German)

15. November 2023, 1:30-3:00 p.m.

## Further information & registration:

<https://www.uni-heidelberg.de/university/staff/career/postdocs/careerplus.html>

Dr. Susanne Scheer  
Phone: +49 6221 54-12539  
susanne.scheer@zuv.uni-heidelberg.de

# Internal Training Programme



UNIVERSITÄT  
HEIDELBERG  
ZUKUNFT  
SEIT 1386

## Aims

- Strengthening professional key skills and non-subject-specific skills for all employees at Heidelberg University
- Special offers for researchers

## Target group

All employees at Heidelberg University

## Programme components

Diverse courses and trainings on topics such as applications, leadership, project management, communication, IT, career planning, funding,...

## Further information:

[www.uni-heidelberg.de/bildungsprogramm](http://www.uni-heidelberg.de/bildungsprogramm)

[Selection for researchers](#) (in German)

[Course offers in English](#)

Contact:

[bildungsprogramm@zuv.uni-heidelberg.de](mailto:bildungsprogramm@zuv.uni-heidelberg.de)

# Executive Coaching



UNIVERSITÄT  
HEIDELBERG  
ZUKUNFT  
SEIT 1386

## Aims

- Gain clarity about personal questions on work-related issues, such as management topics, change processes or personal career planning.
- Individual, confidential and professional guidance.
- Development of independent personal solutions and effectively application in the work life.

## Target group

- Executives working in both the scientific and non-scientific fields
- Graduate PhDs

## Process steps

- Our service refers you to external coaches specifically matched to your needs. We work together with qualified coaches with many years of coaching experience in the university context.
- Please note that the costs are usually financed from personal, institute, or third-party funds.

## Further information

[https://www.uni-heidelberg.de/university/staff/career/postdocs/coaching\\_executives.html](https://www.uni-heidelberg.de/university/staff/career/postdocs/coaching_executives.html)

Katrin Peerenboom  
Phone: +49 6221 54-12531  
katrin.peerenboom@zuv.uni-heidelberg.de

# Support with work-related Conflicts



UNIVERSITÄT  
HEIDELBERG  
ZUKUNFT  
SEIT 1386

## Aims

- we support you if you have a conflict at work

## Target group

Executives and staff members who

- have a conflict with their manager, colleague, staff member
- are affected by a conflict in their team

## Process

We help you to find and match

- external conflict coaches
- external mediators
- Measures like guided discussions, team building etc.

## Further Information:

Dr. Nele Awad-Poppendiek

Phone: +49 6221 54-12536

[nele.awad-poppendiek](mailto:nele.awad-poppendiek@zuv.uni-heidelberg.de)

[@zuv.uni-heidelberg.de](mailto:nele.awad-poppendiek@zuv.uni-heidelberg.de)

# Dual Career Service



UNIVERSITÄT  
HEIDELBERG  
ZUKUNFT  
SEIT 1386

## Aims

- Support with the search for an appropriate position

## Target group

- Partners of newly appointed professors/ junior professors
- Partners of newly appointed research group leaders and postdocs (contract not older than 6 months, contract duration at least 2 years)

## Programme components / process

- Determination of current professional situation
- Information about employment opportunities at Heidelberg University/ in the region
- Assistance with optimizing job application documents
- Coaching during the job application process

## Further Information

- <https://www.uni-heidelberg.de/universitaet/beschaefigte/karriere/dualcareer/>
- Dr. Nele Awad-Poppendiek (postdocs)  
Phone: 06221 54-12536  
[nele.awad-poppendiek@zuv.uni-heidelberg.de](mailto:nele.awad-poppendiek@zuv.uni-heidelberg.de)

# Contacts & links



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[heiTRACKS - overview](#)

[www.uni-heidelberg.de/career\\_postdocs](http://www.uni-heidelberg.de/career_postdocs)

**Postdoc Newsletter:** [Please register here](#)

<p><b>Katrin Peerenboom</b> Phone: +49 6221 54-12531 <a href="mailto:katrin.peerenboom@zuv.uni-heidelberg.de">katrin.peerenboom@zuv.uni-heidelberg.de</a></p>	<ul style="list-style-type: none"><li>▪ <a href="#">Management Programme "Towards A Professorship"</a></li><li>▪ <a href="#">Certificate Programme for Junior Professors</a></li><li>▪ <a href="#">Executive Coaching</a></li></ul>
<p><b>Dr. Susanne Scheer</b> Phone: +49 6221 54-12539 <a href="mailto:susanne.scheer@zuv.uni-heidelberg.de">susanne.scheer@zuv.uni-heidelberg.de</a></p>	<ul style="list-style-type: none"><li>▪ <a href="#">Career Coaching for Postdocs</a></li><li>▪ Orientation &amp; network events: <a href="#">Welcome</a>, <a href="#">CareerPlus</a></li><li>▪ Leadership Coaching for Junior Research Group Leaders</li></ul>
<p><b>Dr. Max Vetter</b> Phone: +49 6221 54-12508 <a href="mailto:max.vetter@zuv.uni-heidelberg.de">max.vetter@zuv.uni-heidelberg.de</a></p>	<ul style="list-style-type: none"><li>▪ <a href="#">Mentoring Programme for Postdoctoral Researchers</a></li><li>▪ Career development talks</li></ul>
<p><b>Dr. Nele Awad-Poppendiek</b> Phone: +49 6221 54-12536 <a href="mailto:nele.awad-poppendiek@zuv.uni-heidelberg.de">nele.awad-poppendiek@zuv.uni-heidelberg.de</a></p>	<ul style="list-style-type: none"><li>▪ <a href="#">Support with work-related conflicts</a></li><li>▪ <a href="#">Dual Career Service</a></li></ul>
<p><b>Internal Training Programme</b> <a href="mailto:bildungsprogramm@zuv.uni-heidelberg.de">bildungsprogramm@zuv.uni-heidelberg.de</a></p>	<ul style="list-style-type: none"><li>▪ <a href="#">Internal Training Programme</a> (in German)</li></ul>