

LBG Career Center

Intersektorale Karriereentwicklung für
Forscher:innen und Führungskräfte



LUDWIG
BOLTZMANN
GESELLSCHAFT
Career Center

16.04.2024

Why



LUDWIG
BOLTZMANN
GESELLSCHAFT
Career Center



Warum braucht es proaktive Karriereentwicklung für Pre- & Postdocs? (I)

- **Mehrheit** arbeitet **außerhalb der Wissenschaft**
- **60 %** fühlen sich **nicht ausreichend** auf Arbeitsmarkt vorbereitet
- Kaum Wissen bzw. Vorbereitung auf eine Karriere **außerhalb Academia**
- Karriere **außerhalb der Wissenschaft** wird oft als „**Scheitern**“ gewertet

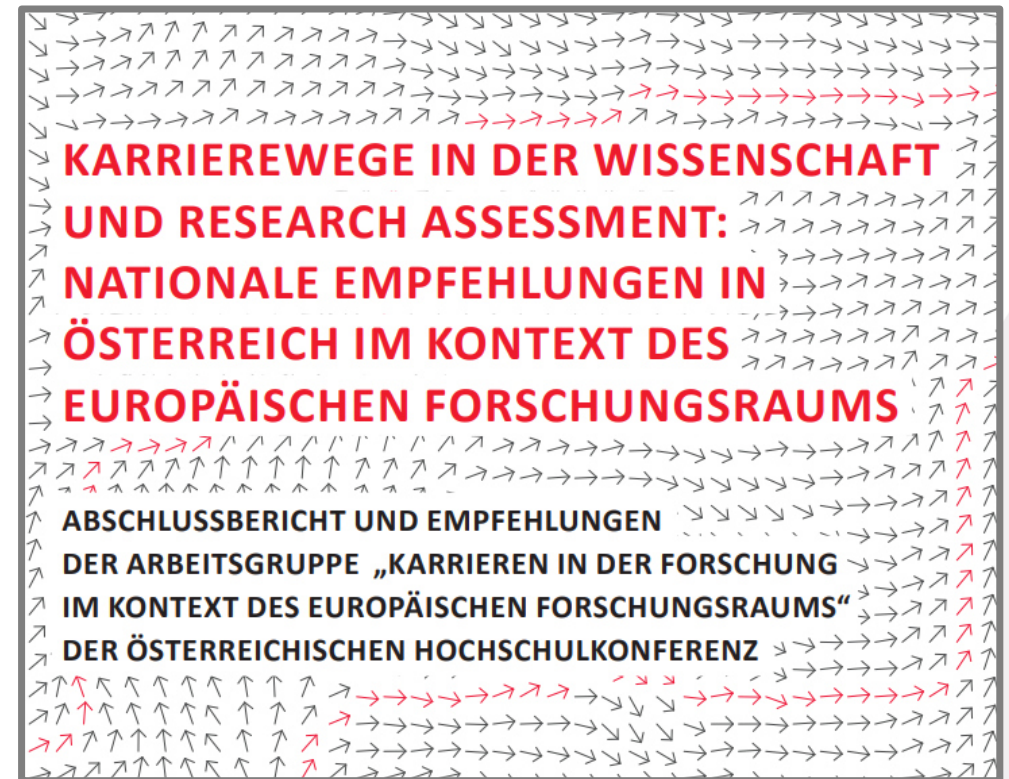
Warum braucht es proaktive Karriereentwicklung für Pre- & Postdocs? (II)

- **Angebote** für Entwicklung außerhalb der Wissenschaft spielen **untergeordnete Rolle**, gibt es nur an **wenigen Universitäten**
- Fördermaßnahmen von Personalentwicklung und Doctoral Schools für Doktorand:innen & Postdocs stellen **wissenschaftliche Karrieren ins Zentrum**
- Besonders ausgeprägt ist der Fokus auf wissenschaftliche Karrieren bei speziell an **Frauen** gerichteten Förderprogrammen.

Empfehlungen – Österreichische HSK 04-2024

u.a.

- **Karriereberatung:**
- **Transparent, frühzeitig, organisations- /sektorenübergreifend**
- **Diversität von Karrierepfaden**
- **Einbindung intersektorale Akteure**
- **Führungskompetenzen**



Empfehlungen -

The new ERAC Technical framework (2023)

- **Career advisory and support services will generally be supported, to stimulate inter-sectoral, inter-disciplinary and geographical mobility, as well as the creation and development of entrepreneurial activities.**
- ...having young researchers equipped, already at the **beginning of their career**, with the **transversal skills** that are needed for diversified and inter-sectoral careers, as well as for own entrepreneurial activities.

Empfehlungen -

FTI 2030 Strategie, z.B.:

- **Durchlässigkeit** zwischen Bildungseinrichtungen sowie hin zu Unternehmen
- Anreize für **unternehmerische Laufbahn**

Charter und Code:

- value of **geographical, intersectoral, inter- and trans-disciplinary and virtual mobility**

How



LUDWIG
BOLTZMANN
GESELLSCHAFT
Career Center

Was zeichnet das Career Center der LBG aus?

Netzwerke und Kooperation

**individuell und
bedarfsorientiert**

organisationsübergreifend

sektorenübergreifend

**Modulare, innovative
Angebote**

**modulares
Leadership Angebot**

Vernetzung und Kooperation

12 Outreach Partner
(exklusive Angebote):



Externe Teilnehmer:innen aus
ca. 40 Organisationen

Kooperationen



etc.



What



LUDWIG
BOLTZMANN
GESELLSCHAFT
Career Center

Plattform für Vernetzung & Kooperation

mit Forschenden anderer Organisationen

- Peer-Austausch und -Coaching, z.B. *Peers4Careers*
- Workshops, Veranstaltungen, Alumni Events u.v.m.

- Teilnehmer:innen tragen **Erfahrung zurück in eigene Organisation**
- **Neue Netzwerke** für weitere (inter-, transdisziplinäre) Aktivitäten entstehen
- Neue **Impulse** durch Kooperationen
- **Vertraulicher Rahmen** außerhalb der Organisation

PEERS 4 CAREERS 2024



(Intersektorale) Angebote

- Angebote für alle **Karriereoptionen** & relevanten **Themen**
- Entrepreneurship, Industrie/ Privatwirtschaft, öffentlicher Bereich, akademischer Bereich
- Metathemen (Mental Health, Diversity, etc.)
- Hard Skills/ Transversal Skills (Programmieren, Konfliktmanagement zb)
- z.B. *Expert Internships, Expert Talks, Workshops, Veranstaltungen*

(Intersektorale) Angebote

Alumni Get-together & Expert Talk: Insights into Scientific Publishing

25 Apr 2024, 18:00 - 20:00 CET, Vienna

Winter School & Career Center Alumni Networking We want to celebrate our Winter School and invite all alumni (of the Winter School & other Career Center programs) to a Publishing Expert Talk & Get-together on April 25 from 6 PM. Publishing your work in scientific journals is one of...

25^{Apr}

Event Tipp: ÖGMBT Life Sciences Career Fair

28 May 2024, 09:00 - 17:00 CET, FH Campus Wien

Unlock Your Potential at the Life Sciences Career Fair The ÖGMBT, the platform for life science professionals in Austria, is committed to connecting exceptional talent with exciting prospects in academia, industry and institutions. The Life Sciences Career Fair stands as Austria's preminent e...

28^{Mai}

Skills Training: Project Management

07 Jun 2024 - 14 Jun 2024, Online

Dates (both dates are mandatory): Part 1: Friday, June 7, 2024 from 9:00 AM -12:30 PM Part 2: Friday, June 14, 2024 from 9:00 AM -12:30 PM Location: online Trainer: Rainer Svacinka (sumo Technologies) Language: English More infos will follow soon.

07^{Jun}

Career Workshop: Visual Communication for Researchers

24 Jun 2024, 09:30 - 17:00 CET, Vienna

Visual language can be a valuable tool to communicate your research findings effectively. It can help you break down complex concepts into much more easily understandable information, capture your audience's attention, and aid them in retaining information for longer periods of time. In this high...

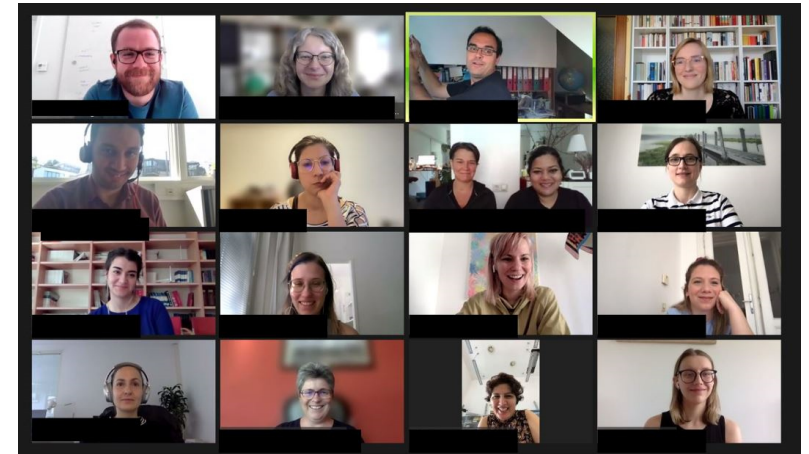
24^{Jun}

IIASA: Summer School for Systems Modeling

15 Jul 2024 - 26 Jul 2024, IIASA, Laxenburg, AT

APPLICATION DEADLINE: 24 April 2024 The Summer School is hosted by the International Institute for Applied Systems Analysis (IIASA), a partner of the LBG Career Center. IIASA is, for the very first time, offering a Summer School on Systems Modeling (15-26th July 2024). The two-week school is des...

15^{Jul}



ca. 30 Career Events / Jahr



(Intersektorale) Angebote

ca. 50 Expert Internships

EXPERT INTERNSHIP PROGRAM

Building bridges between
science and other sectors



initiated by:  LUDWIG BOLTZMANN GESELLSCHAFT

developed by:  I.E.C.T HERMANN MAUSER

 NEW VENTURE SCOUTING

ca. 35 TN

4 FELLOWSHIPS ENTREPRENEURS

REALIZING YOUR INNOVATIVE IDEAS

At the Career Center of the Ludwig Boltzmann Gesellschaft, we want to promote the diverse ideas and entrepreneurial spirit of our researchers. With the program 4 Fellowships 4 Entrepreneurs – Realizing your innovative ideas, we focus on building foundational knowledge about entrepreneurship to support pre- or post-docs in their journey to launching their ideas and becoming entrepreneurs.

Leadership Formate

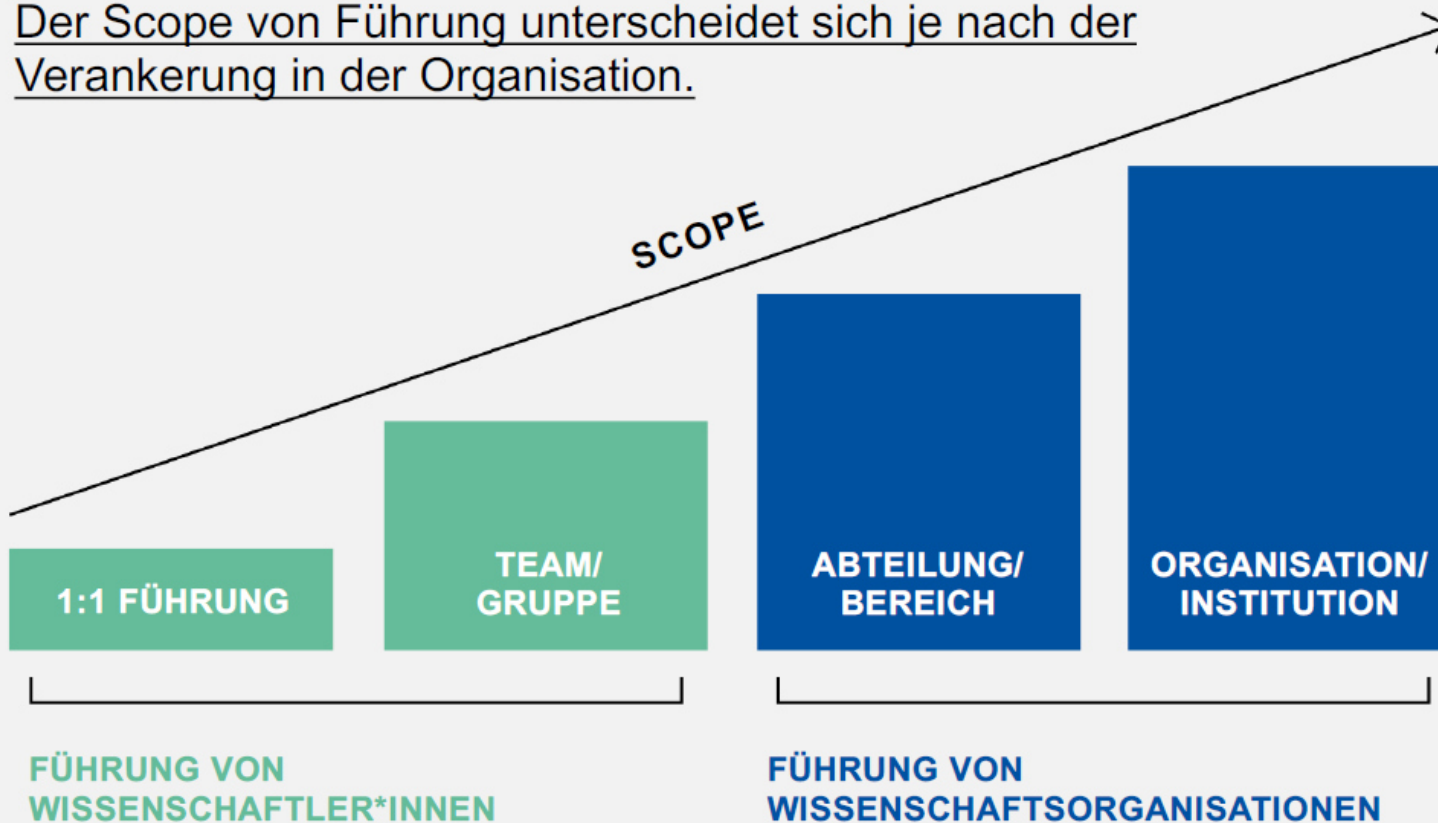
- Modulares Angebot
- Programme für unterschiedliche Leadership Levels

z.B.

- *Summer School LEAD_able*
- *Leading Researchers Program*

Leadership Scope

Der Scope von Führung unterscheidet sich je nach der Verankerung in der Organisation.



Leadership Scope

Auf höherer Ebene gewinnen strategische Managementaufgaben, Gestaltung organisationaler Rahmenbedingungen, Prägung der Kultur und Repräsentation nach außen an Bedeutung

Fachliche Expertise/ fachliche Führung bleiben durchgängig wichtig, ändern jedoch ihre Qualität (von tiefer eigener Expertise hin zu strategischem Über- und Weitblick)

Beim Aufbau einer eigenen Gruppe kommen Teamführung und -entwicklung mit hinzu; eigener wissenschaftlicher Erfolg bleibt ein zentraler Fokus

Auf unterer Ebene stehen fachlich-operative Führung sowie (laterale) Personalführung im Vordergrund

Quelle: OSB International

Leadership Angebot

10. - 15. 07. 2023

SUMMER SCHOOL LEAD_ABLE

LEADERSHIP & MANAGEMENT SKILLS
FOR RESEARCHERS

Das LBG Career Center bietet im Sommer 2023 bereits zum fünften Mal die erfolgreiche Summer School LEAD_able für Pre- und Post-Docs (Nachwuchswissenschaftler:innen) der Ludwig Boltzmann Gesellschaft sowie anderer Forschungsorganisationen und Universitäten an.

cc.lbg.ac.at

LEADING RESEARCHERS PROGRAM

Leadership Development
for Group Leaders

LExA

LEADERSHIP EXCELLENCE
AWARD IN RESEARCH

Nominierungen
ab sofort möglich:
cc.lbg.ac.at/lexa

Individuelle Betreuung / Beratungsprozesse

- **Vertraulicher Rahmen**
- **Standortbestimmung**
- **Prozessbetreuung**
- **Gezielte Beratung**
- *z.B. Career Chat, Coaching, Potentialanalyse*

What

...happens next?



LUDWIG
BOLTZMANN
GESELLSCHAFT
Career Center



CARLiS Project

November 29, 2023



universität
wien



COMENIUS
UNIVERSITY
BRATISLAVA



euraxess
RESEARCHERS IN MOTION



About the project

- CARLiS was a joint project of the **University of Vienna** and **Slovak partner institutions** with the aim to promote the **competence development** of PhD students in the field of life sciences for their establishment on the **non-academic labor market**
- The aim of the project was to develop **sector-specific career training** in order to prepare doctoral students better for career paths outside academia with a customized training program
- In this way, the project should contribute to the **improvement of doctoral education**, stronger **cooperation between science and business**, and the **retention of talent in the Vienna-Bratislava region**
- The project was submitted and granted within the Interreg **V-A Slovakia - Austria** funding scheme
- Duration: **2 years. Enddate: 31.12. 2022**



Partners

- SAIA, n. o. – Slovak Academic Information Agency (Project lead)
- Slovak Academy of Sciences
- Slovak University of Technology
- Comenius University Bratislava
- University of Vienna



Project activities & Outcomes

- Inventory of the non-university labor market for researchers and creation of a **map of potential employers** in the Bratislava-Vienna area
- **Skill Gap Analysis** including interviews with companies, employers, PhD candidates and Alumni
- Development of a **joint training program** based on a profound analysis of the skills required for this sector
- **Open Source Handbook** on how training programmes can be established
- **First run of the training program** at the partner institutions
- **Spring School in Piestany March 22**
- **Matchmaking Event** for Phd Candidates and Employers & Conference for **Dissemination of the project** results to a broad public on 21.11. 2022 in Blava
- **LinkedIn Group for Networking** of **employers, doctoral students** and **staff** of the participating institutions
- **Infographics**
- **Career stories**



Training programme preparing PhD students
for careers in the life science sector



Core courses

- 8 courses/40 hours (+ project management)
- Majority pilot-tested in the CARLiS Spring School

Extending courses

- 16 courses and activities/56 hours
- Pilot-tested by at least one partner institution
- Some of courses to be offered online to encourage involvement of participants from all project institutions

HOW TO SET UP THE TRAINING
TO PREPARE PHD STUDENTS
FOR CAREERS BEYOND
ACADEMIA



HANDBOOK FOR PROFESSIONALS IN DOCTORAL EDUCATION
AND RESEARCHERS CAREER SUPPORT



[Download](https://carlis.saia.sk) auf der
Projektwebsite:
<https://carlis.saia.sk>



Thank you for your attention!

PRIDE WORKING GROUP ON POSTDOCS

Join our new PRIDE Working Group on Postdocs to discuss best practices and exchange dos and don'ts with international professionals in the field. Together we can gain greater expertise in the field and drive change for current and future postdocs at our institutions.

www.pride-network.eu/postdocs

Sign up now and join our discussions

