



## **Max Planck Society in Cooperation with Goethe University Frankfurt am Main**

**September 20 + 21, 2021**

**- Summaries Workshops and Career Talks -**

## --- Program Day 1 – September 20, 2021 ---

### 10:15-12:15 – Parallel Workshops: Session 1

#### Faculty Recruitment in Germany – Central Elements for Your Application

##### Short Description

Applications for professorship are a challenge, because many applicants are not aware of how special the situation is. One example: a recruitment committee may be rather huge – up to 18 members. Many of them may lack the specific background of your field. How to convince them, that you really fit the position?

In this workshop we talk about:

What are the biggest challenges of written application for professorship (full professorship or tenure track professorship)?

How to structure your application and what to include – what are central elements?

How to develop cover letter and research statement?

##### Organizational Information

Language	English
Number of participants	Max. 50
Date	September 20, 2021
Time	10:15-12:15 h

Dr. Matthias Schwarzkopf  
*Career Counselling for Academics Jena*

Matthias Schwarzkopf was responsible for the support of Berufungsverfahren (faculty recruitment) in Jena university. Since 2015 he is a full-time freelancer supporting scientists with their careers.  
[www.kabeak.de](http://www.kabeak.de)



# From Scientific Discovery to the Creation of Value for the Customer – Insights from two MPG Spin-Offs

## Short Description

Abberior and Abberior Instruments are two spin-offs from Prof. Stefan Hell's laboratories. Dr. Gerald Donnert, Dr. Florian Grimm and Dr. Martin Meschkat will provide insight on how they succeed in transforming scientific inventions into innovative products that are the basis for both economic success and advancing life-sciences. Moreover, they will give a personal insight into: What makes their approach successful? What does it take to be an entrepreneur? What does it mean to transition from academic research positions to a position within a small/mid-side company? How can you prepare best? What motivates and inspires them? What do they appreciate, what do they miss? Should you consider joining them?

## Organizational Information

Language	English
Number of participants	Max. 75
Date	September 20, 2021
Time	10:15-12:15 h

### Dr. Gerald Donnert

Gerald is the managing director of both, abberior Instruments GmbH and abberior GmbH. He graduated in resolution improvements in STED microscopy in the Department of Prof. Hell, Max Planck Institute for Biophysical Chemistry in Göttingen, Germany. He (co-) authored 10+ scientific papers. After 3,5 years of management consulting with McKinsey&Company in international, strategically focused projects in the high-tech industry, he returned from Munich to Göttingen. With Prof. Hell he founded both companies together with further colleagues. Hell and Donnert were awarded 'Entrepreneur of the Year 2015' by Ernst & Young.



### Dr. Florian Grimm

Florian studied Biochemistry and Chemistry at the University of Göttingen and Tallinn and joined almost 10 years ago abberior as a student assistant. After a short excursion for his bachelor thesis at the faculty for inorganic chemistry in Göttingen, Florian returned to abberior for his master thesis on green-emitting dyes. The synthesis of organic fluorophores fascinated him and so Florian continued with his PhD focusing on fluorescent probes for STED microscopy in living specimens. He is now involved in developing and testing of new fluorophores for super resolution microscopy techniques.



Dr. Martin Meschkat

Martin studied Biology in Bochum, Uppsala and Göttingen and did his Master at the MPI for biophysical chemistry working on superresolution microscopy of mitochondria. In his PhD thesis at the MPI for experimental medicine he used 3D-Electron microscopy and other imaging techniques to study myelin turnover in the central nervous system. He started with Abberior in October 2019 as an application scientist and is involved in applicative presentations and support for scientist, software testing and the social media team.



# Preparing for Unsolicited Applications – Tailoring Your Approach

## Short Description

In this short workshop, the participants will reflect on how to approach future employers with unsolicited applications. The participants have the opportunity to put themselves in the position of possible future employers and can develop arguments for themselves from the employer's perspective. Timing and medium of an approach will be part of the discussion.

## Organizational Information

Language	English
Number of participants	Max. 30
Date	September 20, 2021
Time	10:15-12:15 h

Barbara Hoffbauer  
*Kepos / Heppenheim*

- Fully qualified attorney who calls on many years of experience as personnel manager and human resources developer.
- She has worked in the field of counseling and training scientists in their professional orientation process
- Possesses well-founded insights in the personal requirements and offers a wide range of methods in individual counseling and training



# Leadership for Young Scientists - How to Motivate in Science

## Short Description

Science, by its very nature, is a collaborative venture. Being able to motivate people to participate fully in team goals and enthusiastically complete tasks is an essential leadership skill for Postdocs. The scientific environment creates its own particular challenges, as the teams are made up of highly intelligent, independent and innovative men and women. In such an environment, excellent leadership skills are essential in order to ensure full use of all available talents and thus achieve the appropriate success.

In this workshop, participants will learn how to motivate people at all levels to engage fully and thus, forge efficient and productive teams - essential for success in today's competitive research environment.

The workshop will be very interactive with plenty of opportunity to ask questions.

## Organizational Information

Language	English
Number of participants	Max. 30
Date	September 20, 2021
Time	10:15-12:15 h

Rob Thompson

*RTTA – soft skills for real results, Frankfurt a. M.*

- Has been leading people-management workshops for over 15 years in academic as well as in business environments
- Leader of a 3-year project at the University of Bristol/British Museum of Natural History



## 13:15-15:15 – Parallel Workshops: Session 2

### How to Do a Career in Academia – Career Paths in Germany, Austria, and Switzerland

#### Short Description

Careers in Academia are attractive on the one hand and a rather huge challenge on the other hand.

The workshop gives you key information about:

- How are career paths in Academia in Germany, Austria, and Switzerland structured?
- Why is becoming a professor the main career goal?
- What are relevant steps in-between?
- What is the difference between postdoc, tenure-track-professor, Juniorprofessor, Assistenzprofessor and similar positions?
- What are necessary achievements to become a professor or to get a tenure track position – when are you able to apply?

#### Organizational Information

Language	English
Number of participants	Max. 50
Date	September 20, 2021
Time	13:15–15:15 h

Dr. Matthias Schwarzkopf  
*Career Counselling for Academics Jena*

Matthias Schwarzkopf was responsible for the support of Berufungsverfahren (faculty recruitment) in Jena university. Since 2015 he is a full-time freelancer supporting scientists with their careers.

[www.kabeak.de](http://www.kabeak.de)



# Get that Job After Your Postdoc! Applying and Interviewing in English

## Short Description

This talk focuses on the distinctive aspects of applying for jobs in industry and in research worldwide in English. It provides insights into navigating selected stages of that process, including creating your curriculum vitae and cover letter and presenting yourself convincingly in the interview. We'll examine excerpts from sample CVs and cover letters, exploring them for strengths as well as for the differences they reveal between applications to private business and those to research institutes. Tips on creating other relevant application documents and on interviewing online will also be discussed. Questions will certainly be welcome both during and after the talk.

## Organizational Information

Language	English
Number of participants	Max. 30
Date	September 20, 2021
Time	13:15-15:15 h

Andrew Cerniski  
*English, Inc., Heidelberg*

- Manages English, Inc., a Heidelberg-based provider of business English training for companies since 2002
- Former director of the business English program of the Frankfurt branch of City University of Bellevue, Washington State and holds degrees in English literature, creative writing and business administration
- For more than 15 years has been conducting job-application training, including over a decade of such support specialized on the needs of young researchers





# Entrepreneurship: An Introduction to the World of Innovative Products, Start-Ups and Technology Commercialization

## Short Description

As a researcher, your primary ambition and goal is to achieve scientific excellence. As history shows, scientific results can change the world. They do this, when scientific advancements are translated into actual products and transferred into markets. This is what is called „innovation“ (as opposed to mere inventions).

The best way to generate innovations is by applying an entrepreneurial mindset and process. Thus, the concept of entrepreneurship has become a major building block for innovation to happen at research organizations, corporates, NGOs and other institutions. The most advanced „institution“ in terms of its innovation efficacy is: the „startup“. And the people building those startups are entrepreneurs.

Hence, this workshop will introduce you to the world of startups, entrepreneurs and innovative products. We will help you to figure out whether the entrepreneurial path might be of interest for you, help you to familiarize yourself with the „startup lingo“ and put you into the shoes of an entrepreneur through concrete project work.

## Organizational Information

Language	English
Number of participants	Max. 25
Date	September 20, 2021
Time	13:15-15:15 h

Dr. Thorsten Lambertus

- Co-founder & Managing Director, Hightech Ventures, Munich
- Head of NeuroTech Labs, Biogen co-founder & Managing Director, Hightech Ventures former Head of Venture Incubation, Fraunhofer two-times entrepreneur
- Business Engineer (RWTH Aachen University, PhD (WU Wien))



# Non-Academic Careers for Postdocs from the Humanities and Social Sciences

## Short Description

In this workshop, I aim to convey an understanding for the process of a strategic interaction between your individual profile (strengths, motivation, qualification) on the one hand, and the non-academic job market for humanities and social science postdocs (specific job fields, opportunities, matching strategies) on the other hand. It is unlikely that you will find orientation and come up with an effective strategy to meet your career goal by scouring job ads and sending application after application. Instead, I suggest you create a continuous and increasingly defined feedback loop between what you wish and what is available. In this workshop, you are invited to experiment with some of your future selves (i.e. one element of your individual profile) and to learn about one way of structuring job families for postdocs from the humanities and social sciences (i.e. one way of approaching the job market). The workshop will be interactive, including small group work, reflection and discussing, as well as some trainer input.

## Organizational Information

Language	English (if all participants speak German, the language can be German)
Number of participants	Max. 40
Date	September 20, 2021
Time	13:15-15:15 h

Dr. Ulrike Schneeberg

### ***Kenne deine Monster – Berlin***

- Trainer and systemic business coach since 2017, with a focus on career development, stress management and intercultural communication in research institutions
- Author of a book on how humanities graduates can find a job that they find meaningful and that pays the rent: *Monster zähmen – Ein Übungs- und Unterhaltungsbuch für Geisteswissenschaftler\*innen auf Jobsuche* (2017: Martapress)
- PhD in American Studies in 2015 (Humboldt University Berlin) about constructions of childhood and gender in picture books with monsters
- Lived, studied, and worked in Paris, Cambridge (UK), and Montreal for five years
- Before becoming a coach and trainer: fundraising and strategy in a social startup, marketing in another startup, team assistant and co-trainer at Maren Drewes - Kritisches Denken für Organisationen



## 15:45-17:45 – Parallel Workshops: Session 3

### Forget About Work-Life Balance! Tailor Your LIFE! 9 Principles to Get It All Under One Roof

#### Short Description

Do you repeatedly ask yourself how you can actually make “it” all work? Do you sometimes ask yourself how you can bring your own research projects to an end, satisfy your team leader, exchange ideas with colleagues, and still be able to pick up your children from kindergarten at 4 p.m.? If your answer is “yes”, then this workshop will be right for you. You will reflect upon your current and your desired life situation and learn about strategies for a better compatibility of your different life tasks. You will recognize how prioritization, focusing and the right attitude can improve your daily satisfaction with your different tasks in life.

#### Organizational Information

Language	German / English
Number of participants	Max. 99
Date	September 20, 2021
Time	15:45- 17:45

Prof. Dr. Daniela Elsner  
*Goethe University Frankfurt Main & Coaching mit CARE*

Daniela Elsner is professor of didactics at Goethe University Frankfurt Main and systemic business-life coach. Daniela moreover holds a license in non-medical psychotherapy. As a successful scientist, author of the book “Ausgebalanced” (Gabal), owner of a coaching business ([www.coaching-mit-care.de](http://www.coaching-mit-care.de)), and mother of 2+1 kids, she is an expert in career/ family/ private life compatibility matters.



# How to Become an Editor of a Scientific Magazine

## Short Description

With only a small portion of all PhD holders landing a permanent staff position at a university, career options outside academia have become more appealing.

Scientific editing is an exciting alternative career path for PhDs and post-doctoral researchers. Being an editor allows to explore new work opportunities beyond academic research without losing contact with the newest frontiers of research and the communities behind them. Scientific editors play a key role allowing researchers worldwide to publish their findings reaching the broadest and most appropriate audience.

This workshop will give a brief overview of the general editorial processes from manuscripts submission to publication and dissemination, with a more detailed focus on the daily tasks of peer-review editors. Current programs such as Diversity, Equity & Inclusion (DE&I) and transitional agreements will also be introduced. At the end of the workshop, participants will know the pros and cons of working as a scientific editor as well as the skills they need to become successful in this role.

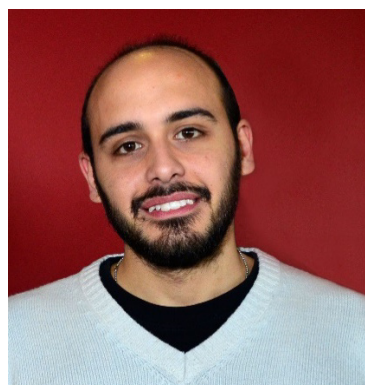
## Organizational Information

Language	English
Number of participants	Max. 60
Date	September 20, 2021
Time	15:45 – 17:45

Marco A. Squillaci

*Editor of Advanced and Small journals, Wiley-VCH, Weinheim*

Marco Squillaci obtained his M.Sc. in materials chemistry at the University of Catania and his Ph.D. in physical chemistry at the Institut de Science et d'Ingénierie Supramoléculaires (ISIS) of the University of Strasbourg. His research activity was focused on the development of supramolecular systems based on 2D materials and metal nanoparticles for sensing and optoelectronic devices. He joined Wiley-VCH as peer review editor in 2018.



# Science Management – Panel Discussion

## Short Description

Working in science management is an opportunity to use many of the skills you developed during your science career and also stay in touch with science. There are a number of diverse jobs in this field. We have invited a group of researchers turned science managers to talk about their careers. There will be plenty of time to ask your questions about a career in science management.

## Participants:

Dr. Arjan Vink

*GSI Helmholtz Centre for Heavy Ion Research, Darmstadt*

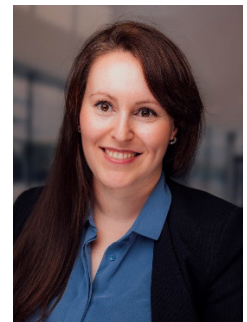
Dr. Arjan Vink holds a PhD degree in solid-state chemistry at Utrecht University (2000) and an additional MSc in science marketing (TU Berlin, 2019). After two years of postdoc at the Delft University of Technology, studying phosphorus for new lighting applications, he moved to science management. Arjan has almost twenty years of experience in this exciting field, both in the Netherlands and Germany. His positions include junior policy officer at a funding agency NWO, various positions at the Radboud University and its medical center (such as policy officer and managing director of a large research center). Since 2011, he has worked for more than eight years as IMPRS coordinator and PR/outreach officer at the Frankfurt-based Max Planck Institute for Brain Research. His current position is Head of Grant Office at the GSI Helmholtzzentrum für Schwerionenforschung where he leads a team of six professionals and actively offers support to researchers for obtaining external funding.



Dr. Irina Epstein

*Max Planck Institute for Brain Research, Frankfurt*

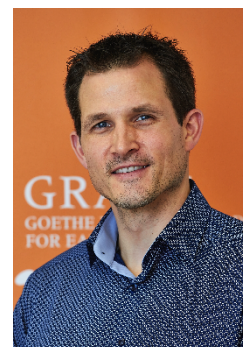
Dr. Irina Epstein is press and public relations officer and coordinates a PhD program at the Max Planck Institute for Brain Research in Frankfurt. She earned her doctorate in neuroscience (Goethe University Frankfurt) and, after a postdoc in the U.S. (Gladstone Institutes, San Francisco), specifically chose a career in science management.



Dr. Axel Kohler

*Goethe Research Academy for Early Career Researchers, Frankfurt*

Dr. Axel Kohler is deputy managing at the Goethe Research Academy for Early Career Researchers (GRADE), Goethe University Frankfurt. He did his PhD in Neuroscience at the Max Planck Institute for Brain Research in Frankfurt and spent his postdoc time at several locations: Bern, Münster, Osnabrück. By coincidence, he had a first job in science management and, given the tough job market in science, decided to move into this field.



## Panel Chair:

Anne Grewlich-Gercke, MPG

### Organizational Information

Language	English
Number of participants	Max. 100
Date	September 20, 2021
Time	15:45-17:45 h

# Career Planning for Postdocs

## Short Description

*“What are my unique abilities and interests in determining the right career path for me?”*

*“Can I combine my ideas about a fulfilled life with a career outside of university and science?”*

*“How can I develop a strategy for still embarking on an academic career path?”*

This online workshop helps to answer these – and other - questions. It has been designed for postdoctoral candidates who want to reflect upon and learn about academic and non-academic job prospects. They finally feel prepared and more confident while facing the requirements for a scientific career in a German speaking country or an application process outside of the academic setting. The workshop will provide an overview on different career strategies and their hidden requirements. It reflects on how someone should prepare and apply for a job that matches his or her profile in German academia or in a non-academic organization.

- The participants reflect upon their professional career up to now
- They prepare a biographically-based profile that highlights individual qualifications, skills and job visions
- They get information about formal and hidden requirements for future career development
- They share their experience with scientists who are in a similar professional situation

## Organizational Information

Language	English
Number of participants	Max. 30
Date	September 20, 2021
Time	15:45-17:45 h

Matthias Merkelbach  
*Impulsplus, Köln*

- Professional coach and workshop leader since 2009
- Author of various textbooks in the area of German for Professional Purposes (eg Fokus Deutsch: Erfolgreich in Alltag und Beruf /C1, 2019) and editor of a Technical English textbook (2005)
- Director of Studies for language training institute ISD - Sprachen & Kommunikation, Stuttgart, focussing on educational services for German and international companies until 2011



## --- Program Day 2 – September 21, 2021 ---

### 9:00-9:05 – Welcome

### 9:05-10:00 – Fishbowl: Fit for the Non-Academic Job Market?

Join the discussion of Max Planck and GU Alumni

Dr. Imke Rajamani, Falling Walls Foundation  
Dr. Marija Grujić, International Centre for Migration Policy Development  
Maya Gradenwitz, Hessisches Ministerium für Wissenschaft und Kunst  
Dr. Kristina Popova, The Firefly Academy

**Panel Chair:** Anne Grewlich-Gercke

### 15 min Break

### 10:15-11:45 – Career Talks with Industry and Non-Academic Partners - Session 1

*The career talks run between 60 and 90 min each. Apart from short presentations by the companies/organizations, you will meet recruiters, HR managers, and also employees with a scientific background.*

**Science Publishing House – De Gruyter GmbH**, an internationally renowned publisher in the science domain, offering a range of services in many subject areas for the scientific community.

**De Gruyter** publishes first-class scholarship and has done so for more than 270 years. An international, independent publisher headquartered in Berlin -- and with further offices in Boston, Beijing, Basel, Vienna, Warsaw and Munich -- it publishes over 1,300 new book titles each year and more than 900 journals in the humanities, social sciences, medicine, mathematics, engineering, computer sciences, natural sciences, and law. The publishing house also offers a wide range of digital media, including open access journals and books.

**What we look for:** We publish in 29 subject areas in the Humanities, STM, Social Sciences and Arts/Architecture, professionals from all scientific disciplines are working in our institution.

<https://www.degruyter.com/>





**Chemical Industry** - Alessandro Dani, Head of Entrepreneurship and Max Planck Alumnus will introduce **Evonik** and its job opportunities. He will also share insights on how to transfer from science to industry successfully.

Evonik is one of the world's leading specialty chemicals companies. While we don't produce electric cars, aircraft, medications or 3D printers, Evonik is part and parcel of these and many other end products. That's because we contribute the small things that make a big difference. We make electric car batteries perform better, aircraft greener, medications more effective and 3D printers more efficient. In short: We think beyond the bounds of chemistry to make the world a better place. Today and tomorrow. We are an international group with a workforce of over 32,000 people spread across more than one hundred locations. Our daily work is shaped by global concerns, such as sustainability, diversity and digitalization. In all our business decisions, we take the present and future generations into consideration. After all, being ready for tomorrow is our business. Interested in joining our global team? Our wide range of opportunities extends from creative and innovative research through international management all the way to production. Whether you're studying, starting out in your career or a seasoned professional, come help us make the world a better place. For more information about careers at Evonik, go to: [www.careers.evonik.com](http://www.careers.evonik.com) #HumanChemistry

**National Foundations** - **Stiftung Wissenschaft und Politik**, a German think tank advising the Bundestag, federal government, and decision-makers in international organizations on international relations and security policy issues.

The **German Institute for International and Security Affairs** (SWP) was set up in 1962 by a private initiative in Ebenhausen, near Munich, and given the legal status of a foundation. Late in 2000 its headquarters moved to Berlin, which has been SWP's new home since January 2001. Since January 1965, when the Bundestag unanimously backed the establishment of an independent research centre, the Institute has been federally funded. This support is supplemented by contributions from other research sponsors.

SWP advises the German government and parliament on questions of foreign and security policy. It is one of Europe's largest foreign policy think tanks, conducting independent, practice-driven research. We also advise decision-makers in relevant international organisations such as the European Union, NATO and the United Nations. Altogether we have a permanent staff of about two hundred, as well as regular visiting researchers, project fellows and interns.

**We look for:** political scientists, researchers in political and social sciences

<https://www.swp-berlin.org>

**Federal Departmental Research Institutions** - Gunnar Tan & Kerstin Rötzer, **Bundesanstalt für Materialforschung und -prüfung (BAM)**

**Start-Up Environment** - **Falling Walls Foundation:** From Science Talent to Innovator – Start-up Training for Postdocs

## 11:45-12:30 – Lunch Break

## 12:30-14:00 – Career Talks with Industry and Non-Academic Partners - Session 2

*The career talks run between 60 and 90 min each. Apart from short presentations by the companies/organizations, you will meet recruiters, HR managers, and also employees with a scientific background.*

**Consulting** – **EY – Ernst & Young**, a multinational professional services network providing consulting to companies and institutions on a wide range of topics.

The **EY Organization** is a global leader in audit and tax, strategy and transactions, and consulting. With our experience, knowledge and services, we strengthen confidence in the economy and financial markets worldwide. We are ideally equipped to do this: with excellently trained employees, strong teams, and first-rate services. Our goal is to move things forward and make them significantly better - for our employees, our clients and the society in which we live. This is what our global claim "Building a better working world" stands for.

**We look for people from:** economics (BWL, VWL), business mathematics, business informatics, industrial engineering, mathematics, computer science, law, physics

[https://www.ey.com/de\\_de/careers](https://www.ey.com/de_de/careers)



**Research Institutes - Honda Research Institute Europe**, a company research institute located in the Rhine-Main region, working on cutting-edge innovations in artificial intelligence, optimization, and robotics.

The **Honda Research Institute Europe** conducts research in artificial intelligence and intelligent systems. We believe that innovation is created through science and that intelligent systems will shape our future in many ways, ranging from autonomous and accident-free driving to personal robots, and from smart design and manufacturing to the efficient use of resources. Our focus is on fundamental research in domains such as computer science, bioinformatics, computational intelligence, optimization, cooperative intelligence, and robotics.

With about 50 scientists and researchers, our goal is to develop novel technologies and provide innovative solutions to support Honda's current and future technology roadmap. We provide new ideas, concepts, and insights through early research projects with experts of different backgrounds from both the private sector and academia. We strive to be an active member of the scientific community and collaborate closely with our network of partner universities. Working together in international teams of scientists, developers, students, and business experts, creates unique opportunities to shape future technology. Application domains of our research topics range from robotics, Advanced Driver Assistance Systems (ADAS), and energy management to privacy by design, software systems, human-machine interfaces, and optimization.

**We look for:** Computer scientists, Mechanical and electrical engineers, Physicists, Humanities, Psychologists and cognitive scientists, Software engineers

<https://www.honda-ri.de>



Honda Research Institute **EU**

**Pharmaceutical Industry - Boehringer Ingelheim** is an international research-driven pharmaceutical company. It focuses on developing innovative therapies for the treatment of various conditions.

**International Organizations - Julie Tumler, Advisor at BFIO** (Büro Führungskräfte zu internationalen Organisationen/Bureau for International Organization's Personnel) at **Federal Foreign Office Germany** (Auswärtiges Amt)

**The Start-up Ecosystem - Mastering the Entrepreneurship Journey** – get insights into the start-up value chain and the responding environment by Javier Gutierrez Boronat, Tech Scout at **Max Planck Foundation**, and Dr. Philipp Topic, Head of **Start-up Incubator Program at Max Planck Innovation**

## **14:00-14:30 Closing Session**

Conference review with the Impro-Theater frei.wild Berlin