Life after a PhD: How professional career advisers support researchers in Europe

Career Advisers from all over Europe will get together for the first time, provide insights and career advice in two sessions. You can view and join discussions on LinkedIn, where we have established a group called CARE: a forum of Career Advisers supporting Researchers in Europe. [www.linkedin.com/groups/CARE-Careers-Advisers-supporting-Researchers-6613591](www.linkedin.com/groups/CARE-Careers-Advisers-supporting-Researchers-6613591) [www.twitter.com/#CAREsof](www.twitter.com/#CAREsof) and #CAREeradvisers

Saturday 21.6.2014 1pm-2.15 pm

Part I: Panel Discussion - What does Europe offer and what do researchers need?

As the quality of doctorates in Europe is improving, there is an increasing need to support the careers of doctoral scientists, across a range of disciplines from humanities to the natural sciences, in academia and beyond. But what type of support do they need and who can deliver it? Currently career support varies between institutions and from country to country, with few professional career advisors. We will review doctoral career perspectives in Europe, based on recent surveys and the experience of career services. Early career researchers will be able to provide feedback on what they need to enable them to take informed decisions about their future.

[www.linkedin.com/groups/CARE-Careers-Advisers-supporting-Researchers-6613591](www.linkedin.com/groups/CARE-Careers-Advisers-supporting-Researchers-6613591)
45' Short presentations by

2. Denisa Cupi, EURODOC: the views of a young scientist, what are the challenges? What does EURODOC offer?
3. Gerlind Wallon, EMBO: Where will a biology PhD take you? Data from the US, UK and Germany show that a faculty job in academia is the “alternative” career. (Employment rates still good, but what is it worth?) What drives this development? What, if anything, should or could be done? Should there be restrictions with regard to the number of PhDs trained? Is the need predictable? What is the role of Graduate schools, PhD advisors, PhD students, Funders, Government, and Universities?
4. Lidia Borell-Damian: Career opportunities for doctorates in Europe.
5. Vincent Mignotte, ABG: Postdoctoral careers in the economic sector: how can scientists prepare themselves for the transition?

-30' panel discussion (moderation by Sarah Blackford and Barbara Janssens)
Sunday 22.6.2014 9.00-10.15 am

**Part II: Round tables with European career advisors**

Expert career advisors, many of them recently established on the European continent, will offer career advice and hand-outs so that early career researchers can inform themselves about job markets and available career support. Following a recap of the previous panel discussion, participants will further discuss their needs for career development and facilitators will feedback each group’s priority outcomes to the CARE forum of Career Advisors supporting Researchers in Europe, so that they can be taken forward to formulate an action plan. The new platform for long-lasting collaborations between career advisors aims to improve ‘life after a PhD’.

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<tr>
<th>Table</th>
<th>Facilitators</th>
<th>Institutes</th>
<th>Country</th>
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<tbody>
<tr>
<td>1</td>
<td>Sara Shinton, Clare Jones</td>
<td>Freelance / University of Nottingham</td>
<td>UK</td>
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<td>2</td>
<td>Jasmien van Daele, Laurence Theunis</td>
<td>Ghent Universtiy; Focus Research ASBL</td>
<td>BE</td>
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<td>3</td>
<td>Katrin Wodzicki</td>
<td>University Göttingen</td>
<td>DE</td>
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<tr>
<td></td>
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<td>4</td>
<td>Berenice Kimpe, Vincent Mignotte, Alysia Vandenbergh</td>
<td>ABG; Institut Curie</td>
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<td>5</td>
<td>Vibeke Broe</td>
<td>University of Aarhus</td>
<td>DK</td>
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<td>6</td>
<td>Tina Persson</td>
<td>Karolinska Stockholm</td>
<td>SE</td>
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<td>7</td>
<td>María Dóra Björnsdóttir</td>
<td>University of Iceland (UISCCC)</td>
<td>IC</td>
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<td>8</td>
<td>Elisabeth Pain</td>
<td>Science Careers EMBO</td>
<td>EU</td>
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<td>9</td>
<td>Gerrit Rößler</td>
<td>GAIN</td>
<td>USA-DE</td>
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<td>Moderators</td>
<td>Institute</td>
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<tr>
<td>Barbara Janssens and Sarah Blackford</td>
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<td>Student helpers</td>
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<td>Katharina Nöske and Ansam Sinjab</td>
<td>DKFZ</td>
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Questions addressed in round table discussions:

What are the main career issues for researchers currently?
What types of career support is a priority for researchers?
How can careers advisers best help researchers?
How best can career support be delivered?
## COUNTRY-SPECIFIC CAREERS INFORMATION

<table>
<thead>
<tr>
<th>Country</th>
<th>Academic</th>
<th>Industry</th>
<th>CV/application</th>
<th>Sources of information</th>
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<tbody>
<tr>
<td>UK</td>
<td>Progression from postdoc (usually 2 or more) to lecturer, senior lecturer, reader, professor. The progression in research-focused institutes is from postdoc to junior / tenure-track group leader to senior group leader. Mobility is valued, especially evidence of having worked in labs outside of the UK. Those who have secured fellowships may also be at an advantage.</td>
<td>Industry does not attend university career fairs except for general management positions. Need to visit specialised career fairs such as Naturejobs Expo (London, September). Apply to companies directly or through recruitment agencies. Use social media sources.</td>
<td>Picture, date of birth, family details, age NOT required - optional. Just name and contact details. Generally 2 pages unless otherwise specified. Can add in extra pages as an appendix. Always accompanied by a covering letter.</td>
<td><a href="http://www.jobs.ac.uk">www.jobs.ac.uk</a>&lt;br&gt;Entering industry (PhD students)&lt;br&gt;Entering industry (postdocs)&lt;br&gt;Recruitment companies&lt;br&gt;SRG Recruitment&lt;br&gt;CK Science&lt;br&gt;Biomedical jobs&lt;br&gt;NHS Science Training Programme&lt;br&gt;Environment jobs&lt;br&gt;ACRE&lt;br&gt;Patent Attorney jobs&lt;br&gt;Science communication: British Science Association&lt;br&gt;Postgraduate courses&lt;br&gt;Science writing: Association of British Science Writers Society of Young Publishers&lt;br&gt;Science policy: Sense about Science Campaign for Science &amp; Engineering&lt;br&gt;Funding: ResearchResearch.com&lt;br&gt;Research Councils UK&lt;br&gt;Support: <a href="http://www.vitae.ac.uk">www.vitae.ac.uk</a>&lt;br&gt;AGCAS&lt;br&gt;General Bioscience career resources</td>
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| Germany | Group leaders (about 5 years) Professorship W2 or W3, both at University and Hochschule (University of Applied Sciences). Non-university research institutes within the Max Planck Society, the Helmholtz Association, the Leibniz Association, and the Fraunhofer-Gesellschaft. Publications are of main importance, followed by mobility (esp. outside Germany) and own funding/fellowships. For W3 professorships speaking German is needed. | Pharma regularly uses assessment centres, PhD valued in most domains. Some industry present at career fairs (European Career Fair, NatureJobs, GAIN) Some states have special recruitment agencies geared towards industry (Return to Bavaria, Baden-Wuerttemberg International). Clusters and Forschungsverbünde offer research opportunities at the intersection of private and public sector. Strong public efforts to facilitate Entrepreneurship | With picture and personal information (date of birth, marital status), include all certificates and reference letters (Zeugnisse) In Academia: content before form important In Industry: max. 2 pages, with official employers’ references (qualifizierte Arbeitszeugnisse) | • Funding: German Academic Exchange Service  
http://www.stepstone.de/  
Academic positions: http://jobs.zeit.de/  
http://www.academics.de/  
www.staufenbiel.de  
General Information  
www.research-in-germany.de  
www.gain-network.org  
http://www.hochschulkompass.de/en/home.html  
Funding  
www.dfg.de  
www.research-in-germany.de  
Accreditation  
http://www.make-it-in-germany.com/  
http://anabin.kmk.org/  
Deutsche Forschungsgesellschaft, www.dfg.de |
| Country | Positions in the universities: qualification for a period of 4 years by CNU (national selection committee) then local examination (“concours”) | Positions in the research institutes (such as CNRS, INRA…): national selection procedure (“concours”) | PhDs in competition with graduates from “grandes écoles”. Increasing part of SMEs among companies recruiting researchers. | Only CV and cover letter. CV = 1 page. Title of the CV = professional goals. | Positions for PhDs (postdocs and positions in the industry): [www.intelligence.fr](http://www.intelligence.fr)  
Positions for managers: [www.apec.fr](http://www.apec.fr) [www.cadremploi.fr](http://www.cadremploi.fr)  
Media: Le Monde, Les Echos, L'Express…  
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<tr>
<td>France</td>
<td>Positions in the universities: qualification for a period of 4 years by CNU (national selection committee) then local examination (“concours”)</td>
<td>Following the PhD one or two postdocs abroad are highly valued. One way to return to Spain is to secure a tenure-track-like position through a Ramon y Cajal Fellowship. Competition is fierce however, and over the recent years funding cuts have generally affected the career prospects of young scientists in Spain.</td>
<td>Traditionally the industry sector in Spain has not absorbed very large numbers of Ph.D.-holders, but there are opportunities, especially in multinationals. Currently there also is a push for start-ups and other entrepreneurial activities that scientists may be interested in pursuing.</td>
<td>Career information: <a href="http://www.sciencecareers.org/">Science Careers</a> <a href="http://www.universia.com/">Universia</a> More about job, funding, and fellowship opportunities <a href="http://www.mineco.es/">Calls from the Spanish Ministry of Economy and Competitiveness</a> <a href="http://euraxess.es/">Euraxess Spain</a> Young scientists’ associations <a href="http://www.anirc.org/">The Spanish National Association of Ramón y Cajal Researchers (ANIRC)</a> <a href="http://www.fji.org/">Federación de Jóvenes Investigadores (FJI)</a> <a href="http://www.precarios.org/">Precarios</a></td>
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Belgium (Wallonia)  | The research career in Belgium is not harmonised. After completion of the PhD there are two main academic career paths:
- Publicly funded (mainly research activities):
  1) temporary postdoc contract (e.g. Chargé de recherches)
  2) a succession of permanent positions differing in salary and duties (e.g. chercheur qualifié, maître de recherches, directeur de recherches)
- Funded by the university (titles differ in every institution):
  1) Temporary postdoc contract (some universities offer the possibility to conduct this research abroad)
  2) Permanent position combining teaching and research.

| PhD valued in most domains. Industry does not attend university career fairs except for general management and R&D positions. Researchers apply to companies directly, through recruitment agencies or through social media sources. | Different CV for academia or for industry. For industry: Picture optional, date of birth, family details, age - optional. Just name and contact details. Generally 1 or 2 pages unless otherwise specified. Skill oriented – CV. Can add in extra pages as an appendix. Always a cover letter. |

- Support: [www.doctorat.be](http://www.doctorat.be)
<table>
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<tr>
<th>Belgium (Flanders)</th>
<th>Progression from postdoc to professorial staff (minimum of 2 years as a postdoc is required): 1° assistant professor (tenure track) (docent) 2° associate professor (hoofddocent) 3° full professor (hoogleraar) 4° senior full professor (gewoon hoogleraar) International mobility strongly encouraged.</th>
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<td>- career events &amp; fairs are organized by the Flemish universities: e.g. From PhD to Job Market &amp; Job Market for Young Researchers organized by Ghent University, specifically targeted at bio careers &amp; life sciences, organized by FlandersBio: Knowledge for Growth (European conference, based in Ghent), PhD Job Fair (KU Leuven). - Apply to companies directly (website) or through recruitment agencies. - Social media or indirect personal networking (research collaboration, partnerships, …)</td>
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<td>- CV with (limited) personal information, picture is optional. Pre-formatted documents are often available. Generally 2 pages with a strong skills-based format for a non-academic career. References optional, on request. - Accompanied by cover letter.</td>
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Sweden

Progression from Postdoc usually 2-5 years to forskarassistent, (junior scientist), lecture (docent), professor. Mobility outside Sweden is usually an advantage as well as secured fellowships. Attracting funding is mostly required.

Various Career Fairs are organized by universities and Life Science organisations, announced on their webpage. Jobs in industry by applying directly to company or using recruiting agencies. Social media as a tool to identify open positions and to keep track on the hidden job market and to networking.

Picture and date of birth optional. Name and contact details important. Generally 2 pages unless otherwise is specified. Language as the one used in the job add. Always include a cover letter. CV standard in Sweden mostly as used in UK.

Science organisations/funding:
- [http://www.vr.se/](http://www.vr.se/)
- [http://www.vinnova.se/sv/](http://www.vinnova.se/sv/)
- [http://www.swedenbio.se/](http://www.swedenbio.se/)
- [http://www.medeon.se/](http://www.medeon.se/)
- [http://www.ideon.se/](http://www.ideon.se/)
- [http://www.sclilabel.se/](http://www.sclilabel.se/)
- [http://www.sahlgrenskasciencepark.se/](http://www.sahlgrenskasciencepark.se/)

Union/Young Academic:
- [http://www.naturvetarna.se/](http://www.naturvetarna.se/)
- [http://www.ungaforskare.org/](http://www.ungaforskare.org/)

- [http://www.jobbsidor.com/](http://www.jobbsidor.com/)
- [http://www.workey.se/](http://www.workey.se/)
| Country | Progression from postdoc (but sometimes the PhD - depends on the field of research) to lecturer (adjunkt) (3 years), senior lecturer (lektor) and professor. | With the exception of research based companies, PhDs are quite “new” for many companies and often have to compete with master’s degree and will not be advertised as PhD. However once they get in, they are valued for their skills in most domains. Apply to companies directly. LinkedIn used increasingly.. | With picture and personal information. Generally 2-3 pages for industry. Accompanied by cover letter. | www.jobindex.dk  
www.stepstone.dk  
www.ofir.dk  
www.job-i-staten.dk  
www.offentligestillinger.dk  
www.careerjet.dk  
www.academicpositions.dk  

Funding:  
http://hoejteknologifonden.dk/ansoeger/erhvervspostdoc/  
www.teknologiudvikling.dk |

**Denmark**
Iceland

| It is common for UI doctoral students to do part time teaching during their studies. After graduation they can apply for post doc positions, if available. Academic positions are: Adjunct Lecturer, Lecturer, Senior Lecturer, and Professor. | UI graduate students can, through research, connect with industry. They apply to companies directly or through recruitment offices/job agencies. | Generally 2 pages unless it is an academic CV. The tradition is to have picture and personal information, e.g., SSN and family details. Cover letter strongly recommended. Career portfolio recently introduced by UISCCC but no information of use. | University of Iceland (UI):
Graduate School - [http://midstodframhaldsnams.hi.is/english](http://midstodframhaldsnams.hi.is/english)
Funds - [http://www.sjodir.hi.is/node/17](http://www.sjodir.hi.is/node/17)
Division of Science and Innovation - [http://english.hi.is/university/division_of_science_and_research_0](http://english.hi.is/university/division_of_science_and_research_0)
Student Counselling and Career Centre [http://nshi.hi.is/about_us](http://nshi.hi.is/about_us)

Vacant positions in public institutions:
Starfatorg.is - [http://www.starfatorg.is/](http://www.starfatorg.is/)

Recruitment companies:
Capacent - [http://www.capacent.is/english](http://www.capacent.is/english)
Hagvangur - [http://hagvangur.is/english/](http://hagvangur.is/english/)
PWC - [http://www.pwc.is/en](http://www.pwc.is/en)

Various information:
Innovation Center Iceland - [http://www.nmi.is/english](http://www.nmi.is/english)
NSA Ventures - [http://www.nsaventures.is/](http://www.nsaventures.is/)
Klak Innovit - [http://klakinnovit.is/](http://klakinnovit.is/)
Icelandic Patent Office - [http://www.els.is/en](http://www.els.is/en) |