



Promoting Young Researchers in the MPS: Call for Proposals

Deadline: October 6th, 2023

Sign UP! 2024: Careerbuilding Program for Postdocs of the MPS

Institute Directorates can now nominate outstanding female postdocs for participation

The successful program "Sign Up!" will start again in January 2024. It offers female post-doctoral researchers of the MPS the opportunity to participate in a high-quality career training. The program supports them in their career and leadership development and prepares them for leadership roles in the scientific community. As of now, the Institute Directorates can nominate female scientists at postdoctoral level for participation.

The Max-Planck-Society has been committed to promote young female researchers for a long time to bring more women into leadership positions. Our active commitment is already showing success: Within our framework the "Sign Up!" program focusses on the pivotal target group of female post docs. The pilot program was developed jointly by the MPS and the EAF Berlin, an independent academy for diversity in leadership. It had its first run in 2009 and was completed with great success. Since then, the MPS conducted nine runs of the program.

Due to the great success of "Sign Up!", the MPS decided to develop and expand the program and doubled the available slots since 2022. We developed an additional, differentiated Sign Up! track: The now two tracks each focus on the different priorities and relevant qualifications of the candidates, being in the early or late postdoc phase. Depending on the years of experience of the candidate, applications for the two following tracks are possible:

1. **Sign Up! For Your Career:** Earlier postdoc phase (first or second position).
2. **Sign Up! For Leadership:** Advanced postdoc phase (second or third position and first leadership experience (e.g. group leader)).

This year, 40 post-doctoral researchers can be selected for the program. Please make sure the candidate is using the correct track for her application.

The program consists of three face-to-face modules and one two-day online seminar for each group, as well as various digital peer formats. The face-to-face modules will be taking place in Berlin (unless a virtual implementation is necessary due to a pandemic or other reasons).



Sign Up! For Your Career

Sign Up! For Your Career supports excellent female academics in the early postdoc phase on their career path as academics: Where do I stand in terms of my academic portfolio? Where do I want to go? What strengths does my profile have? Which areas of development need more attention? How do I combine my stay abroad with my partnership/family? Which next postdoc station makes sense for my long-term career goal and are my scientific ambitions compatible with my ideas about my life balance?

Who can participate?

Up to 20 post-doctoral researchers can be selected for the program Sign Up! For Your Career.

Candidates should

- be in the earlier postdoc phase (first or second position)
- have high academic potential
- have proven scientific record
- be particularly ambitious and
- be motivated to ascend towards leadership positions in academia.

What does the program offer?

The program includes four seminar modules of 2 to 3 days, offering personal skill training and providing information on scientific careerbuilding. Discussions with alumnae of the program who are now top scientists, will give participants first-hand insights about the opportunities and challenges lying ahead.

The seminar modules will focus on the following areas:

- **Building my academic profile**
Career paths in academia and success factors
- **Self-management in science (online)**
Writing strategies and management
- **Professional communication in science**
Conflict management and strategies.
- **The stage is yours! Appearance competence**
Presentation and performance skills

Sign Up! For Your Career starts with a face-to-face module from January 10th-12th 2024, followed by an online seminar from March 21st -22nd. The second face-to-face module will take place from July 17th-19th 2024, the third and last face-to-face module will take place December 11th-13th 2024. The face-to-face modules take place in seminar hotels in Berlin (unless a virtual implementation is necessary due to a pandemic or other reasons).



Sign Up! For Leadership

Sign up! For Leadership supports excellent female academics in an advanced qualification phase on the way to professorship and accompanies the target group to the decisive final step: What experience do I still need to prove in order to be able to apply? How can I gain more visibility within my organization and in the scientific community? Which networks should I pursue considering my desired vocation? Which steps need to happen in which areas and when? Furthermore, the participants will learn more about relevant leadership skills in order to become an inclusive scientific leader that is able to guide and inspire a diverse team.

Who can participate?

Up to 20 post-doctoral researchers can be selected for the program Sign up! For Leadership. Candidates should

- be in the advanced postdoc phase (second or third position) and have first leadership experience (e.g. group leader)
- have high academic potential
- have proven high scientific record
- be particularly ambitious and
- be motivated to reach high leadership positions in academia soon.

What does the program offer?

The program includes four seminar modules of 2 to 3 days that offer personal skill training and provide information on scientific careerbuilding. Discussions with alumnae of the program who are now top scientists will give participants first-hand insights about the opportunities and challenges lying ahead.

The seminar modules will focus on the following areas:

- **Dream job professor I - My vocational skills**
Academic profile and application strategies
- **Leadership & communication in academia (online)**
Leadership roles, conflict management and strategies
- **Dream job professor II - Leadership application**
Structure of appointment procedures and negotiation training
- **Leadership presence**
Presentation and performance skills

Sign Up! For Leadership starts with a face-to-face module from January 8th-10th 2024, followed by an online seminar from March 20th -21st. The second face-to-face module will take place from May 15th-17th 2024, the third and last face-to-face module will take place December 09th-11th 2024. The face-to-face modules take place in seminar hotels in Berlin (unless a virtual implementation is necessary due to a pandemic or other reasons).



How is the selection process structured? (both tracks)

Candidates must be nominated by the institute directors of the Max-Planck-Society with a recommendation letter. The post docs are asked to write a motivation letter and indicate their contact details. A selection committee will select the final program participants, based on the quality of the recommendation letter, motivation letter and a fair share of sections and institutes.

Closing date for applications is October 6th 2023

The program details and costs (both tracks)

Seminar language will be English. For participants selected for the program, the participation in all four modules is mandatory.

The MPS covers the costs for the coordination and implementation of the program. The Institutes of the chosen participants will bear their necessary costs for travel, accommodation and food applying the provisions of the Federal Travel Expenses Act **and will confirm this by naming the candidate**. It should be noted that in case of a suspended employment relationship (e.g. parental leave) separate statutory regulations may apply. We recommend that the participant clarify the procedure in such cases individually with the institute administration.

The program is conducted in cooperation with the EAF Berlin. The independent academy advises organizations on diversity in leadership. The EAF Berlin works as a non-profit organization with organizations in business, politics and academia - such as the Fraunhofer-Gesellschaft, the Helmholtz Association and several other universities. The academy conducts innovative programs and trainings for personnel and organization development and practices-oriented research projects. Prof. Dr. Barbara Schaeffer-Hegel and Dr. Helga Lukoschat founded the EAF Berlin in 1996 as a spin-off from the Technical University in Berlin. Jointly with the Technical University Berlin and in cooperation with considerable technology companies, leading research institutions and technical universities, the EAF Berlin founded the Femtec in 2001, an international career platform for female scientists. The MPS has collaborated with the EAF since 2009 as part of a corporate partnership.

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