

# VISION OF UNIVIE

Manuela Baccarini  
University of Vienna

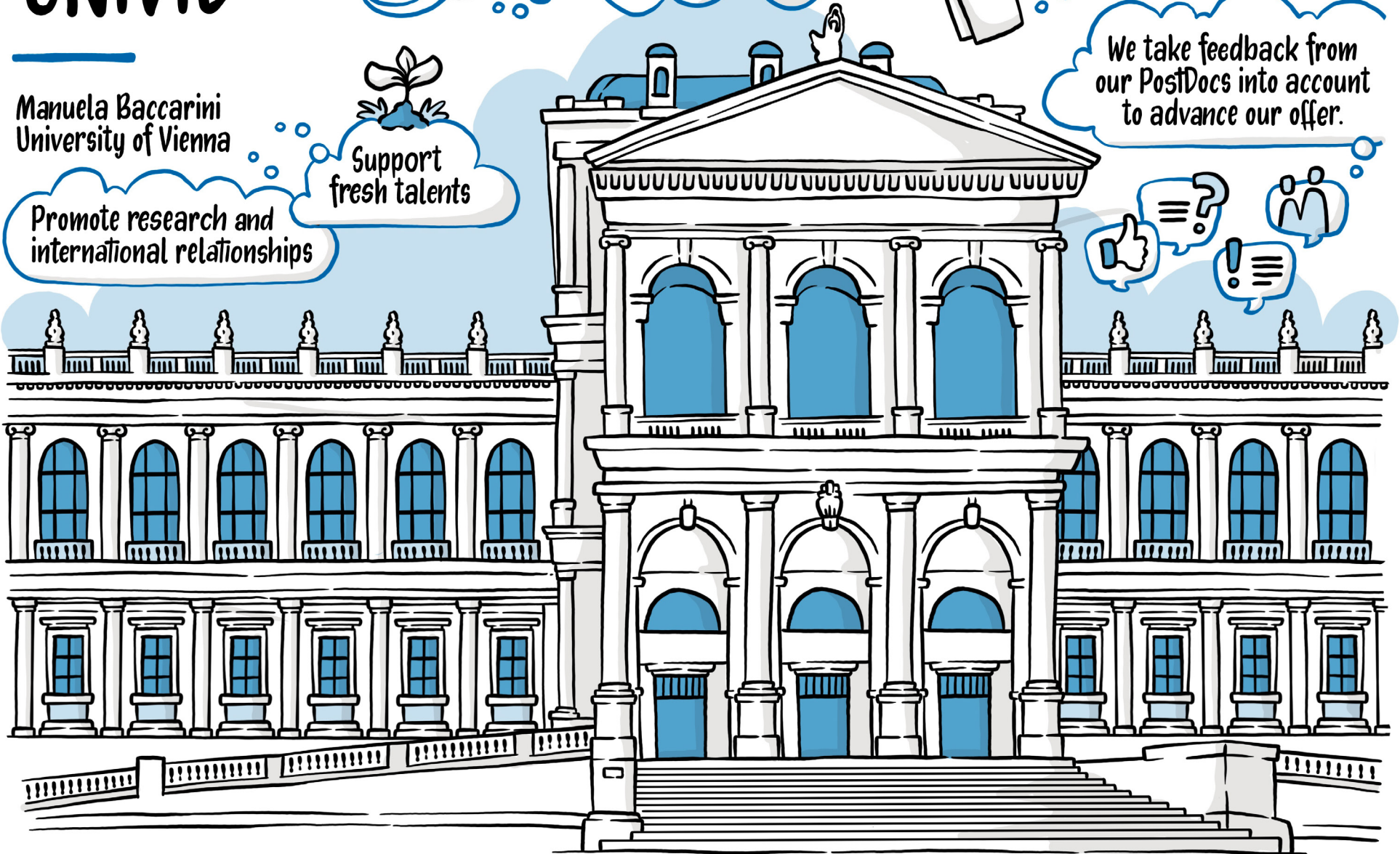
Promote research and  
international relationships

Support  
fresh talents

A PostDoc is not a career.  
It's a training experience.  
It's not forever.  
Our PostDocs build a career.

Workshops, mentoring, specific  
training measures and support  
for different skills and interests.

We take feedback from  
our PostDocs into account  
to advance our offer.



# WHAT EVERY POSTDOC NEEDS TO KNOW

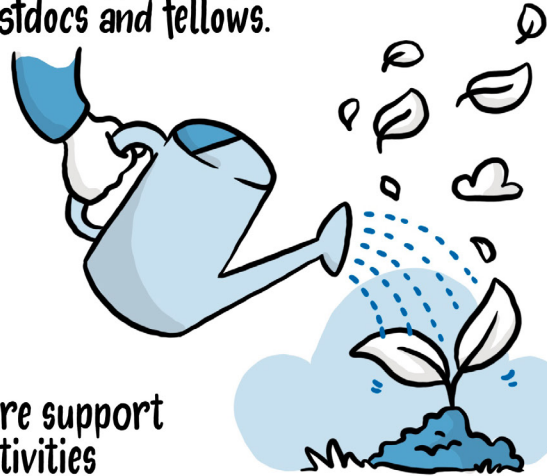
Liz Elvidge, Imperial College London

Postdoc and Fellows Development Centre

Very few will become academics

On average postdocs are with us for about 2,5 years

We provide sector leading support and development opportunities to our postdocs and fellows.



## Core support activities

- SHORT WORKSHOPS
- FUNDER BRIEFINGS
- PANEL EVENTS
- CAREER TALKS
- COURSES
- RESIDENTIALS
- MULTI-DAY PROGRAMMES

## Individual support

- MOCK INTERVIEWS OPPORTUNITY FOR BOTH CANDIDATE AND PANELISTS
- 1:1 APPOINTMENTS
- 300 INDIVIDUAL APPOINTMENTS A YEAR

..Don't make them cry (again).

50% SUCCESS RATE

..The questions were the same as in the mock!

JOB

We have built it...

...they will come.

We have lots of carrots and not sticks

Take aways:

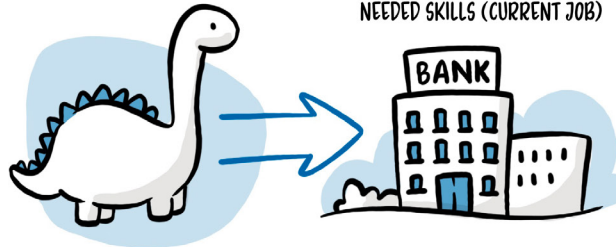
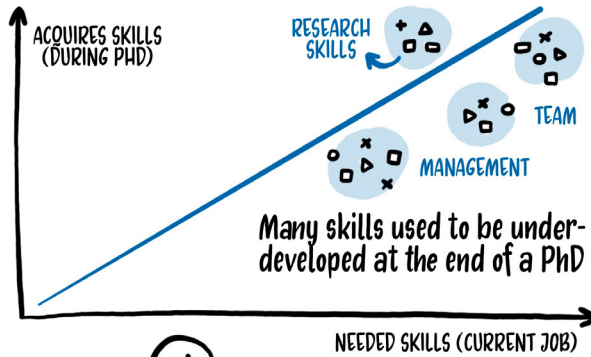
- GET THE BOOK
- TAKE ADVANTAGE OF ALL THE OPPORTUNITIES WHICH ARE AVAILABLE TO YOU
- ENGAGE WITH DEPARTMENT OF RESEARCH SERVICES AND CAREER DEVELOPMENT
- TAKE OWNERSHIP OF YOUR CAREER

# THE CAREER-WISE POSTDOC: FROM EXPECTATION MANAGEMENT TO CONSCIOUS CAREER DECISIONS

John Creemers, KU Leuven

A PhD prepares talented researchers for society:

Only 10% stay in academia



Involve your supervisors and make sure they are 100% on board. Otherwise it will not work...

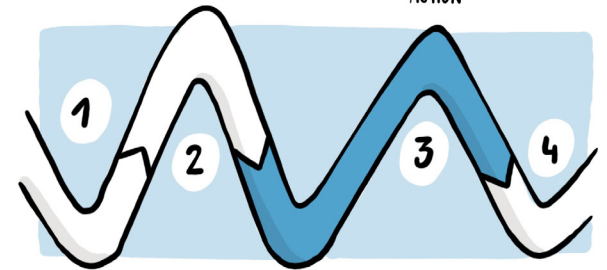
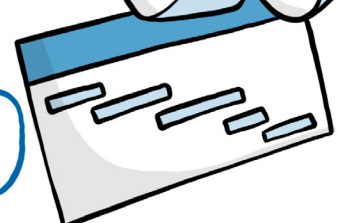
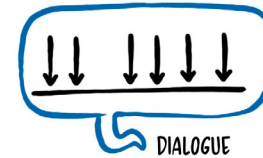


YouReCa supports the career development of KU Leuven's young researchers

The charter is a guideline to discuss the mutual expectations and responsibilities and to guarantee a good cooperation



IDP (Individual Development Plan)



REFLECTION

REFLECTION

IDPs ARE FILLED OUT TWICE BY PHDS AND YEARLY BY POSTDOCS



How can the university support you with your career orientation and management?



How does the IDP work?



Which staff categories are there for postdocs and what do they encompass?

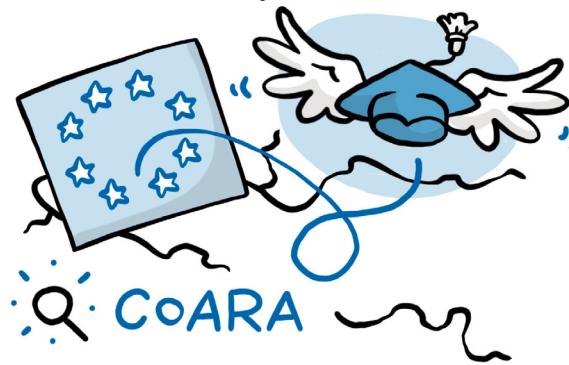
# POSTDOCS IN AUSTRIA

Elmar Pichl, BMBWF  
Anna Durnova, University of Vienna

## RESEARCH CAREERS IN AUSTRIA

A Current Political Perspective

European Research Area (ERA)  
Enhance mobility of researchers

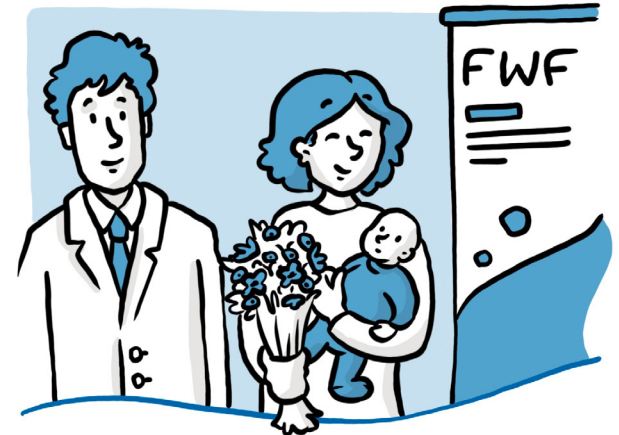


RECOMMENDATIONS ON  
PERMABLE AND SUSTAINABLE  
CAREER MODELS FOR THE  
AUSTRIAN HIGHER EDUCATION  
AND RESEARCH AREA



PERFORMANCE AGREEMENTS 2025 - 2027

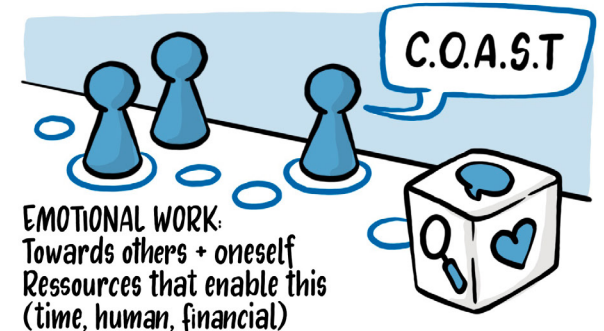
## COMPLEX BIOGRAPHIES, HIGH COMPETITIVITY AND A VISION FOR A SUSTAINABLE FUTURE



Main takeaways

- COLLECTIVE PHENOMENON:  
REQUIRING A SYSTEMIC SOLUTION
- HIGH UNCERTAINTY
- LACK OF MOTIVATION
- LACK OF PROSPECTS

Change the law / rules / game



EMOTIONAL WORK:  
Towards others + oneself  
Ressources that enable this  
(time, human, financial)

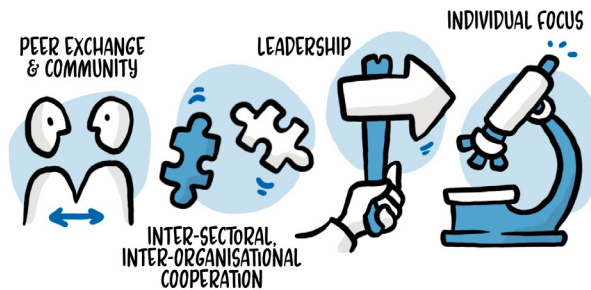
# POSTDOCS IN AUSTRIA

Susanne Leeb, LBG Career Center  
Thea Vidnes, University of Vienna

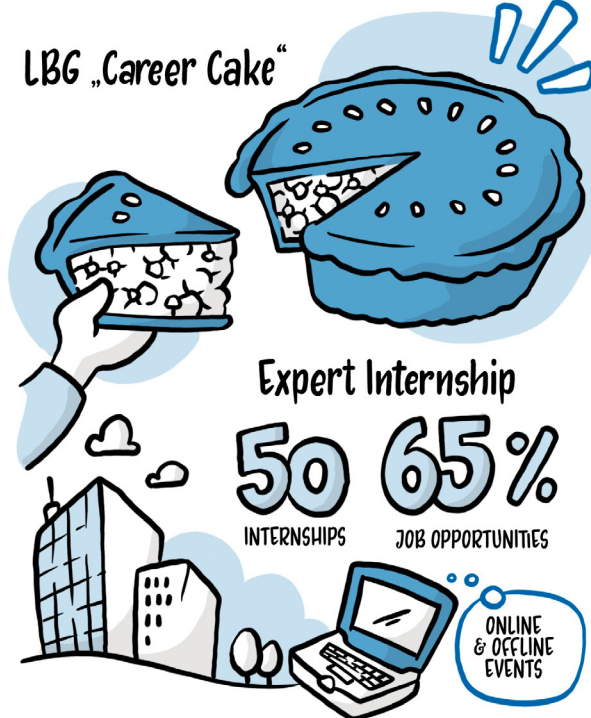
## INTERSECTORAL CAREER DEVELOPMENT FOR RESEARCHERS

### WHY do we need a holistic approach?

- MAJORITY WORKS OUTSIDE OF ACADEMIA
- 60% DON'T FEEL PREPARED FOR LABOUR MARKET
- A CAREER OUTSIDE ACADEMIA OFTEN FEELS LIKE „FAILURE“



### LBG „Career Cake“



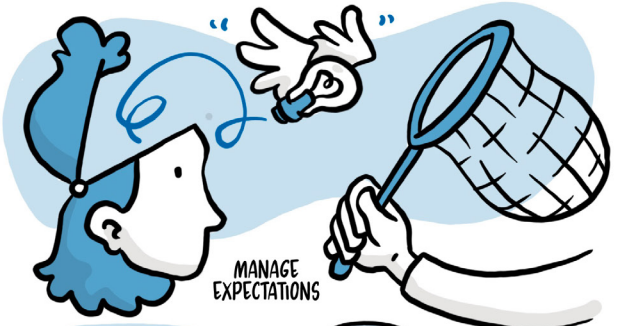
## REINFORCING WOMEN IN RESEARCH: REWIRE

### An international programme



50% success rate

- 4 PERMANENT / TENURE TRACK POSITIONS
- 4 PRESTIGIOUS THIRD-PARTY FUNDED GRANTS



AGILITY & CAPACITY TO BE RESPONSIVE

DIFFERING INTERPRETATIONS OF TERMS OR TERMINOLOGY

E.G. „MENTOR“ AND „SUPERVISOR“

HAVE VERY DIFFERENT MEANINGS AND LEAD TO DIFFERENT INTERACTIONS

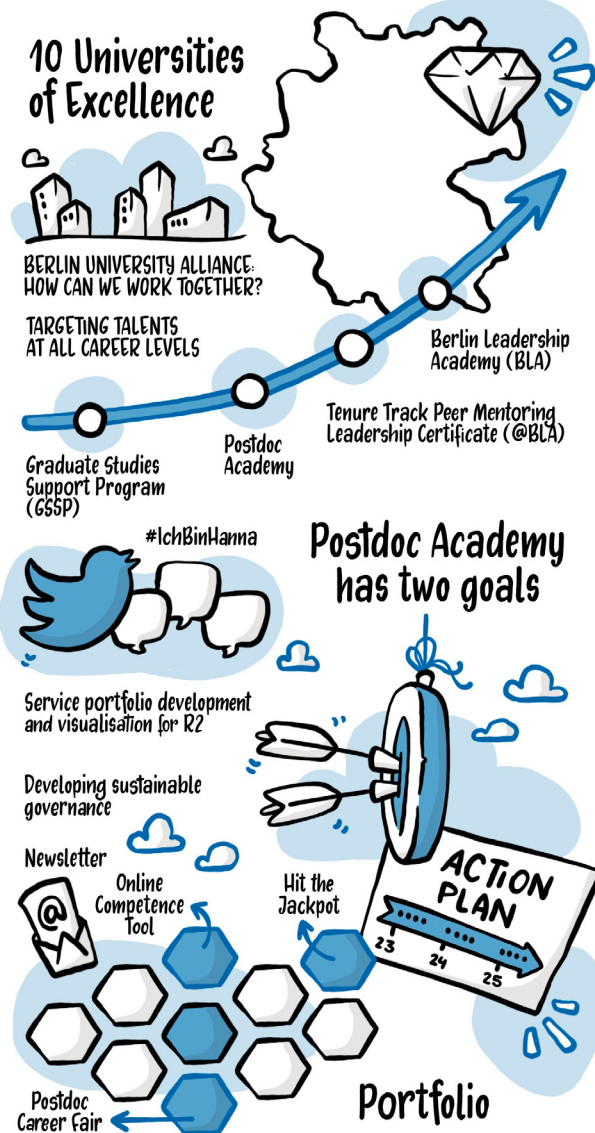


2 different roles

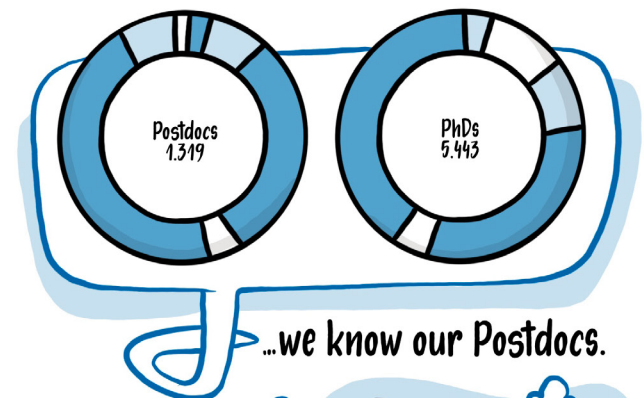
# WHAT ARE OTHER UNIVERSITIES IMPLEMENTING?

Sabine Hunke  
Humboldt-Universität zu Berlin  
Claudine Leysinger  
UZH Graduate Campus

## THE POSTDOC ACADEMY OF THE BERLIN UNIVERSITY ALLIANCE



## PROMOTION OF EARLY CAREER RESEARCHERS AT UZH



Awarding grants (courses in transferable skills), Individual counseling, Orientation

Support of individual projects:  
- GRC Career Grants  
- GRC Short Grants

Support of stays / travels:  
- GRC Travel Grants

Faculties / Institutes are starting to offer services for postdocs



# PANEL DISCUSSION:

## WHAT OBJECTIVES SHOULD WE AIM FOR FOR OUR POSTDOCS?

Manuela Baccarini, Liz Elvidge, Elmar Pichl, John Creemers, Sabine Hunke, Claudine Leysinger, Thea Vidnes

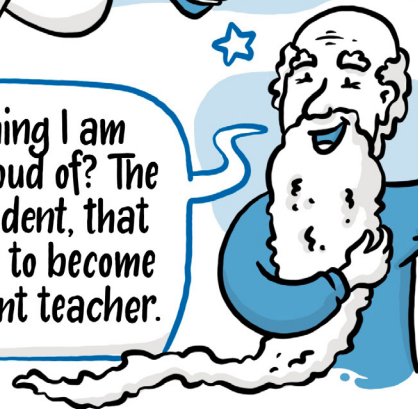
We need open communication, clarity and honesty on what we can offer.



Enjoy the time and opportunity to focus on research. See if academia is for you and then decide where to go.

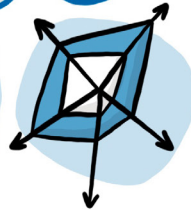


The thing I am most proud of? The PhD student, that went on to become a brilliant teacher.



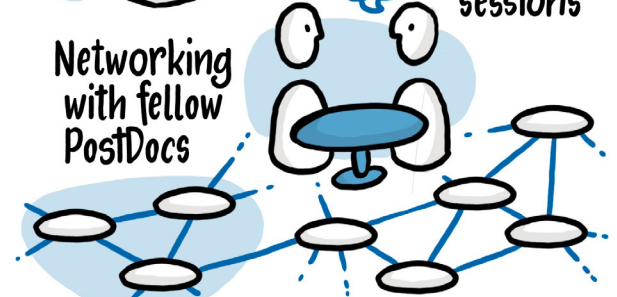
There is no mandatory program. We offer many options:

Self-assessment



Coaching sessions

Networking with fellow PostDocs



We want to offer trainings that offer value and people want to participate (without being forced to)



You are important. And you need to find your way / move on.