



LBG CAREER CENTER

# Intersectoral Career Development for Researchers



LUDWIG  
BOLTZMANN  
GESELLSCHAFT  
Career Center

# WHY

# Why do we need an holistic approach for career development for Postdocs?

- 1** Majority works outside of academia
- 2** 60 % do not feel sufficiently prepared for the labour market
- 3** A career outside academia often seen as a "failure"
- 4** Research IS interdisciplinary, intersectoral, international
- 5** Career development ISN`T

# Recommendations by:

- Austrian University Conf. 04-2024, - OECD Report, - Charter for Researchers,  
- New ERAC Technical Framework (2023), - RTI 2030 Strategy etc.:  
a.o.

- > Transparent, early Career Counseling
- > Diversity of career paths
- > inter-organizational / inter-sectoral
- > Involvement of intersectoral players
- > Leadership competences



# HOW

## 2016 - 2024:

**1** Experiment Phase



LBG internally

**2** Outreach Phase



Open to externals, Cooperate,  
Co- Create, include leadership

**3** Professionalization Phase



Consolidation, scale- up

# What makes the LBG Career Centre stand out?

> PEER EXCHANGE & COMMUNITY

> INTER-ORGANISATIONAL COOPERATION

> INTER-SECTORAL

> INDIVIDUAL FOCUS

> LEADERSHIP

# WHAT



# Individual Focus

# Individual Focus

- 1 Every career is different
- 2 Career Development is a process
- 3 Confidential framework
- 4 LBG "Career Cake"



# Peer Exchange & Community

# Peer Exchange & Community

> External participants up to 70% (approx. 40 organisations)

- 1 Feeling of belonging in researcher community
- 2 Learn from & support each other
- 3 Confidential framework outside organisation



PEERS 4  
CAREERS  
2024



# Inter-organisational Cooperation

# Inter-organisational Network & Cooperation

- 1** Supports the systemic approach
- 2** Not all universities have enough resources for extensive programs
- 3** Complements the organisation's program portfolios
- 4** Knowledge Transfer between researchers and organisations
- 5** New networks for further (inter-, transdisciplinary) activities
- 6** New impulses

# Networking & Community Building

> 13 Outreach-Partners (exclusive offers):



# Cooperation & Co-Creation Partners



ETC.





# Inter-sectoral

# Inter-sectoral Offers

Information, counseling and programs for all career options & relevant topics:

- > Entrepreneurship, industry / private sector, public sector, academic sector
- > Meta topics (Mental Health, Diversity, etc.)
- > Hard Skills / Transversal Skills (Programming, conflictmanagement e.g.)

# Inter-sectoral Offers

**50**  
**INTERNSHIPS**

**65%**  
**JOB**

# Expert Internship

LBG CAREER CENTER

# Expert Internship - Organisations

## PHARMA

 NOVARTIS

 Takeda

 AMGEN

 Pfizer

 Boehringer  
Ingelheim

 Roche

 AstraZeneca

 EVER  
PHARMA

 PENTIXAPHARM

## BIO-TECH

 TAMIRNA

 ribben  
BIOLABS

## TECH

 cnsystems

 FRESENIUS

 nFrames

## ÖFFENTLICHE ORGANISATIONEN

 R  
H  
Rechnungshof  
Österreich  
Unabhängig und objektiv für Sie.

 Das Land  
Steiermark

 AK  
WIEN

 MOMENTUM  
/INSTITUT

 eit  
Climate-KIC

 pnm  
naturhistorisches  
museum wien

 Antiquariat  
INLIBRIS

 DLG

 ST MARTIN  
Schloss · Bildungshaus

## INTERNATIONALE ORGANISATIONEN

 European  
Commission

 TEACHFOR  
AUSTRIA

 HORIZONT  
3000

# Entrepreneurship & Innovation

## 4 FELLOWSHIPS 4 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.



27 FUNDED | 35 PARTICIPANTS

# Events - Online & Offline

## Event Tip: Exploring linguistic diversity and inclusion

30 May 2024, 11:00 - 12:00 CET, online

Join EURAXESS for an engaging webinar and discover how the University of Copenhagen (UCPH) navigates the challenges and opportunities presented by increasing internalisation, cultural and linguistic diversity! The EURAXESS Community of Practice (CoP) focusing on Gender and Diversity, Support for...

30<sup>Mai</sup>

## Spotlight: Mindful Minutes

06 Jun 2024 - 27 Jun 2024, Online, MS Teams

Take a break from your to-dos & focus on being mindful! Join us for a new LBG Career Center online event series - 30-minute sessions to put a spotlight on mindfulness at work & everyday life. Take a break from the habits and automatisms of everyday life and the daily 'have to', 'should'...

06<sup>Jun</sup>

## Event Tip: AI in healthcare - opportunities, challenges and solutions

06 Jun 2024, 16:30 - 21:00 CET, Vienna

AI is here - but what does it mean, especially in a sensitive area like healthcare? At this special event we'll share insights and visions. This event is part of ViennaUP'24 and organized in cooperation with EIT Health Austria and LISAVienna. Artificial Intelligence is here and its possibilities ...

06<sup>Jun</sup>

## Skills Training: Project Management BASICS for Research Projects - From theory to practice

07 Jun 2024 - 14 Jun 2024, Online

This Skills Training is an introduction to the basics of project management (PM) with a special focus on national and international R&D projects. Following a "learning from the big projects, applying it for the small/individual projects" approach, participants will get a theoretical and practical...

07<sup>Jun</sup>

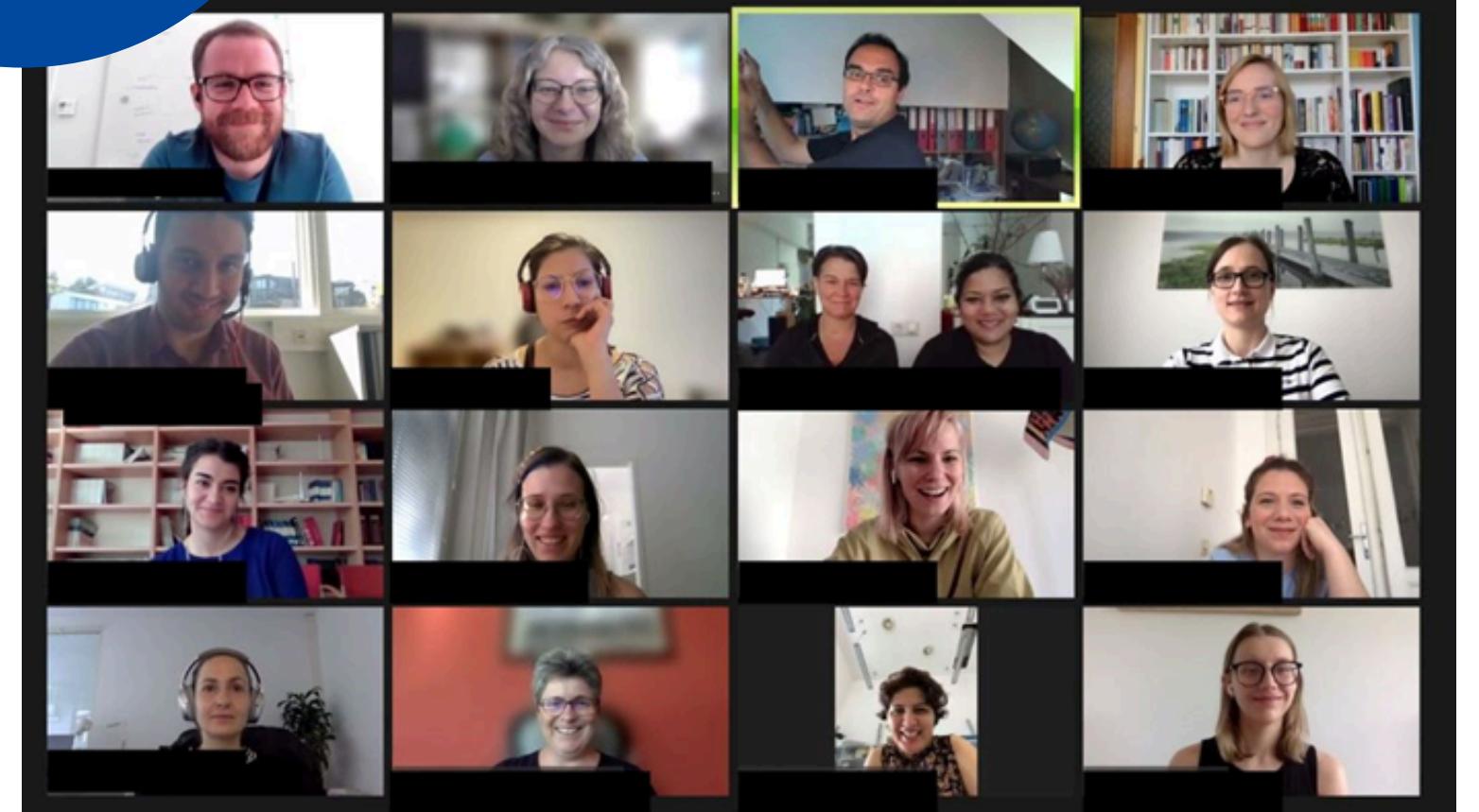
## Event Tip: Postdoc Conference - Universität Wien

10 Jun 2024, 09:30 - 17:30 CET, Universität Wien

Meet us at the University of Vienna's Postdoc Conference, June 10, 2024! Our future partner, the University of Vienna, invites postdocs from all over Austria to participate and network at this year's Postdoc Conference 2024. We're excited

10<sup>Jun</sup>

30  
EVENTS/YEAR



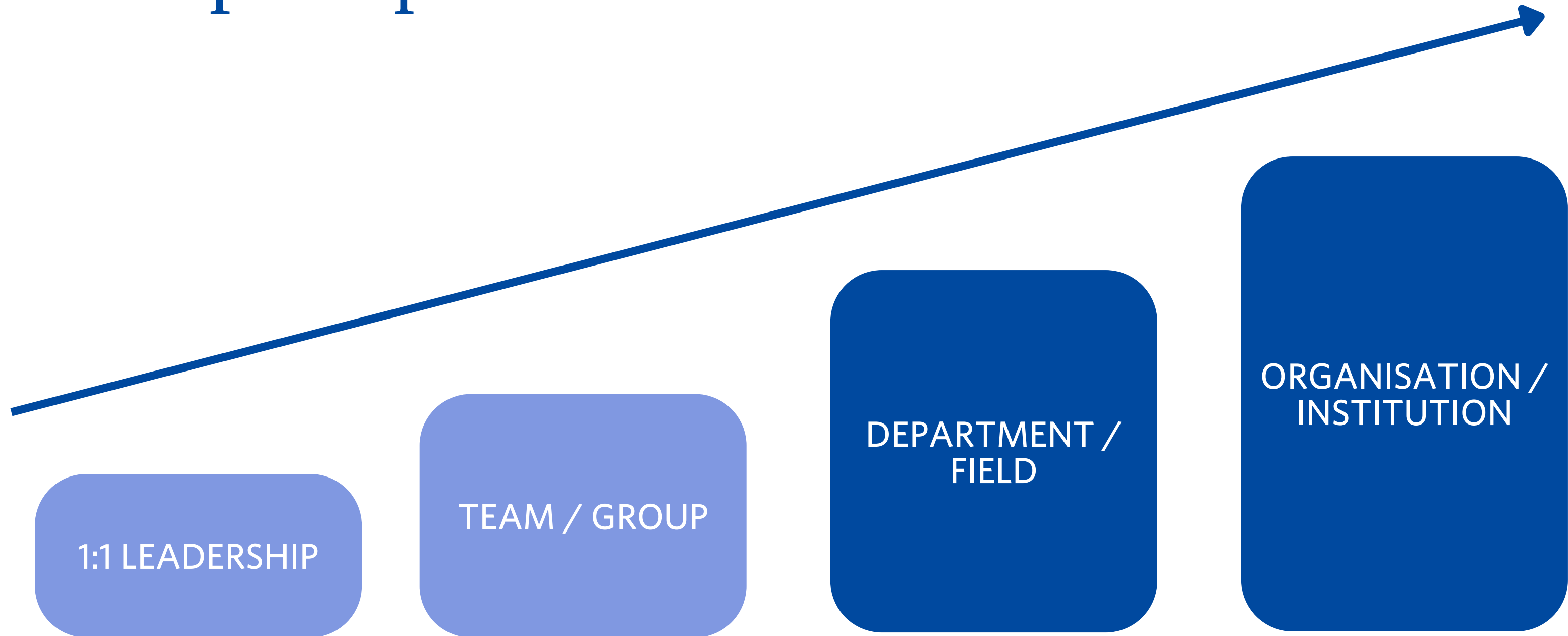
# Leadership

# Leadership

- 1** Supervisors influence research culture and young researchers
- 2** Best experts become leaders
- 3** Do not thrive to become leaders
- 4** Being a good leader is not an incentive per se (Res. Assessment)
- 5** Leadership competencies not yet fully established
- 6** High autonomy among researchers as team members
- 7** Changing team settings & cooperation projects
- 8** Experts organisation



# Leadership Scope



**LEADERSHIP OF SCIENTISTS**

**LEADERSHIP OF SCIENTIFIC ORGANISATIONS**

# Leadership Programs



08. - 13. 07.2024

## SUMMER SCHOOL LEADABLE

DISCOVER YOUR  
LEADERSHIP  
POTENTIAL!

**5x,  
75  
PARTICIPANTS**

Leadership



## LEADING RESEARCHERS PROGRAM

LEADERSHIP DEVELOPMENT FOR  
GROUP LEADERS

**3x,  
45  
PARTICIPANTS**

Leadership

# LExA - Leadership Excellence Award in Research



# WHAT

...happens next?

# Contact

INTERSECTORAL CAREER DEVELOPMENT FOR RESEARCHERS  
LBG CC



Dipl. BW (FH)  
Susanne Leeb, MSc

Director Career Center | LBG Career Center  
Ludwig Boltzmann Gesellschaft

+43 1 513 27 50-33  
susanne.leeb@lbg.ac.at  
cc.lbg.ac.at | lbg.ac.at