The PhD and Postdoc Career Center at Osnabrück University (ZePrOs): Concepts and Services

Dr. Sabine Mehlmann
sabine.mehlmann@uni-osnabrueck.de
Dr. Elke Bertke

Mentoring programs for young female scholars, individual consultations for postdocs, business contacts

Eva Maria Tolzmann

Office management, registration for and administration of ZePrOs services
Content

• Objectives and tasks: What is the idea behind ZePrOs?
• Services for doctoral candidates and postdocs: What do we offer?
• Questions and suggestions: What (else) do you need?
Main aim: Cross-curricular academic staff development for doctoral candidates and postdocs

- Career guidance
- General (not subject-specific) preparation for an academic career
- Leadership development for positions outside academia
Academic staff development at Osnabrück University

Center for Information Management and Virtual Teaching (virtUOS)

Library

Core Competency Development (KoPrO)

Equal opportunity Office

Center for Knowledge and Technology Transfer (WTT)

Language Center

Programme of courses and events

International Office

Human Resources and Organisational Development

Research Funding Consultants
ZePrO‘s main tasks

1. Services for doctoral candidates, advanced students and postdocs

2. Strategic and quality management pertaining to the development of young scholars
ZePrOs‘ scientific advisory council

Members

• Professors from all schools at Osnabrück University
• Doctoral and postdoctoral representatives

Advisory members

• Vice President for Research and Student Development
• Speakers of the graduate schools and programmes at Osnabrück University
• Representatives from the cooperating partners in the field of academic staff development
Target groups and objectives

Advanced students
Doctoral candidates
Postdocs

Professional skills & Career development
Networking

Companies and institutions
Academia
Key service areas

Interdisciplinary qualification programme

Individual consultation

Interdisciplinary networking

Contacts to companies and institutions

Mentoring for young female scholars*

“Career direct“*

* Funded by the Professorinnenprogramm of the German Federation and the federal states.
Interdisciplinary qualification programme

1. Professional skills for academia
2. Leadership skills
3. Self-management and career planning
4. Working techniques, language and media skills
Competency fields

1. Professional skills for academia
   • Teaching skills
   • Interdisciplinary research methods
   • Applying for third party funding
   • Good scientific practice
   • (…)

2. Leadership skills
   • Professional communication
   • Conflict management
   • Team building
   • Project management
   • (….)
Competency fields

3. Self management and career planning
   - Time management
   - Self presentation and networking
   - Career development
   - Job application trainings
   - (…)

4. Working techniques, language and media skills
   - Academic writing
   - Conference presentation
   - Science communication
   - Preparation of PhD defense
   - (….)
Individual consultation

Doctoral candidates and advanced students

Information on all aspects of doing a doctorate at Osnabrück University

Individual advice and guidance in terms of

- decision-making processes (e.g. whether to start with a PhD or not)
- setting career goals
- managing the qualification process
- conflict management
- information on funding options (scholarships, travel grants)

Postdocs and junior professors

Information on qualification options in the postdoc phase

Individual advice and guidance in terms of

- career planning
- decision-making processes (e.g. whether to stay in academia or not)
- handling conflicts in professional contexts
- information on funding options for research projects (offered by the university`s research officers)
Interdisciplinary networking

• ZePrOs courses and events (e.g. “Wine & Discussion“)
• Working groups and events organised by PhD students and postdocs
• Services offered by the International Office and the Division for Human Resources and Organisational Development
• “promos“ (Doctoral Students‘ Council)
• Postdoc representatives
Contact with companies and institutions outside academia

- Orientation talks with specialists and executive staff
- Practical training
- Visiting companies
- Wine & Discussion
- Mentoring
Mentoring for young female scholars

Mentoring for female post-docs and junior professors
Enhancing female scholars’ career prospects

June 2018 – June 2019

January 2017 – June 2018

Funding: Professorinnenprogramm
Career direct

Supports career transition phases within or outside academia by offering support with:

- application procedures and appointment processes
- establishing professional networks
- self-marketing

Funding: Professorinnenprogramm
How to register for our services?

• **PhD-students**  
  - admission form  
  - certificate of enrollment or letter confirming supervision

• **Postdocs**  
  - informal application by e-mail to: zepros@uni-osnabrueck.de
Contact persons

Registration for ZePrOs services
Eva Tolzmann, zepros@uos.de, 0541-969-6221

Consultation for PhD students and prospective doctoral candidates, funding options for PhD students, career direct
Dr. Sabine Mehlmann, sabine.mehlmann@uos.de, 0541-969-6233

Consultation for Postdocs and junior professors, business contacts, mentoring programmes for young female scholars, career direct
Dr. Elke Bertke, elke.bertke@uos.de, 0541-969-6219

Information and consultation on third party funding for postdocs
Dr. Barbara Schwerdtfeger, barbara.schwerdtfeger@uos.de, 0541-969-4115
Questions and suggestions:

What (else) do you need?
Thank you for your attention!