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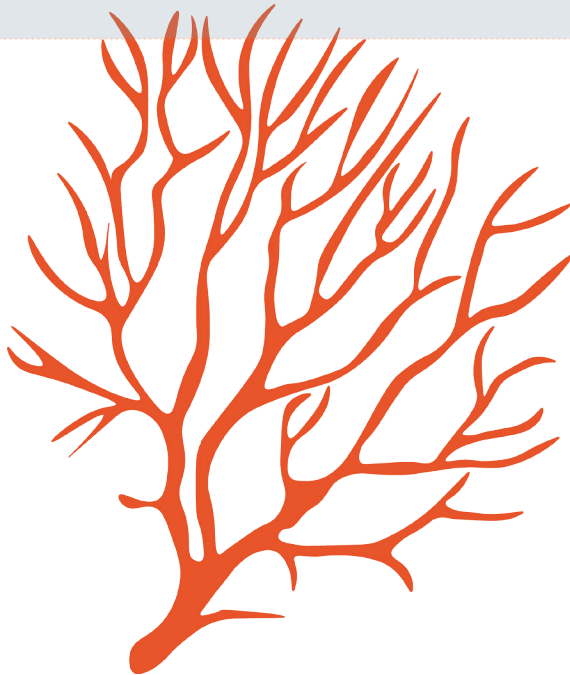


University
of Basel

feminno

Career Program

for female PhD students, postdocs, and group leaders



Guide for applicants

The program is coordinated by the Zurich-Basel Plant Science Center and supported by the Swiss Federal Office for Gender Equality for the period 2017–2019.

Contacts

Zurich-Basel Plant Science Center

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Project partners

Zurich-Basel Plant Science Center – University of Zurich, ETH Zurich & University of Basel

Life Science Zurich – University of Zurich & ETH Zurich

Office for Gender Equality – University of Zurich & University Basel

Career Services – University of Zurich

Exploratory workshops and visits are carried out with companies in the Life Sciences.



Are you a female researcher at the crossroad between university and industry?

Are you interested in finding out more about **career openings** for women, especially in Switzerland, at the interface of research, innovation and industry?

You want to develop your research idea for an **innovation** project, and you are asking yourself how this could generate a new technology, product or service either in cooperation with an existing enterprise, or as a start-up of your own.

Do you need know-how to launch such a process?

Are you concerned about the shaping of innovation to generate positive futures and ask yourself how to align it with societal needs?

You ask yourself how to develop your talents and how to have a **work-life balance**. You want to increase your self-confidence, internalize your strengths, and trust your decisions.

In that case, this career program is just right for you.

What can you expect?

feminno offers career development for women scientists interested in the science-innovation interface.

Experienced career advisers, coaches, innovation experts, and executives from successful life-science enterprises share their work experience and visions with you.

They will take you through the following (and other) questions:

- o What is your next career move?
- o Do you want to work in the Research & Development department of a private enterprise?
- o Do you seek to develop your own innovation product out of your research?
- o What competencies are required for this?
- o How do you envisage combining your career and private life?

Innovation ecosystem

feminno's focus is on idea generation. In addition, you will receive advice and access to funding opportunities to start your own innovation project.

Program

This six-month program starts in Feb 2018 and comprises the following stages:

Career retreat

Four full day sessions: 12-15 Feb, 2018: 9:00–17:00

With Dr. Daniela Gunz & Dr. Roger Gfroerer, Career Services, University of Zurich

Innovation seminars

Five 4-hour evening sessions: 2, 9, 16, 23, & 30 May, 2018: 18:00–22:00

With Dominik Wensauer, Startup@UZH, Andrea Degen, Eurelations AG, Maria Olivares, University of Zurich, Unitectra & ETH Transfer Office, among other

Training

- Developing leadership competencies
Two full day sessions: 7/8 March, 2018: 9:00–17:00
- Negotiation skills for conflict situations, business deals
Two full day sessions: June 2018: 9:00–17:00

With tba

Company visits and exploratory workshops

Four days: April–July 2018: tba

Credit Points

PhD students will receive 4 ECTS; postdocs will receive a certificate of attendance and 92 hours accredited to the PSC Career Development Program for Postdocs.

We strengthen your career competencies on the basis of your own resources.



CONTROL know yourself

feminno offers career counseling and clarifies your demands and expectations

Career retreat

A four-day intensive career retreat offers to you the opportunity to reflect on:

- These are my competencies.
- These are my resources.
- This is what I can trust myself to do.
- What is my motivation?
- What drives me?
- What do I want to achieve or change?

feminno offers competency-oriented training

Leadership training

The course aims to assist women scientists in developing leadership skills that will enable them to manage people in their projects and environments.

Negotiation strategies

How to negotiate the resources you need, both at work and at home, for a successful and satisfying career: time, funds, resources, flexibility and mobility.

Innovation seminars

- **Where does innovation come from?**
Introduction to the basic principles of innovation management and know-how for start-ups, incl. risk management. Can your research generate products?
- **Gender-based perspectives in the innovation process**
Does my research offer gender-based application scenarios?
- **Business canvas and other tools**
How to apply these tools to develop marketable prototypes from your research.
- **Financing your project**
Presentation of various European and Swiss start-up financing instruments, incl. BioEntrepreneur Fellowship program; women researchers will talk about Swiss CTI funding and their own entrepreneurial experiences.
- **Present your own portfolio**
Analyse your opportunities. What companies do you intend to approach as cooperation partners in the framework of the exploratory workshop?

feminno creates opportunities

Company visits

Raise your visibility


Women tend to be less visible to private industry and less present in the hidden job market. Only 60–70 % of all appointments are channeled through regular recruiting platforms: all other positions are filled through personal contacts. For this reason, it is immensely important for you to present yourself and your research to industrial executives and leaders.

Knowledge of relevant industries

- Where should I look for a partner interested in realizing my innovation project?
- What sector of industry, what company might be right for me, to market my knowledge and ideas?

Visits to private enterprises

Role models can open doors to new career tracks. You will meet highly qualified women working in R&D, in leading corporate positions, or as entrepreneurs in their own right – a valuable insight into the world of practice.



feminno helps to plan the next steps

Exploratory workshops

Provide explanations and access to the world of start-up financing for your project.

Introduce you to enterprises, women who have launched their own companies, and business angels. You – as well as they – will get a better idea of your potential and that of your research.

Help you to set up your own portfolio.

At the end of the program you will be in a good position to confidently seek for financing and to step into the next phase of your journey: implementation.

Who can participate?

The program addresses female researchers from the Life Sciences currently working as a PhD student, postdoc, or group leader at the University of Zurich, ETH Zurich, or University of Basel. A maximum of 20 women per call will be admitted.

Evaluation criteria

The program language is English, but we also expect participants to be able to follow a discussion in German, as the companies we plan to visit are generally German-speaking.

Selection of applications is done based on the following criteria:

Relevance for career development

- Does the CV show that the applicant will profit from the program?
- Is the personal development plan convincing?
- Has the applicant convincingly expressed her motivation for participating in the program?
- Will the program give the applicant the new key competencies that will enable her to achieve her own and the program's goals?

Relevance of research

- Is the research original? Are its innovative aspects evident?
- Has the applicant outlined how her research results could be transformed into an innovative product or application?
- Are her ideas in this respect relevant and realistic?



Information and application form

www.plantsciences.uzh.ch/en/mentoring.html

Call 1

Opens on Oct 1, 2017

Closes on Nov 15, 2017 (12:00)

Notification of acceptance on Jan 6, 2018

Call 2

Opens on June 1, 2018

Closes on Aug 20, 2018 (12:00)

Notification of acceptance on Sep 30, 2018

Advisory board and admission committee

- Dr. Melanie Paschke and Dr. Manuela Dahinden, Program Founders and Directors of the Zurich-Basel Plant Science Center
- Dr. Christiane Löwe, Head of Equal Opportunities Office, University of Zurich
- Dr. Roger Gfrörer, Head of Career Services, University of Zurich
- Lic. Phil Nicole Kälin, Head of Equal Opportunities Office, University of Basel
- Dr. Silvie Cuperus, Head of Life Sciences Zurich, University of Zurich and ETH Zurich

