Aim:
• Links academia and industry in a unique way
• Inspires you by its set-up of project partners, peers and analysis of your vision
• Helps to structure your career planning
• Offers you a network to exchange with role models in industry/public sector
• Offers you insights into different career opportunities and cultures

“A lot of myths about the industry were dispelled.”
Actually having access to those working in industry and being able to ask them questions, allowing for better understanding of the types of positions, work, benefits, and detriments of working in industry.
Actually having access to those working in industry and being able to ask them questions, allowing for better understanding of the types of positions, work, benefits, and detriments of working in industry.

**Pre-program:**
- Application
- Selection
- Confirmation

**Agenda:**
- Kick-off workshop – Review your career, develop a strategy
- How to create a CV for non-academic applications in Switzerland
- Meet role models from Universities of Applied Sciences
- Meet role models at project partners’ sites (government, industry, private sector)

**What to expect:**
- Network
- Career Boost
- Energy
### CONNECT – Overview

<table>
<thead>
<tr>
<th>Target audience</th>
<th>Female Postdoc candidates, female PhD students at least in the second half of the PhD, female scientific collaborators on temporary contracts</th>
</tr>
</thead>
<tbody>
<tr>
<td>For participants from which Institution</td>
<td>ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL), University of Zurich, NCCR Automation</td>
</tr>
</tbody>
</table>
| Offerings | A series of in total 6-7 one-day workshops.  
Content: career development/planning, CV preparation; career opportunities, meeting/exchange with role models at company sites  
Workshops are spread over a time of approx. 6 months (September 2022 – March 2023) |
| Costs | CHF 400 (academic institutions cover the rest.) |
| Deadlines | Call 4 open until **12 June**, start workshops in September 2022.  
Application form on [www.connect-women.ch](http://www.connect-women.ch) (CV and motivation letter needed) |
| Special conditions | Employment contract during time span of the program with one of the academic institutions. |

«The networking aspects both between the participants as well as between the role-models from the companies are excellent. Furthermore the general structure of first having a coaching session, then visiting the companies and finishing with all together is a nice and round concept.»
Réseau romand de mentoring pour femmes

Manuela Schicka
Universitiy of Fribourg
Description

• Mentoring program for women who want to pursue an academic career
• Cooperation between the Equal opportunities offices at the Universities of Geneva, Lausanne, EPFL, Neuchâtel and Fribourg
• Also financed by the SNFS
• Exists since 2000
• More than 250 mentees took already part
Offer

- Programm length: 18 months
- One-to-one mentoring with an experienced professor
- 4 group meetings for mentees with workshops
- New: financial support for individual coaching
Target group and selection criteria

- Women advanced in their PhD or post-doc, senior researcher
- Affiliated to partner university
- Candidates...
  - Must show motivation to pursue an academic career
  - Should already have undertaken some steps to achieve objectives
  - Should be open minded
Additional information

• 11th edition from April 2021 – December 2022
• 12th edition: application process starts beginning 2023
• Participation is free of charge
• More information: https://www.unifr.ch/f-mentoring/en/ or manuela.schicka@unifr.ch
REGARD – transversal skills workshop program for women researchers

MANUELA SCHICKA
UNIVERSITY OF FRIBOURG
Description

Collaboration of Equal opportunity offices of the universities of Fribourg, Geneva, Lausanne, Neuchâtel, EPFL and HES-SO

Workshops on academic career management
- Academic career planning
- Research project management
- Communication tools
- Personal development

Place for discussion and exchange with other female researcher
Target group

Assistants
PhD candidates
Post-docs
Senior researcher
Professors
Since 2021: some workshops also for men
<table>
<thead>
<tr>
<th>Dates</th>
<th>Inscription des</th>
<th>Auteurs Workshops</th>
<th>Lieu</th>
<th>Animation Trainer</th>
<th>Thème Topic</th>
<th>Public cible</th>
<th>Target group</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>24th January</td>
<td>5th January</td>
<td>Pushing back against everyday sexism</td>
<td>Geneva</td>
<td>Sara Issac</td>
<td></td>
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<td>5</td>
</tr>
<tr>
<td>8th February</td>
<td>3rd January</td>
<td>Gestion de conflits – coaching en groupe</td>
<td>Frémbourg</td>
<td>Marie-Paule Haefliger</td>
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<td></td>
<td>5</td>
</tr>
<tr>
<td>20th &amp; 25th February</td>
<td>15th January</td>
<td>Project management for successful researchers</td>
<td>Frémbourg</td>
<td>Carine Gallo Marcer</td>
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<td>6</td>
</tr>
<tr>
<td>8th &amp; 22nd March</td>
<td>25th January</td>
<td>Emotional intelligence: why it matters</td>
<td>EPFL</td>
<td>Silke Mischiwe</td>
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<td>7</td>
</tr>
<tr>
<td>20th &amp; 29th March, 6th May</td>
<td>14th February</td>
<td>Self-empowerment: discover how to build your power to act</td>
<td>EPFL</td>
<td>No Zelis</td>
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<td>7</td>
</tr>
<tr>
<td>1st April</td>
<td>10th February</td>
<td>Writing and publishing in academia</td>
<td>Lausanne</td>
<td>Sarah Stalffer</td>
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<td>8</td>
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<tr>
<td>23rd April</td>
<td>10th March</td>
<td>Ally training for men: How to stand up against discrimination, sexism, and bias</td>
<td>EPFL</td>
<td>Bettina Pulczko</td>
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<td>8</td>
</tr>
<tr>
<td>29th April</td>
<td>18th March</td>
<td>Se préparer à la leçon d’épreuve</td>
<td>Genève</td>
<td>Mallory Schamb, Prof. Sévane Garibian</td>
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<td>9</td>
</tr>
<tr>
<td>12th May</td>
<td>3rd March</td>
<td>Finding and applying for funding in academia</td>
<td>Online</td>
<td>Susanne Mutachek</td>
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<td>9</td>
</tr>
<tr>
<td>17th May &amp; 7th June</td>
<td>5th April</td>
<td>Viser l’équilibre: vers une gestion consciente du temps et de l’énergie</td>
<td>Neuchâtel</td>
<td>Marie-Paule Haefliger</td>
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<td>10</td>
</tr>
<tr>
<td>20th May, nouveau en ligne le 6 septembre</td>
<td>8th April</td>
<td>Academia, ResearchGate, Twitter...: réseaux sociaux et visibilité sur internet</td>
<td>Neuchâtel</td>
<td>Alain Bouchard</td>
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<td>10</td>
</tr>
<tr>
<td>31st May</td>
<td>19th April</td>
<td>Reconnaître et affirmer ses potentiels</td>
<td>Genève</td>
<td>Moïra Salvador</td>
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<td>11</td>
</tr>
<tr>
<td>9th June</td>
<td>20th April</td>
<td>Increase your assertiveness in institutional power games</td>
<td>EPFL</td>
<td>Shyl Schäfli</td>
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<td>11</td>
</tr>
<tr>
<td>22nd September</td>
<td>11th August</td>
<td>Prise de parole – boîte à outils</td>
<td>Neuchâtel</td>
<td>Eva Vokacova Gendron</td>
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<td>12</td>
</tr>
<tr>
<td>6th October</td>
<td>25th October</td>
<td>Médiation et régulation de conflit</td>
<td>Frémbourg</td>
<td>Marie-Paule Haefliger</td>
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<td>12</td>
</tr>
<tr>
<td>15th &amp; 18th October</td>
<td>1st September</td>
<td>Vulgariser et parler aux médias</td>
<td>Lausanne</td>
<td>Virginia Filisiti</td>
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<td>13</td>
</tr>
<tr>
<td>20th October</td>
<td>8th September</td>
<td>Pitching myself for industry (2): Honing my application skills</td>
<td>BES-SO</td>
<td>Romaine Johnstone</td>
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<td>13</td>
</tr>
<tr>
<td>31st October</td>
<td>19th September</td>
<td>Savoir négocier: techniques et stratégies</td>
<td>en ligne</td>
<td>Dagmar Engler</td>
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<td>14</td>
</tr>
<tr>
<td>8th November</td>
<td>27th September</td>
<td>Academic mobility – should I stay or should I go</td>
<td>EPFL</td>
<td>Sarah Backford</td>
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<td>14</td>
</tr>
<tr>
<td>11th November</td>
<td>30th September</td>
<td>Leadership inclusif</td>
<td>Frémbourg</td>
<td>Marie-Paule Haefliger</td>
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<td>15</td>
</tr>
<tr>
<td>17th November</td>
<td>6th October</td>
<td>Research budgets: understanding and constructing them</td>
<td>Geneva</td>
<td>Jennifer Neching</td>
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<td>15</td>
</tr>
<tr>
<td>28th November</td>
<td>17th October</td>
<td>Comment monter une équipe de recherche?</td>
<td>Lausanne</td>
<td>Brigitte Bénys</td>
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<td>16</td>
</tr>
<tr>
<td>9th December</td>
<td>28th October</td>
<td>Devenir professeure, mettre toutes les chances de son côté!</td>
<td>Genève</td>
<td>Mallory Schamb</td>
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<td>16</td>
</tr>
</tbody>
</table>
Additional information

Registration opens 6 weeks before workshop date

Participation free of charge, but cancellation fee (if cancelled less than 7 days before workshop without valid reason or no-show)

Also open for researcher from other institution (CHF250, priority is given to researcher from partner institutions)

More information: https://www.unifr.ch/regard/en/ or manuela.schicka@unifr.ch
feminno – female innovation and career development in Sciences

Dr. Daniela Gunz, feminno project coordinator, Career Services UZH
feminno program – female innovation and career development in life sciences

- **Started in 2018**, completed **5 rounds** to date (app. 95 women)
- **Call 6 starts in Sept. 2022**
- For **female scientist or alumna from a Swiss University or UAS**
  - interested in innovation and personal development
  - interested in career opportunities, especially in Switzerland, at the interface between research, innovation and industry
  - wanting to develop ideas into an innovation, generating a new technology, product or service either in cooperation with an enterprise or as a start-up
- Coordinated by the **Zurich-Basel Plant Science Center** and supported by
  - Career Services
  - Offices for Gender Equality and Diversity
  - Graduate Campus of University of Zurich
  - Life Sciences of ETH Zurich and University of Zurich
  - Faculties of Medicine and Sciences of UZH
  - Dept. of Environmental System Sciences at ETH Zurich
Programme

The programme (call 6) starts in September 2022 and comprises of the following stages

**Career retreat**
13–15 September 2022, three full day sessions with Dr Daniela Gunz, Career Services, University of Zurich

**Company visits and exploratory workshops**
November 2022–February 2023, three company visits (companies to be confirmed)

**Innovation seminars**
November–December 2022 (exact dates and time TBC) with Dr Cornelia Fürstenberger, Unitecra; Professor Carole Claire, Unisante, Lausanne; Michael Kropac, seecon; Dr Verena Lütschg, About Tomorrow Consulting; Dr Andrea Degen, EUrelations; Dr. Melanie Paschke, Zurich–Basel Plant Science Center

**Closing event**
Presentations, Networking & Celebration: Early March 2023

*Please note: we try to hold our workshop in person, some seminars may be held virtually.*

**Training**

**Innovation Workshop: Create a Business Model Canvas**
October 2022, two full day sessions with Isabelle Siegrist, Sandborn

**Negotiation skills for conflict situations, business deals**
Januar 2023, two full day sessions with Gaby Rockmann, Rockmann Consulting

Value-Based Design Workshop, December 2021. Photo: Daniela Gunz.
This program **IS** for you

- You are a female PhD student (best in years 3-5), postdoc, researcher, lecturer, alumna in life science, natural sciences, tech, IT, social sciences (and related fields in health, medicine, ecology etc.) enrolled in a Swiss university or university of applied sciences.

- You have an idea for a start-up, spin-off or industry collaboration that you want to bring forward.

- You want to commit to 12 days of workshop and lectures (in person and virtually) and many hours of self-study in roughly half a year.

This program **IS NOT** for you

- You are not a female PhD student (best in years 3-5), postdoc, researcher, lecturer, alumna in life science, natural sciences, tech, IT, social sciences (and related fields in health, medicine, ecology etc.) enrolled in a Swiss university or university of applied sciences.

- You have no clear idea what you would like to do once you finish your PhD, postdoc.

- You only need a little support in learning how to apply for an industry position.

- You may have already participated (recently) in other similar programs.
More information

• [www.feminno.ch](http://www.feminno.ch) : Application for Call 6 starts around June 7, 2022

• Follow us on LinkedIn: [https://www.linkedin.com/company/feminno](https://www.linkedin.com/company/feminno)
Presentation of five career building programmes for female scientists at Swiss Universities

Fix the Leaky Pipeline Programme (FLP)
Daniela Hansen, daniela.hansen@sl.ethz.ch
Fix the Leaky Pipeline programme

• Career-building programme in the ETH Domain (ETHZ, EPFL, PSI, Empa, Eawag, WSL)

• Target group: female doctoral students, postdocs + other young scientists

• Help female scientists to continue their career in academia and show alternatives in industry

• Raise more women in leading positions in science and industry
• Annual programme starts with a Kick-off event in March
• Provide information about the programme
• All the coaches and trainers introduce themselves
• Panel discussion with female professors / group leaders
Fix the leaky pipeline!
A career-building program for women in science

Coaching

- 6 groups at ETH Zurich & EPFL
- 8 participants per group
- 1 professional coach
- 5 coaching sessions (5 x ½ day)
- Participation in all 5 sessions
- Fee: 250 CHF for all sessions
- Optionally, an extra individual coaching session (50 CHF)

Courses

- 8 courses at ETH Zurich & EPFL
- Topics: Interviewing, Leadership, Self-Marketing, Career planning, Networking, Power Games, Emotional Intelligence, Design your Future
- 12 participants / 1 trainer
- 1-2 days, April - December 2022
- Fee: 1 day course 80 CHF
  2 day course 150 CHF

Please check start of registration on the website!

31.05.2022 Event Online www.fix-the-leaky-pipeline.ch
One-to-one Mentoring

- More experienced person (mentor from academia or industry) – less experienced person (mentee)
- For doctoral students (3rd year and above) and postdocs
- 1 year

Peer Mentoring

- Group of persons (peers) constitute themselves as group
- 2-5 senior mentors (from academia or industry) assist the group selectively
- For doctoral students and postdocs
- Set a career-relevant topic on which the group wants to work
- Group organises workshops with trainers
- Budget of CHF 5000
- 1 year
Individual Coaching Session (new offering)

• One hour session with one of the coaches of the FLP programme at a reduced fee (CHF 50)
• Target group: course participants & mentees in one-to-one mentoring
<table>
<thead>
<tr>
<th>CONNECT</th>
<th>Réseau romand de mentoring pour femmes</th>
<th>REGARD</th>
<th>feminno</th>
<th>Fix the Leaky Pipeline (FLP)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Target audience</strong></td>
<td>Female Postdoc candidates, female PhD students at least in the second half of the PhD</td>
<td>Female PhD students in last year, post-docs</td>
<td>Female PhD students, post-docs and professors (few workshop also for men)</td>
<td>Female PhD students, postdocs, other young scientists, researchers, alumnae etc.</td>
</tr>
<tr>
<td><strong>For participants from which Institution</strong></td>
<td>ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL), University of Zurich, NCCR Automation</td>
<td>All universities in Western Switzerland and EPFL</td>
<td>All universities in Western Switzerland and EPFL, if places available, open for all institutions</td>
<td>All Swiss Universities and affiliates, all Swiss unis of applied sciences, plus alumnae from these universities / UAS</td>
</tr>
<tr>
<td><strong>Offerings</strong></td>
<td>A series of in total 6-7 one-day workshops about career development, CV preparation and at company sites meeting role models from industry as well as universities of applied sciences.</td>
<td>One-to-one mentoring, Group meetings with workshops on soft skills, individual coaching (financial contribution), networking with other women in sciences</td>
<td>One- or two-day workshops with (female) experts on career developing</td>
<td>feminno bridges academic research career to entrepreneurship and industry career. Innovation workshops and seminars as well as personal development training by career advisers, coaches, innovation experts and executives from life-sciences, tech, consulting enterprises</td>
</tr>
<tr>
<td><strong>Costs</strong></td>
<td>CHF 400</td>
<td>Free of charge</td>
<td>Free of charge for participants of the Western Switzerland universities and EPFL, for others CHF250/day</td>
<td>CHF 150 for ETH and UZH PhDs, 400 for ETH and UZH postdocs, CHF 800 for other universities and UAS, 2200 CHF for alumnae</td>
</tr>
<tr>
<td><strong>Deadlines</strong></td>
<td>Call 4 open until 12 of June, start workshops in September 2022</td>
<td>Next edition starts in the beginning of 2023</td>
<td>Inscription starts 6 weeks before workshop</td>
<td>Application for call 6 open will open June 10, deadline for application is July 30. Start in Sept. 2022</td>
</tr>
<tr>
<td><strong>Special conditions</strong></td>
<td>Employment contract during time span of the program with one of the academic institutions.</td>
<td>Applicants have to be subscribed to one of the institution (PhD students) or being under contract</td>
<td>Some workshops are open only for a specific target group</td>
<td>ETH alumnae may get at visitor status at ETH and could profit from a lower fee</td>
</tr>
</tbody>
</table>