NaturalScience.Careers

List of online career resources

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Table of contents

1 General career info

ACS College to Career

Great US-based site with career info for scientists from all chemical disciplines. Features articles about a wide range of job fields, tells you which sub-discipline can lead to which types of job and shows career profiles.

ABG

German-French foundation for PhD holders. Recruitment and career development.

Germany-specific

Get your foreign qualification accredited in Germany

1 General career info

2 Non-academic career info

Read about career options

Prospects UK

NaturalScience.*Careers*

Medical science liaison

From Science to Pharma

Information and training platform for science graduates interested to enter the field of Medical science liaison.

As customer of NaturalScience.Careers, you use the discount voucher "**Germany 123**" to receive a 10% discount on their online course.

Science management associations

European association of research managers and administrators

Netzwerk Wissenschaftsmanagement

Forschungsreferenten.de

All around the field of science management, a database of experts, trainings, conferences., lobbying.

For jobs in science management, refer also to the websites of the individual organisations. Here a small selection of organisations where you can work in science management:

- German Scholarship-foundations overview
- DLR Projektträger
- Projektträger Jülich
- Research executive agency (European Commission)
- Avicenna Studienwerk (For Muslims)
- Alexander von Humboldt Stiftung
- DFG

- [DAAD](#)

- [Stiftung der Deutschen Wirtschaft](#)

- [Volkswagenstiftung](#)

- [Robert Bosch Stiftung](#)

- [Gerda Henkel Stiftung](#)

- [Fritz Thyssen Stiftung](#)

See also this [overview page](#).

Scientific writing

[Gefsus](#)

Training, meetings and research on scientific writing.

[OWL TU Darmstadt](#)

Online writing lab of the TU Darmstadt for workshops and information on scientific writing training.

[The open notebook](#)

Stories how people got into science writing, a pitch database, info and events.

Consulting

[Bundesverband Deutscher Unternehmensberater](#)

German association of consultants. Database of consultants and jobs as well as lots of info.

Entrepreneurship

Please note even if you´re not interested in becoming an entrepreneur yourself, but just want to browse through the scene of start-ups, these sources can be very helpful for you. It´s also interesting to check for Venture Capital (VC)-companies: can you listen to a pitching event, can you check their portfolio of ventures that they support?

High-Tech Gründerfonds

Germany´s biggest seed investor. Great list of recently funded companies to browse for potential jobs and collaborations. Please apply openly or just give them a call- in many cases they don´t write out their positions.

Exist

Founding programme and consultations.

German Chamber of Commerce

The local chapters of the German Chamber of Industry and Commerce offer training and consultation for founders.

German BMWi business start-up portal

Website of the Germany Ministry of Economics for all aspects around founding.

Gründerlexikon

Step-by-step guide through the founding process with lots of info and links to commercial providers offering help at each step.

Start green

Network of founders and investors in the green economy. Also gives out an award.

Munich Start-up

Start-up / Business plan competitions

Plan B (biobased economy)

BPW Wir gründen

BayStartUP

Start-up competitions offer lots of opportunities for (future) founders. If you win, you get cash, sometimes access to Venture Capital and lots of publicity. But even if you don´t manage to come out on top, you will get valuable information and mentoring throughout the application process.

Freelancer exchanges

Whether you need to get someone to do a (small) job for you or whether you want to try your hand as a freelancer: these sites can help you hook up with the right people. They also offer you a safe environment. The payment is typically done to the site first and only released to the freelancer once the job is done.

Freelancer.com

Freelance.de

Gulp.de

People per hour

3 Academic career info

International funding sources

This [Naturejobs article](#) links to sites from the John Hopkins University, which contains collections of global sources for fellowships and grants for graduate students, postdocs and faculty members.

[European Funding Guide](#)

[Funding Institutional](#)

[Research professional](#)

Listing of all European funding for all disciplines and experience levels from BSc. to PhD studies. These sites also offer global databases for funding opportunities and funding insights, where you can see who got grants and read articles.

[EMBO Funding and Awards](#)

Lists a wide variety of funding opportunities via EMBO (European Molecular Biology Organisation).

[Industry collaboration call from Boehringer Ingelheim](#)

As an example of an Open Science approach: Boehringer Ingelheim offers some of their molecules free of charge for translational researchers if they have an interesting research proposal or - better even - engage in a collaboration with them.

[European Commission Funding and Tender Opportunities](#)

Write up a profile to become a referee for EU projects. A good chance to 'see the other side' in grant application processes and to network with other high-level researchers.

[Marie Curie](#)

Currently the most attractive and competitive European funding programme for e.g. PhD students and postdocs.

International information about academic careers

European University Institute

Huge collection of data on all aspects of university life in all European countries. A must-read before moving countries.

Cordis

European information service about research activities within the European Union. You can browse through all EU-funded research projects in order to screen the research landscape and get an idea about topics that are currently researched- and therefore funded.

GSO: German Scholars Organization

Organisation for researchers in Germany, mostly on the postdoc level. Are very active for German researchers who are in the US and want to plan a return to Germany.

German funding sources

Research in Germany

Information platform of the Federal Ministry of Education and Research. Links to all relevant funding platforms.

Federal Funding Advisory Service on Research and Innovation

A very broad support service for orientation in all kinds of funding streams within Germany and the EU supported by a variety of German ministries. For academic research, but also for private sector innovation.

Förderdatenbank of the German Federal Ministry of Economics and Energy

Includes sources of industry funding for academic research.

Förderkatalog

List of previously funded projects in Germany. Good to get an idea about the kinds of projects that received funding, what the competition is doing and what could be possible for your own ideas.

[BMBF funding sources and calls](#)

Here you will find an overview of all current calls for proposals for research funding published by the Federal Ministry of Education and Research (BMBF). BMBF is generally very relevant for academia-industry collaborations.

[DAAD scholarship database](#)

German Academic Exchange Service. You can refine for eligibility depending on your level, subject and country of origin.

[Stifterverband](#)

Information about funding and prizes from foundations.

[Carl Zeiss Foundation](#)

Currently offers Endowed Chairs (German: Stiftungsprofessuren) and funds to attract international researchers to Germany (via GSO).

[Stipendienlotse](#)

Database of scholarships, only up to the level of PhD scholarships. Run by the German Federal Ministry of Education and Research. Filter functions for target country and special target groups (e.g. for people with disability or for orphans).

[Elfi](#)

Database of potential third-party funding. You need to be part of an institution which is a member of this network to use this database.

[KoWi: European Liaison Office of the German Research Organisations](#)

Part of the DFG. Offers training and consultation regarding EU-funded projects., e.g. ERC grants.

[Walter Benjamin programme (DFG)](#)

This programme enables postdocs to independently conduct their own research project at a location of their choice (Germany and abroad).

[Feodor Lynen scholarship](#)

Provided by the alexander von Humboldt Foundation, this programme supports postdocs from Germany, who want to conduct a research programme abroad.

[DAAD P.R.I.M.E.](#)

Programme for international mobility. 12 months abroad followed by a six-months re-integration phase in Germany, which is mandatory.

German information about academic careers

DFG Research Explorer

List of all research institutes in Germany. Good filter functions to the relevant links. The former Research Explorer site has been replaced by the Gerit site.

Kisswin

Seminars and funding info for academic careers in Germany.

Gepris

Database about all running projects which are funded by the DFG. A nice way to see who and what gets funded and to develop an idea about the German research landscape.

Deutscher Hochschullehrerbund

The association for professors at Universities of Applied Science (Fachhochschule). Lobby group for existing professors. Info and seminars for people interested in entering this job. Join their newsletter to see the latest job openings for professors.

Coachingnetz Wissenschaft

A network of coaches specifically for scientists.

ZWM Speyer (German only)

An organisation specialised in training academic staff, offering open workshops (= can be booked by individuals) and even whole training programmes (e.g. for science management).

Good scientific practice

DFG: Good Research Practice

Most authoritative source for GSP in Germany, other sources refer to this.

European Science Foundation: Forum on research integrity

Report and meetings on research integrity

ORI Office of research integrity (USA)

Very detailed information from the US Department of Health and Human Services. Among other sources, you can download their extensive handbook.

Online Ethics Center for Engineering and Science

World Conferences on Research Integrity

Singapore Statement

NIH: Research Cases for Use by the NIH Community

Case studies with reflective questions about research integrity.

4 International job postings

[Naturejobs](#)

Large career blog and large collection of internationally relevant job postings from industry and academia.

[Science Careers](#)

Like Naturejobs, lots of info and job postings for natural sciences. Is based on the US market, some info therefore needs to be adapted, job section more extensive for US market than for Europe.

[O*Net online: from skills to jobs](#)

This site uses an interesting approach. You can submit your skills and receive a list of jobs that might fit your profile. The site is for all job fields and qualification levels, but due to its broadness, it´s well possible that you might generate new ideas.

[Find a postdoc](#)

[Find a PhD](#)

[Postdoc jobs](#) (US-based)

The names say it all: International platforms for … you guessed it.

[Euroscience Jobs](#)

Focused on job ads for postdocs.

[Pharmiweb](#)

International jobs specifically for the pharma sector.

[Monster](#)

[Stepstone](#)

[Total Jobs](#)

Large general job postings sites- international with local subsites. Some are "mere" aggregator sites for other sources you´ll have to filter more tightly, but might stumble across

unexpected finds. Always include sections for career tools like CV checks, blogs about career options etc.

LinkedIn

Has grown from a professional social media site into a wider range of functions. Is being used as recruitment tool by employers and applicants. Therefore, some people tend to call your LinkedIn profile your 'Google-CV' as it´s quite often the first hit when someone tries to find out more info about you as potential hire.

euraxess

Platform of the European Commission for academic positions. Also hosts a lot of career development sources in academic and non-academic jobs.

European patent office

Local platforms of technology parks and interest/ lobby groups

All of the organisations mentioned below have communication officers that will direct you to potential companies that could fit the profile.

Leiden (NL) Bio Science Park

Cambridge Science Park

Barcelona Biomedical Research Park

These are just a couple of examples. They often also list all companies in the area online (great for open applications!).

Biotech Austria

Sweden BIO

Flanders.Bio

With organisations like this, you can get a good overview of the sector in a specific geographic location. You find companies, events and general info to get you started.

Jobs at research institutes

This is of course only an exemplary selection of some research associations and institutes.

Max Planck Gesellschaft

Helmholtz Association

Fraunhofer

CNR (Italy)

Institut Pasteur (France)

Academic transfer

Dutch website for academic jobs.

Regulatory affairs

Regulatory affairs professional society

Offering job ads and certifications.

Topra

Specialised site for job seekers in the field of regulatory affairs.

Recruiters

CK Science

British recruiter for life science and clinical trial professionals.

Kelly Services

International recruiter for life sciences.

Hays

International recruiter for lots of specialisations.

5 German job postings

General posting sites

National newspapers

[FAZ](#)

[Süddeutsche](#)

Large job ads section with good filtering function. As high-class daily newspaper, they naturally caters well for the highly educated job sectors.

[Berufenet](#)

It´s from the German „Arbeitsagentur" and contains an extremely large collection of job postings due to the central tasks of the Agentur. This site also provides an initial overview over a broad range of job fields. You can filter and search according to main and sub-categories, which makes it quite user-friendly.

Aggregator sites

[Opportuno](#)

[Jobrobot](#)

[Adzuna](#)

Large general job postings sites for Germany. As they are aggregator sites for other sources, you´ll have to filter more, but might also stumble across unexpected finds.

Science-specific posting sites

[Jobvector](#)

Mainly industry jobs, mainly in Germany. For this segment it is becoming a pretty established "standard".

[Academics](#)

THE portal (info and jobs) for academic jobs in Germany. Lots of very insightful texts for career starters, not only in the academic world.

Listserv Uni Heidelberg

List of mostly PhD and postdoc positions plus a few administrative positions in academia, mostly from Germany.

SciTec career

Science and engineering job posts in German-speaking countries, mostly industry.

Specialised sites for individual job fields

Pharmajobs

Aggregator site for jobs which are somehow related to pharma industry in a broad sense.

Chemie.de

Relatively short list with jobs in chemistry, but therefore with excellent filtering function.

Bionity

Part of Chemie.de with identical structure. A short list of jobs in biomedical fields, but again with excellent filtering function.

Greenjobs

Platform for 'eco'-specialists of all stripes.

Optinoo

Life scientists´ matching site. You are asked to fill in a questionnaire. Based on this, you get recommendations for jobs. Employers can also search for you based on your profile. Strongly focused on the medical fields.

Deutscher Verband unabhängiger Prüflabore

German association of testing labs, more than 1000 registered companies, which you can search in a database. Also provides lots of background info about the sector in general.

Local platforms of technology parks and regional clusters

They often also print a book (you normally can get it for free) and/ or list all companies in the area online (great for open applications!). Examples:

Northrhine Westphalia: Bio.NRW

Munich: BioM

Regensburg: Biopark Regensburg

Cluster Biotechnology Bavaria

Bio Regio STERN (Southwestern Germany)

Clusterportal Baden-Württemberg: this is a useful and searchable database of the clusters of Baden-Württemberg.

Chemiecluster Bayern

Cluster Nanotechnology

Some technology parks are purely academic, where several research institutes are clustered together in one location. Example:

IGAFA (Berlin)

Patent law

Kandidatentreff

THE platform for all jobs and info around patent law. Please note that many patent law offices specifically mention on their homepage that they welcome open applications.

German patent office

German Public Services

Bund.de

Interamt

Bundesregierung

Consult also the websites of the ministries of education (e.g. BMBF or the regional ministries).

Consulting jobs

[Consulting jobs](#)

[Consulting Stellen](#)

[Jobconsult](#)

Individual consultancies

Most consultancy companies welcome open applications. Here a few ideas of companies to look into.

Large management consultant firms

[McKinsey](#)

[Boston Consulting Group](#)

[Roland Berger](#)

[KPMG](#)

[accenture](#)

Technical consultants

[Parexel](#): Pharma CRO

Individual Employers

Large industry for biologists & chemists

Please note that some of the big players prefer to use their own company job platforms for applications instead of posting their job ads at platforms. In this case you´ll have to search their individual sites. Of course, this list is just an appetizer and does not attempt to be a complete one.

[Novartis](#)

[Roche](#)

[Qiagen](#)

[Boehringer Ingelheim](#)

Procter & Gamble

BASF

Bayer

Bio- Rad

Eppendorf

Merck

Sanofi

6 Women in Science

[Margarete von Wrangell](#)

Habilitation programme Baden Württemberg for women in science.

[Rein in die Hörsäle](#)

Bavarian programme for women interested in a professorship at a University of Applied Science

[Minerva Programme](#)

Max Planck society: W2 positions for female scientists

[Elisabeth Schiemann Kolleg](#)

A mentoring and networking programme for female junior group leaders, in order to bring them into positions of directors or full professors.

[W2/W3 Programme of the Helmholtz society](#)

Well-equipped W2/W3 professorships for female scientists.

[Fraunhofer: Talenta](#)

Two-year programmes to give female scientists working at Fraunhofer a career boost. In this time they get support to take time to work on their careers and can attend workshops and mentoring activities.

[Projekt PROfessur](#)

For women working in industry, who are interested in a professorship at a University of Applied Science (Fachhochschule).

[Datenbank Fachhochschulprofessur](#)

Contact- and information exchange for women in professorship at Universities of Applied Science.

6 Women in Science

mentorme

Mentoring programme for women. Offers mentoring and training specifically for women. They are not specialised in scientists, but offer their services for all educational backgrounds.

7 Relevant labour market data for natural scientists

Most of the data listed below is for chemists. Why? On the one hand, the German Chemical Society has the best data sets of the scientific societies in Germany. On the other hand, chemists are middle-of-the-road in terms of their position on the labour market: they find a job more easily than most biologists, but have a harder time than physicists and engineers.

Many scientists in Germany do a PhD, more than in other countries

In chemistry, 80-90% of the MSc graduates go on to do a PhD[1]. In physics, the percentage is around 70%[2], in biology the figure has risen sharply in recent years, reaching almost 90% in Germany (2019)[3].

STEM subjects are popular at the moment

In Germany, 39% of the first semester students decide for a STEM (science, technology, engineering, mathematics) subject, which is very high by international standards.[4] This means that the pipeline for fresh scientists is filled quite well at the moment, there are more first semester science students than ever in many subjects.[5] Since 2007, the researcher population went up by 20% globally. In Germany, the increase was even steeper: The number of graduates grew from 18900 in 2003 to 42000 in 2012.[6]

If there are more graduates, are there also more positions?

Yes, but not to the same extent. Most areas have seen stagnating numbers of co-workers or some increase. Watch out for the trends to see where growth is likely to happen. Example: Lab instrumentation. Here the number of co-workers has increased from 35000 to 41700. Reason for this is the strong domestic demand in Germany as well as growing regulatory requirements.[7]

The labour market has tightened in recent years.

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[1] Nachrichten aus der Chemie, 2019, issue 7, page 20.

[2] www.studienatlas-physik.de
Nachrichten aus der Chemie, 2019, issue 11, page 6.

[3] https://bildungsklick.de/hochschule-und-forschung/detail/biologie-hat-die-hoechste-promotionsquote-aller-faecher

[4] Nachrichten aus der Chemie, 2019, issue 12, page 18.
www.destatis.de/DE/Presse/Pressemitteilungen/2019/09/PD19_350_213.html

[5] Nachrichten aus der Chemie, 2018, page 785.

[6] http://arbeitsagentur.de/web/wcm/idc/groups/public/documents/webdatei/mdaw/mjmw/~edisp/l6019022dstbai659616.pdf

[7] Nachrichten aus der Chemie, 2016, 625 and 633.

Does it mean unemployment for scientists goes up?

Again, detailed data for chemists: 19% start with a temporary contract at a uni or research institute in Germany after their PhD, which is taken as a sign of a "parking position" or secondary employment market. The number of job-seekers after graduation stands at 11%.[8]

Getting the first job is indeed a hurdle for many graduates.

The good news is: *Unemployment or other struggles seem to be confined to the job start.* Overall, there is full employment for graduates with academic degrees (2.2% unemployment in 2019 in Germany).[9] Why is this? Scientists are branching out into other areas. They are very strong learners and can therefore get trained in a multitude of different functions. Self-employment is going up. Be open-minded yourself and keep your eyes open for chances outside of the standard set of solutions for your field.

Where do graduates end up?

Around two thirds of biologists end up in public services, mostly in research, science management and as school teachers.[10]

In chemistry, 40% of graduates go directly into industry.[11]

You can get more **info about individual employers** (reviews and salaries) at:

http://glassdoor.com

http://kununu.com

Watch out: In many cases, these sites are used to vent frustration, so don´t get put off by a single, very negative comment.

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[8] Nachrichten aus der Chemie, 2019, issue 7-8.

[9] https://statistik.arbeitsagentur.de/DE/Statischer-Content/Statistiken/Themen-im-Fokus/Berufe/Generische-Publikationen/Broschuere-Akademiker.pdf?__blob=publicationFile&v=4

[10] https://www.academics.de/wissenschaft/gehalt-biologe_58258.html

[11] *http://gdch.de/fileadmin/downloads/Ausbildung_und_Karriere/Karriere/PDF/GDCh-BerufseinstiegWeb.pdf*

8 Salary benchmarks

General remarks

The following pages refer to the German labour market, many general trends can be useful for an understanding of the situation in international settings as well.

If you have to name a salary benchmark, then include expected bonuses and extras and clearly state that this is the case, e.g.: "My salary expectation is 62 000€ gross annual salary including bonuses." That way you make sure that both sides talk about the same thing.

When you research salary benchmarks for yourself, then try to find out whether they include bonuses or not, otherwise you´ll have a factor of uncertainty of 5-20%. Where possible, we have mentioned which of these sources include the bonus or not. Question all sources regarding how well they fit your situation: region, qualification level, field of study, job type.

Finding your own salary benchmark requires more than just one piece of information, you´ll need to get a feeling of how all individual influencing factors will play together in your situation.

[Jobvector](#)

A very good overview of salary benchmarks for natural scientists and engineers, unfortunately not updated since 2015. You can get an idea of the influence of education level, job field, company size, employer type and many more. It is not stated whether bonuses are included in the benchmarks, presumably they are not. They now offer a more updated [salary benchmarking tool](#), with which you can get an idea about your current salary and whether you are over- or underpaid.

[GDCh- German Chemical Society](#)

An informative booklet which includes a section on salaries.

All salaries mentioned by GDCh include all chemists, not only the ones working at employers following the unionised wages (which VAA is citing, see below for leaders and executives). The salaries mentioned by GDCh are "all inclusive", meaning they include all extra payments like bonuses, Christmas package etc.

If you fill in the "Gehaltsumfrage" of the GDCh, which is done once a year, you´ll get access to the exact data of this study.

Chemists working for large companies receive at least the wage agreed by wage settlement with the workers´ unions. In the second year after graduation, MSc graduates receive at least 67 600 € gross annual salary, PhD holders 78 750 € (2020), due to rise by 1.4% in 2021 (

NCh 2020, Feb, S. 18). The salary of the first year can be negotiated freely. This does not apply to most SMEs (small and medium-sized enterprises).

Large companies pay their executives[12] on average 31% more than SMEs.

Across all age groups, the average salary is 134 000 € for large chemical industry, 94 500 for other private sector employers. Each year of professional experience adds about 3000 Euros income. PhD time counts as work experience in terms of salary.

The percentage of bonus payments among the overall salary increases with company size. 10% for companies <1000 staff, 18% for >10000 staff,

R&D jobs pay less than the average, production and sales more than average.

Public services

This is an overview over the individual salary scales. Note that although it seems like all set in stone, you can negotiate an important part of your salary for jobs within the public sector: experience levels can either include your experience as PhD student or not, which makes several hundred € difference in your monthly salary.

BIO Deutschland

Salary benchmarks for the biotech industry. The figures include bonuses and are differentiated with respect to job type (department) and years of experience.

Academics

Articles on the salaries of chemists and biologists, respectively. Influencing factors are explained and substantiated with statistical figures, which give good hints at the salary benchmark for your individual situation.

PhDs in biology can, in the long run, expect annual salaries of around 70 000 € when working for the private sector. The PhD title adds on average of 10% to the salary of a biologist.

Career starters in the chemical industry (incl. Technical Assistants? Article does not state this) get starting salaries of 52 200 € on average. At research institutes, the average is 38 450 €, the overall average is 43 700 €. On average (not only career starters), MSc chemists get 57 000 €, PhD chemists 63 000 €.

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[12] The term "Executive" refers to leadership staff with greater responsibilities than a mere team leader (Leitender Angestellter vs. Teamleitung in German). Executives can sign resignations themselves, to give one example. The term doesn´t necessarily mean these executives sit on (executive and advisory) boards, which is the highest layer of hierarchy in most large organisations.

Those working for ten years as MSc chemistry earn 70 000€ on average. Leadership responsibility is acting as a big plus on the pay slip. MSc chemists with staff responsibility earn 92 800€ on average, those without 58 500€.

[Lohnspiegel](#)

Average salaries, generated through a long-term online survey. Are refined to Germany East/West and Men/Women for hundreds of job types.

[Arbeitsagentur (German Job Centre)](#)

You can get median salaries filtered by subject field, qualification level and region.

Further sites which offer you salary benchmarks

[Statista](#)

[Gehalt.de](#)

[Glassdoor](#)

Last checked: January 24th 2021

9 CV resources

[Europass](#)

Description of how a CV should look like in all European languages. Watch out, the very same document describing CVs is only translated but not adjusted to local customs. Example: Picture. It says here that you should only include where you are asked for. This is wrong, in Germany it is not *explicitly* but *implicitly* asked from you, so in this case a photo should be included. However, the description does indeed include some useful tips. Includes a tool to make a CV out of your data, but this will of course look incredibly static and even stupid, as it is clearly visible that you are just using a template and don´t have the maturity to write a CV by yourself.

[European CV](#)

A brief and clear description of the general CV structure in Europe.

[Vitae: Example CVs](#)

[NaturalScience.*Careers* Job application tips for scientists](#)

10 Networking, competitions, workshops

Networking events

UnternehmerTUM

Interested in founding a company, promoting it or to join an existing start-up? TU Munich´s UnternehmerTUM offers advice, an incubator and, corona allowing, networking events for founders and those interested in getting a feeling for this environment. Strongly tech-based (IT, engineering).

Job fairs

Marie Curie´s list of German career fairs

jobvector career days

For life scientists in Germany, these are the most popular job fair events.

Naturejobs career expo

Currently (January 2021) no info available on this huge event, presumably due to corona. It used to be highly successful, so we expect it to resume after the pandemic.

bcf career fairs

For life scientists in the Netherlands.

Biocontact (Heidelberg)

IKOM (TU München)

bsh careers in…

T5 career fair (Berlin)

Trade fairs

Trade fairs are great places to meet people, who are often quite happy to chat about their jobs or their companies in general. Also, in contrast to job fairs, at career fairs you´re much more likely to speak with scientists, not only HR experts. Therefore, it might be easier to get a conversation going.

Analytica (Munich, analytics, lab equipment)

Labvolution (Hannover, analytics, lab equipment, biotech)

Achema (Frankfurt, chemical)

Networking organisations

Thesis

Organisation of PhD students and PhD holders, offering networking opportunities and workshops for fee-paying members (40€/a).

GAIN: German academic international network

Network offering meetings and workshops for German academics in North America.

Forum Mentoring

Database of all mentoring programmes for women in science in Germany.

Biotechnology YES competition

Join for three days of working out a business plan for a (fictitious) biotech company in a team, while learning directly and in workshops from experts in the field of entrepreneurship.

Science festivals

List of UK Science Festivals

Science Festival Alliance

Workshops

Unemployed, what now?

In Germany, the Arbeitsagentur can fund workshops for unemployed scientists. Watch out. Don´t take their courses off the shelf as they are for the general public and not for highly qualified scientists. But, you can pitch whatever course you find and try to convince them that this is the missing puzzle piece to make you employable. See courses/ organisations below which are particularly promising for scientists.

Life Science Management Course (in German)

In this six-month course, you can improve your employability if you are a life scientist who wants to work in a more business-oriented role or environment. We know many scientists who did this course during a phase of unemployment and got it paid by the Germany Job Center (Arbeitsagentur). All landed a job within the six months of the course.

Pharma Akademie (in German)

Offers various courses for future pharma experts like GxP, MSL (Medical Science Liaison), CRA (Clinical Research Associate).

11 Introspection

These tools are designed to help you structure your career development. You assess your development, skills and interests, set goals for your own future and track your progress. You also receive lots of helpful links and resources to help you with each step. It is important to use it as a long-term companion, like a coach or mentor, and not just once like a questionnaire you fill in and hope for a definite answer for your future. These formats can also help you to describe your qualities to employers in your documents as well as during the interview.

An article about IDPs (individual development plans).

myIDP by Science Careers

You fill in a questionnaire about your skills, interests and values, which is matched to various job fields giving you a ranking of where your skills and interests are best catered for. Job fields are clustered together into 20 categories, e.g. "Drug/device approval and production". Biomedical research is the main but not exclusive focus. Large collection of useful links. Can help you to structure you skills development and other professional goals. No cost.

Strength: Takes lots of individual aspects of your strengths, interests and values into consideration and matches them in a smart way with a wide range of job types.

Weakness: Although it is supposed to be for all job types, you can feel the strongly academic background. For example customer contact, one of the most decisive factors in determining how your job will look like, is not part of the consideration. Also, your values are interrogated in the questionnaire but not integrated into the results.
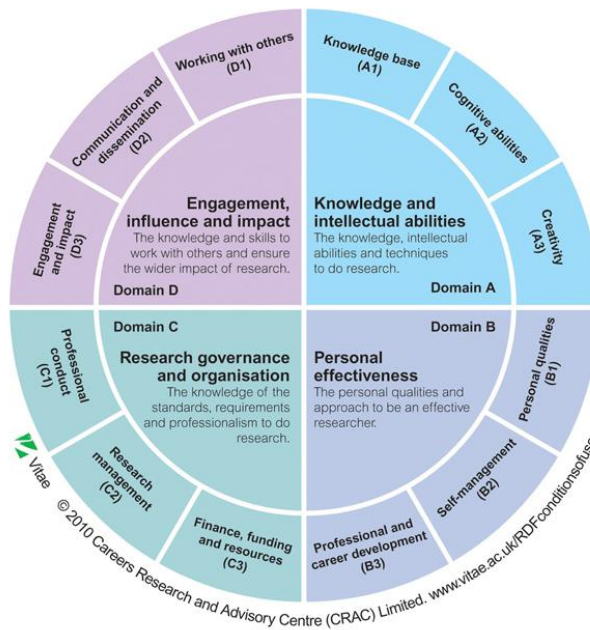
ChemIDP by the American Chemical Society

Rich in information, takes a long time to fill in, but pays off! Specialised for chemists as it is asking quite deeply into the (technical) background.

RDF by Vitae

Helps you structure and monitor your progress in a broad range of individual development fields listed in the table below. You enter evidence and action plans to each point you find relevant to your development. The RDF can be used to structure this development, for example by giving you overviews over the next steps you have to take. 24 GBP subscription fee per year.

Apart from the PDF, the Vitae website offers a plethora of info for researchers.

Strength: Huge collection of useful links and texts in each section.

Weakness: Does not give directions of job types you might go to professionally (alternative career options) or interrogate into you interests- it merely monitors your progress on the skills.

Core competencies of the National Postdoc Association (NPA), USA

Info and self-assessment on the six core competencies

1. Discipline-specific conceptual knowledge

2. Research skill development

3. Communication skills

4. Professionalism

5. Leadership and management skills

6. Responsible conduct of research

Furthermore, the NPA offers a range of texts and events for postdocs.

Berkeley Career Clarity

Tools to formulate your ideal job description (and discover many things on the way) based on your strengths, values, interests and personality. Works best in a peer-to-peer setting.

California Career Zone

Self-assessment tools as well as an extensive collection of job fields with detailed descriptions with regards to requirements, perspectives and many more. US-centered, but a great inspiration for any job seeker.

DocPro

PhD holders can fill in a profile consisting of 24 different skills and self-assess into three different levels ('phases'). Employers post such profiles about various positions they try to fill, so that both sides can understand each other´s expectations more clearly and can communicate more effectively with each other. In a second stage, applicants can fill in 'proof' of their self-assessments, which will make it easier to communicate their skills during e.g. job interviews.

Prospects planner

You enter info on four fields (general, skills, motivation and desires) and get matches with job types. Unfortunately, you get many generic answers, although you enter your professional field in your profile before starting the test. I as a chemist got "Occupational Psychologist" as one of my top options. However, it can still give you unexpected inspiration. The job types are explained in detail.

Competence and skill tool Radboud University, Netherlands

A relatively simple, excel-based tool for self-assessment of relevant skills for researchers.

Bioscience careers Making career choices

12 Literature tips

[Science Mag Career booklets](#)

Short and free booklets on a variety of topics. Some info needs to be adapted as it describes the situation in the US, but overall these booklets are a rich source of information.

[Career Planning for Research Bioscientists- Sarah Blackford](#)

Insightful book for career planning specifically for life scientists. She takes a round from introspection, planning, decision making, job market, application to interviews and finishes be giving 20 career stories, which she comments through the glasses of a career consultant. The book is written in 2012, so some of the links should better be checked from her homepage directly.

[Jobvector Karrieretrends](#) (German)

Very broad information on various aspects of career planning, alternative career options, salary benchmarks, application tips etc.

[Perspektiven-Berufsbilder von und für Biologen und Biowissenschaftler](#) (German)

A broad range of career options for biologists and other scientists are presented.

[Promotion, Postdoc, Professur- Mirjam Müller, Campus Verlag (German)](#)

Very knowledgeable guide to a career in academia. Focused on how to tackle the various postdoc phases until you reach independence. Not specifically targeted to natural scientists, but general points are relevant to natural scientists as well. Very good collection of links and short descriptions on various third party funding bodies, scholarships etc.

[Auf dem Weg zur Professur. Die Postdoc Fibel 2016- Academics Verlag](#) (German)

Compact overview over all the framework you need to know for an academic career in Germany.

[Drittmittel für die Forschung, Stefanie Preuß](#)

Practical guide to third party funding.

[111 Arbeitgeberfragen im Vorstellungsgespräch- Elke Eßmann (German)](#)

A brief preparation to tackle the most common interview questions and short discussions of their implications. Valuable regardless of whether you sit on the table as employer or future employee.

[Getting to yes- Roger Fisher and William Ury](#)

A classical book on negotiations in general. The authors come from big-politics negotiations, but the book casts a broader view on negotiations in a very general sense, as the principles laid out are broadly applicable.

[NaturalScience.*Careers*](#)

Our entire homepage is aiming to provide valuable information for the career development of scientists. In particular, the [Career Section](#) could be your first stop.