

Support Program for Postdocs at TUM

Dear Postdocs,

Since 2019, the TUM Talent Factory has expanded its support activities for postdoctoral researchers at TUM. In addition to our focus on recruiting international postdocs for TUM via the Research Opportunities Week and supporting researchers who are planning to apply for third party funding, we are very excited that we are now able to offer a broad range of **transferable skill workshops** and a new online talk series, the **Postdoc101 series**.

With the TUM Postdoc101 Series, we want to provide you with relevant information about a variety of topics that are of particular importance for postdoctoral researchers. The talk series will take place on most Wednesdays during the winter semester 2020-2021 between 4-6 pm. The full program can be found in the last part of this brochure.

We invite all postdocs at TUM to register for these workshops and talks series. If you have further ideas, which content and format would be helpful for postdoctoral researchers, please contact us anytime via postdoc-application@tum.de. You also find information about other points of contact at TUM that provide relevant support for postdocs.

We often hear that particularly new, international postdocs only hear about the TUM Talent Factory by coincidence. We would hence request you to **share the program with our postdocs** who might not yet be on our [postdoc mailinglist](#).

For new postdocs at TUM, the [TUM Welcome Services for International Researchers](#) will also offer an **Online Meet&Greet Event** at the beginning of December (see page 3). The details will be shared soon via their channels as well as the above-mentioned mailinglist.

As a save the date, we would like to mention that we are currently planning a **Postdoc Retreat at Raitenhaslach from September 1-3 2021**. The program will consist of a mix of transferable skills workshops as well as format to present your research and to network with other TUM researchers. We will provide more information about the program and registration process early in 2021.

Best regards,

Dr. Neele Meyer & Dr. Pauline Popp

<https://www.forte.tum.de/en/talent-factory/> | postdoc-application@tum.de |

Twitter: @tumpostdoc

Digital Meet & Greet for International Researchers and Partners (Save the Date)

Date: 08/12/2020, 17.00-18.00

Format: Online meetup via Zoom

This digital meet & greet is for all newcomers – whether already in Germany or still abroad – but also for all international researchers and their partners who simply would like to catch-up or have any questions.

The Welcome Services cordially invite all new postdoctoral researchers at TUM as well as their partners to join a virtual meet-up in December.

To make your stay in Munich as comfortable and smooth as possible Welcome Services Team would like to shortly introduce some of their services to you but also to give you the chance to get to know each other.

Fill in the [registration form](#) to join for the event.

Confirmed TUM Representatives:

- TUM Welcome Services: Stefanie Bossert, Nanna Gehrlein & Hanny Freund
- TUM Family Service and Accommodation Service: Doris Halm
- TUM ForTe: Dr. Neele Meyer

Find out more about the services & activities of the TUM Welcome Services for International Researchers on [their website](#).

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Postdoc Workshops

November 2020 – March 2021

The TUM Talent Factory invites postdoctoral researchers at TUM to participate in a series of workshops which are designed specifically to enhance research and transferable skills of postdoctoral researchers. All our workshops are in English and our program includes both on-site as well as online events.

We particularly recommend you to take part in workshops which go beyond your day-to-day research and e.g. to learn more about topics like science communication, teamwork or conflict negotiation. Most workshops are designed for **early to mid-career postdocs**, but we have added various workshops specifically for **advanced postdocs and research group leaders**, particularly the TUM Junior Fellows.

Registration & Deadlines: You can register for the workshops by filling our [registration form](#). For workshops which will take place in 2020, you can register until **Tuesday, November 10, 2020**. For all workshops between January and April 2021, the can registration deadline is **Tuesday, December 15, 2020**. After these deadlines, we will select the participants and announce free spots or the possibility to register for the waiting list via our [Postdoc Mailinglist](#).

If you are interested in more than one workshop, you can submit the form multiple times. Please make sure you add a motivational statement for each registration. The statement becomes crucial when the number of applicants exceeds the maximum number of participants that can take part in a course.

On-site Events: We offer a mix of on-site and online events. Workshops scheduled as on-site events will take place at the TUM City Center Campus (mainly Arcisstr. 21). The course description includes whether it is an on-site or an online workshop or a mixed method workshop. We will make sure that social distancing can be observed. In case on-site workshops are not possible due to the Corona-related restrictions, we will discuss an alternative with the trainer and the selected participants.

Corona-related Hygiene Rules: We have to point out that a minimum distance of 1.5 m between any two persons must always be maintained in on-site workshops. In the seminar rooms, disinfectants will be provided. Until further notice, wearing a mouth-and-nose cover (MNC) is mandatory in all traffic and meeting areas within TUM buildings, as well as in the washrooms. The MNC can be removed once seated in the seminar rooms provided that a

minimum distance of 1.5 m is maintained between any two persons. The participation in the workshops is prohibited if you suspect you may be infected or have symptoms of illness. In that case, please inform the TUM Talent Factory team as soon as possible. Further information is found on the following [website](#).

Workshop Registration & No Show: We invite professional external trainers for our workshops, who usually work with small groups of 8-12 postdocs. Since these workshops are quite expensive and many postdocs are interested in participating, we need participants to be fair and only accept their workshop spot if they are really able to participate in the full workshops. We often have a substantial amount of last-minute cancellations due to other commitments or participant who do not show up at all. This is not only frustrating for us and unfair for other postdocs, but may also reduce the funding we receive to conduct these workshops in future. Given the fact that dropouts due to disease or quarantine are likely during the winter semester, we would really ask you to make sure that participate in the respective workshop you have been selected for or **cancel at least 10 days before the event**.

If you are not sure whether you can spare 1-2 full days on a workshop, maybe the **Postdoc101 Talk Series** might be more suitable for you.

If you have any questions, feel free to contact us via postdoc-application@tum.de.

<https://wiki.tum.de/display/postdoc/TUM+Postdoc+Workshops>

Please note that the “**Communicating Science Online**” Workshop which scheduled on Nov. 24-25 has been postponed to April 2021.

Career Paths in Academia: (Funding) Opportunities for Postdocs

Date: 26/11/2020, approx. 13.00-15.00

Format: Online workshop via Zoom

Target group: PhD Students in the final year and **early-career postdocs**.

Description: It is well known that pursuing a career in academia can be tedious and many young researchers continue their career beyond a PhD without being aware of the career system. They are expected to raise third-party funds, but are not given any advice and training on how to apply for these funds.

In this workshop, you will get an overview of the largest funding organizations in Germany and the third party funding system, as well as general insights in the career paths at a university. The workshop aims at early career researchers and doctoral students who want to gain insight into the system and prepare for their first application in Germany.

What this workshop is not about: Applying for research funding groups & larger collaborative projects. If you are looking for more information for these formats, refer to our Postdoc101 series.

Trainer: The course will be conducted by [Dr. Olga Malets](#) and [Dr. Sarah Förster](#) from the TUM Talent Factory and National Funding Team of TUM ForTe. At TUM, the TUM Talent Factory is the central point of contact for young researchers who are planning to apply for third-party funding. We assist young researchers who are already working at TUM as well as focus on winning young talents over for a long-term career at TUM. Our services include the support of researchers who apply for funding and provision of information about opportunities and programs.

Negotiation and Conflict Resolution in Science

Date: 01/12/2020 and 08/12/2020

Format: Online workshop via Zoom. The trainer will work with two groups of participants in two slots (9.00-11.00 or 11.15-13.15 respectively on both workshops days).

Description: As we progress in our careers, our jobs will increasingly require skilled management and negotiation. The way that we decide to interact with others will determine the quality of our collaborations, but also our job satisfaction. Negotiation skills are always in high demand; these skills apply to all aspects of communication, in and outside of the workplace.

This course will help you recognize and improve your use of influence and persuasion. We will sharpen our negotiation skills by learning to assess positions and leverage power without damaging long-term communication. We will look into common complaints that have been known to slow the progress of your work, and train in possible workplace scenarios. The aim of this course is to reduce possible frustration and to improve your work efficiency by reducing/resolving conflicts and avoiding miscommunications. Offline course work will include a reflection on your own communication style. Together we will work to reach a higher collaborative potential and smoother academic experiences.

Course format: The workshops consists of the two online meetings and additional video material and assignments. Participants will have access to the online course material one week before their first Zoom meeting and need to complete an assignment in between.

Trainer: The workshops will be conducted by [Dr. Andrew Wold](#). Dr. Wold is an international trainer and neuroscientist. He conducts research at the Linköping university hospital in Sweden.

Staff Selection, Biases and Stereotypes

Date: 03-04/12/2020

Format: Online workshop via Zoom

Target group: This workshop is designed for **research group leaders and advanced postdocs already have their own group.**

Description: Most hiring processes are hotbeds of biases. Very often, we try to hire clones of ourselves, either deliberately or subconsciously. This in turn destroys any notion of wanting to hire 'the best'. In this workshop, we'll identify steps in the hiring process, where these biases arise and how we could possibly eliminate them in order to really hire 'the best'. It's a relevant exercise for everyone interested in how biases influence our work, not just hiring managers.

Topics include:

- Biases which distort our thinking- in staff selection and beyond
- Develop your own hiring process step by step
- How to get most information out of application documents and interviews
- Discrimination-free negotiation process for a stronger team

Course format: The workshop consists of two webinars with self-study and homework in between. The participants will be split in smaller groups and individual time slots will be assigned before.

Trainer: **Dr. Philipp Gramlich** is a chemist by training. As project and team leader in industry and academia, he has been leading up to 22 staff, giving him ample experience in the hiring process. In 2012, he co-founded [NaturalScience.Careers](#), focusing on soft skills specifically for researchers.

The Happy Scientist

Date: 03/12/2020 and 17/12/2020, 14.00-17.00

Format: Online workshop via Zoom

Description: In this active workshop, you practice several techniques that improve your happiness and your mental resilience. Recent scientific research offers a range of exercises such as the gratitude attitude, finding flow, practicing concentration, define direction in your life, etc. Expert-trainer Bas Jansen is a psychologist who helps you apply such techniques. During the workshop, you can try and discover which of the techniques work for you and which are right for you.

The exercises help to reduce stress, perfectionism, mental filtering, future anxiety, and other negative mental states. They will support your 'growth mindset' and help you prevent and solve stress, as well as simply add to your quality of life.

In between the course days, you put the techniques of your choice to practice, and reflect on their usefulness on the second workshop.

Trainer: The workshop will be conducted by **Bas Jansen**, a psychologist and senior ElroyCOM Trainer. [ElroyCOM Training](#) is a certified CRKBO educational institute that specializes in training scientists on various career levels.

The Basics of Project Management for Researchers – Classical and Agile

Date: 16-18/12/2020

Format: Online workshop via Zoom (Please note that this workshop has been changed from an on-site format to an online workshop). Timings: 16/12: 9.00-16.00, 17/12: 9.00-14.00, 18/12: 9.00-12.30.

Description: In this workshop, you will gain a practice-oriented introduction to the most important methods and tools in project management. You will learn how to professionally initiate, plan and monitor projects, as well as how you can motivate your team from the very beginning within the triangle of time, cost and quality. You will obtain valuable skills that will enable you, together with your team, to successfully tackle even complex tasks. We look at classical and agile methods and discuss the particularities of projects in the field of research and development.

Trainer: The course will be conducted by [Dr.-Ing. Katrin Schickhoff](#). Dr. Schickhoff is project management for experts, trainer and consultant for project management, communication and team leadership for project managers and executives since July 2000. She was project coordinator for several national programs in Germany and worked as acting partner with several institutions, corporations and ministries for research funding. She is a certified trainer for communication, sales and project management.

Building and Managing your Research Group for Research Group Leaders

Date: 13-15/01/2021

Format: Online workshop via Zoom (Please note that this workshop has been changed from an on-site format to an online workshop) 13-14/01: 9.00-15.00, 15/01: individual session (up to 50 min per participant, registration for time slots will open a week before the workshop for the confirmed participants).

Target group: This workshop is designed for **research group leaders and advanced postdocs already have their own group**. Mid-career postdocs without their own group can register for the workshop in February.

Description: The transition from postdoc to research group leader, from being a member of somebody else's group to becoming a fully-fledged independent researcher is an exhilarating experience - but also very challenging.

This workshop offers practical advice and techniques for establishing an effective leadership style, identifying needs, setting goals and managing expectations, recruiting and developing research staff, reviewing progress and dealing with underperformance.

By participating in the workshop, you will be better equipped to:

- Understand what makes an effective research leader and manager
- Set out vision and direction for your research group
- Relate short-term actions to longer-term strategies
- Build a talented team with a variety of individual behaviours, experiences, attitudes and skills
- Create a welcoming and invigorating research environment
- Manage your resources effectively
- Organise your time and workload to maintain a healthy work-life balance
- Establish yourself as a research leader at your institution and in your research field

What this course is not about: How to fund your research group.

Trainer: **Dr. Thomas Koch** is a research management consultant, certified business trainer and coach. Holding a PhD in physical chemistry from the UK, he has 11 years of international experience as a researcher throughout Europe. He also has 13 years of experience as a research manager and senior administrator delivering high-level support and advisory services for both researchers and university top management at the universities

in Bochum (RUB) and Munich (LMU). In 2016, he started up his own consultancy [Academic Futures](#) to provide hands-on workshops and individual guidance for researchers to realise their research ideas and career objectives.

Science and Media: How to Bring Scientific Research into the Public

Date: 18-19/01/2021, approx. 9.00-17.00

Format: Online workshop via Zoom

Description: The workshop addresses the main contents concerning the communication between researchers and the media. Do you ever feel daunted by the idea of giving a statement or being interviewed by the Press? Media contact is inevitable in our fast-moving, globalized world and learning how to communicate with the press is essential, no matter how big or small the organization.

A report in the media is a welcome, valuable opportunity to promote individual business and present your projects to a wide audience, however it can also be an incredibly intimidating and challenging experience. You could get stuck trying to navigate a challenging topic or have your words twisted in a moment of confusion. We all know negative stories are out there and those are the ones that sell despite the positives and life enriching experiences offered by science.

The workshop will address common challenges that arise such as:

- How to react when asked for a TV statement or an interview
- How to give an interview or statement with confidence
- How to interact with the camera
- How to avoid mistakes or give statements that can be taken out of context
- How to prepare for critical questions

On the second day of the workshop, Ms. Appelhagen will focus on camera training and can also give you individual advice on your appearance on Zoom.

Trainers: The workshop will be conducted by **Dr. Sebastian Poliwoda**, trainer and deputy director of the **Bavarian Press Academy**. Dr. Poliwoda is a journalist who has worked for various newspapers and magazines including *Süddeutsche Zeitung* for years focusing on science, politics and travelling.

The camera training will be conducted by **Sabine Appelhagen**. Ms. Appelhagen is not only a journalist but also a communication specialist with many years of experience on TV; she trains politicians, business people and everyone who needs support with media communication. She is an expert in crisis management and holds lectures at several prestigious institutions and universities.

Learning and Encouragement through Feedback. Tools and Practices for High-Quality Collaboration in Academic Teams

Date: 20-21/01/2021, two afternoon sessions

Format: Online workshop via Zoom

Description: Teamwork is essential in academia, but it has never been easy. Especially giving and receiving feedback does not come natural to us. In recent years and across all fields, its relevance has increased: We need to learn more, collaborate better and create a culture of trust and mutual aid. How do we rise to this challenge? – The good news is that decades of empirical work, alongside recent innovations, offer practical methods that make feedback work.

This Workshop offers specific strategies and tools to form a culture of constructive feedback for academic teams. It helps to establish the right mindset, provides psychological insights and enables an exchange about best practices, processes and rules.

Focal points of the Workshop:

- giving feedback that is candid and caring
- soliciting feedback (from busy people)
- handling emotions in difficult conversations
- building structures that support constructive feedback
- forming an appreciative mindset
- identifying and dealing with the needs behind the need for feedback

Trainer: **Stephan Pfob** is a speaker, author and New Work guide at **Berlin Alley**, is specialized in feedback and the psychology of work. He has extensive work experience in different fields, ranging from academics to administration, teaching, information design and business intelligence. Berlin Alley is an agency for New Work. We help building a culture of collaboration, continuous learning and human-centered work – for individuals, teams and organizations of all sizes.

How to get Research Funding from Industry

Date: 09-12/02/2021

Format: Online workshop via Zoom

Target group: Postdocs and junior group leaders.

Description Adding research funding from the private sector is a lucrative option that is not pursued by many researchers. One of the biggest reasons this option is overlooked is a lack of understanding about how companies function and how an academic researcher might bridge the culture differences to make useful connections. This workshop provides practical advice on how to identify and build valuable private sector research collaborations.

Topics include:

- Private Sector Funding Overview
- Academia vs industry and how to make connections to industry
- Collaboration models and intellectual property
- Industry project management basics
- Your industry funding plan

Course format: The workshop consists of four webinars with individual learning time in between. The participants will be split in smaller groups and individual time slots will be assigned before.

Trainer: [Dr. David Giltner](#) developed photonics technologies in the private sector for more than 20 years. In 2017 he founded TurningScience to teach early scientists how to commercialize technology and build rewarding careers in the private sector. He is physicist by training and the author of the book Turning Science into Things People Need.

[Dr. Philipp Gramlich](#) is a chemist by training. He took part in and initiated industry-funded projects in academia- both as academic and as industry partner. In 2012, he co-founded [NaturalScience.Careers](#), where he focuses on soft skills topics for researchers.

If you want to get some first-hand information about industry collaboration from TUM professors, also take a look at our **Postdoc101 talk on February 17, 2021**.

Excellence in International Networking, Teaming and Collaboration Skills

Date: 09-10/02/2021

Format: Day 1: half-day onsite workshop City Center Campus (afternoon),
Day 2: Online workshop via Zoom, following by an individually arranged 1-hour certification session via Zoom after the workshop

Description: Academic study and research offers many opportunities to professionally network - which are too often missed or under-utilised. This workshop and follow-up sessions will develop the required skills and habits to help build professional, collaborative connections and contribute to personal career success.

The programme is formatted to comply with current Covid-19 restrictions with an initial group workshop (maximum 8 participants) observing social distancing followed by smaller group sessions (maximum 4 participants) via Zoom and completing with individual, customised sessions (Zoom), arranged flexibly to suit each participant.

Core Skills covered:

- Proactive “person-to-person” networking with peers at a conference and online
- Developing a clear and effective compelling narrative
- Adapting to various behaviour types and international/cultural demographics
- Managing body language & dealing with nerves and anxiety
- Assertive and respectful communication techniques
- Optimizing non-verbal communication habits
- Enhancing fluency of scientific English (for non-native speakers)
- Developing practical & technical skills for web-based communications
- Developing an engaging and credible online professional presence

Trainer: The workshop will be conducted by **Dr. Paul Charlton** who has over 20 years of relevant experience, now utilized in both designing and delivering the most useful content in a challenging, interactive and highly actionable format. For more details about Paul, please visit his [linkedin profile](#).

Building and Managing your Research Group for Postdocs

Date: 22-24/02/2021

Format: Day 1&2: approx. 9.00-17.00, on-site workshop, City Center Campus, day 3: individual session, probably online

Target group: This workshop is designed for **postdocs with at least two years of post-doc experience** who do not have their own group yet, but are preparing for the next steps. Researchers who already have their own group can register for the course in January.

Description: The transition from postdoc to research group leader, from being a member of somebody else's group to becoming a fully-fledged independent researcher is an exhilarating experience - but also very challenging.

This workshop offers practical advice and techniques for establishing an effective leadership style, identifying needs, setting goals and managing expectations, recruiting and developing research staff, reviewing progress and dealing with underperformance.

By participating in the workshop, you will be better equipped to:

- Understand what makes an effective research leader and manager
- Set out vision and direction for your research group
- Relate short-term actions to longer-term strategies
- Build a talented team with a variety of individual behaviours, experiences, attitudes and skills
- Create a welcoming and invigorating research environment
- Manage your resources effectively
- Organise your time and workload to maintain a healthy work-life balance
- Establish yourself as a research leader at your institution and in your research field

What this course is not about: How to fund your research group.

Trainer: **Dr. Thomas Koch** is a research management consultant, certified business trainer and coach. Holding a PhD in physical chemistry from the UK, he has 11 years of international experience as a researcher throughout Europe. He also has 13 years of experience as a research manager and senior administrator delivering high-level support and advisory services for both researchers and university top management at the universities in Bochum (RUB) and Munich (LMU). In 2016, he started up his own consultancy **Academic Futures** to provide hands-on workshops and individual guidance for researchers to realise their research ideas and career objectives.

The Basics of Project Management for Researchers – Classical and Agile

Date: 02-03/03/2021, approx. 9.00-17.00

Format: On-site workshop, City Center Campus

Description: In this workshop, you will gain a practice-oriented introduction to the most important methods and tools in project management. You will learn how to professionally initiate, plan and monitor projects, as well as how you can motivate your team from the very beginning within the triangle of time, cost and quality. You will obtain valuable skills that will enable you, together with your team, to successfully tackle even complex tasks. We look at classical and agile methods and discuss the particularities of projects in the field of research and development.

Trainer: The course will be conducted by [Dr.-Ing. Katrin Schickhoff](#). Dr. Schickhoff is project management for experts, trainer and consultant for project management, communication and team leadership for project managers and executives since July 2000. She was project coordinator for several national programs in Germany and worked as acting partner with several institutions, corporations and ministries for research funding. She is a certified trainer for communication, sales and project management.

Professor wanted! How to Apply for Professorships

Date: 30-31/03/2021, approx. 9.00-17.00

Format: On-site workshop, City Center Campus

Target Group: Postdocs with at least 2 years of postdoc experience and Research Groups Leaders who are preparing to apply for professorships. If you want to obtain more general information about how to apply for professorships, we recommend you to take part in the Postdoc101 Online Talk "How to become a professor" on Jan. 27, 2021.

Description: Every scientist who decides to stay permanently in academia, sooner or later faces what is supposed to be career's hardest challenge: Applying for full professorship. The workshop aims to give you insights in the application procedure – a procedure that is highly formalized but often lacks transparency and differs in many aspects from other application formats in academia. In this seminar, we deal with your written application as well as topic-related and strategic advice for your selection interview, application presentation and demonstration lecture. We focus on different aspects of the appointment procedures, such as typical and critical questions during the selection interview, potential snares during the demonstration lecture or ambivalent interests among the members of the audition committee. Moreover, we work on how to present yourself and your academic profile successfully and how to emphasize your particular expertise.

Trainer: [Dr. Dieta Kuchenbrandt](#) studied Psychology at the University of Greifswald, spent her postdoctoral years at the Center of Excellence in Cognitive Interaction Technology (CITEC, Bielefeld University), and was a visiting professor for Social Psychology at the University of Osnabrück. In addition, she completed a two-year training program in management consulting and coaching (Deutsche Psychologenakademie). Today, she is the co-owner of [schainundkuchenbrandt](#), working as a trainer and coach dedicated to the interests and concerns of scientists in academia. Her work particularly focuses on career planning and applying for professorships.

Career Development through Research Funding

Date: 29-30/04/2021

Format: Day 1: On-site workshop, 9.00-17.00, Day 2: Individual Coaching Session with each participant, Center Campus

Description: Researchers are increasingly faced with expectations to raise third-party funds if they want to pursue a successful research career. Yet, applying for third-party funds is not an end in itself and could even be detrimental to research careers, if disconnected from own scientific or life plans or scientific goals. This workshop, thus, aims to clarify which kinds of funding opportunities are suitable for the participants' respective purposes.

In addition, it offers insights into the objectives and practices of research funding institutions and peer review procedures. During a second day, individual short coaching sessions will help the participants to pave their way towards successful applications in view of their needs and ambitions.

Trainer: The workshop will be conducted by [Dr. Bärbel Elija Bleher](#), Scholz CTC GmbH. She is full-time coordinator of an international Helmholtz Research School and has extensive experience in research and teaching. She also has a large expertise in research management and since many years applies and acquires third-party funds and acts as a reviewer for funding organizations.

Course Format: The first day is a group workshop. On the second day, you have the chance to discuss a topic of your choice during an individual coaching session.



Nature Masterclass "Scientific Writing and Publishing"

Anytime, Online Course

TUM researchers can improve their scientific writing and publishing skills anytime with the Nature Masterclasses online course. Learn how to publish from Nature Research editors: TUM researchers have now access to the **Nature Masterclasses** online course in Scientific Writing and Publishing.

The course is taught by editors from the Nature Research journals and covers the entire scientific publishing process – from writing a paper to publication.

Access is available to all TUM researchers and staff members. Note that the course focuses on research within the natural sciences, but includes content and tips relevant for researchers from all fields and backgrounds. From our experience, the course is **particularly useful for PhD students** who are in the process of writing their first papers, but certainly also **interesting for more advanced researchers** who might want to learn more about specific aspects such as Data Management.

For more information, please consult this [website](#).

Further Points of Contact at TUM

Courses by the TUM Institute for Life Long Learning

In addition to the Postdoc Workshops, also take a look at the Leadership and Project Management courses offered by the newly founded [TUM Institute for Life Long Learning](#):

- [Führend Wissen Schaffen](#): 15.12.2020 (Workshop takes place in German)
- [Leadership Ethics](#): 15.01.2021

Please register directly on their website to participate in one of the courses.

The TUM Institute for Life Long Learning regularly offers courses which are designed to provide researchers with concrete tools and techniques for academic leadership and effective research management. Furthermore, the courses give researchers the opportunity to learn about best practice examples and discuss any challenges they might experience in their daily work.

For more information, please contact [Eva-Maria Knipfer](#).

Courses by TUM ProLehre Media and Didactics

ProLehre offers courses, online-seminars, resources and individual counseling in university didactics, educational technology and media literacy. You can document your progress and bolster your career outlook by keeping a teaching portfolio and acquiring an accredited certificate.

For further information, please visit their [website](#).

Courses by the TUM University Library

Courses on Literature Research, Data Management, Academic Publishing, and Research Impact

The University Library supports you with a wide range of publishing and consultation services in such areas as research data management, citation, open access, and bibliometrics. Upcoming courses and webinars include:

- [Visibility and Research Impact](#): 28.01.2021, 9.00 – 13.00, Webinar
- [Routes to Publishing](#): 22.01.2021, 10.00 – 12.00, Webinar
- [Predatory Journals](#): 19.02.2021, 10.00 – 12.00, Webinar

Please register online to participate in one of the courses.

The Library's training programme focuses on services, skills and techniques that will support researchers in their daily work. In compact courses, you will learn how to search literature efficiently, cite correctly, apply for open access funding, navigate publication procedures, manage research data sustainably and increase your research impact.

All dates and the complete course program is available on the [Library's website](#). For more information, please contact the [Library's Information Literacy Team](#).

TUM horizons

TUM horizons offers advanced training on personality development, project management, communication skills and intercultural communication.

Please note that the courses are only for the TUM employees, scholarship holders can usually not take part. In addition, you need to register for the courses immediately when the new program comes out at the beginning of the semester.

For updated information, please visit the [following website](#).

TUM Language Center

German Language Courses

The TUM Language Center provides German language courses for international fellows and offers intercultural communication courses and events to enhance intercultural discourse. They offer special courses for the TUM staff, which makes it also a great opportunity to meet other researchers at TUM.

For updated information and other languages offers, please visit [this website](#).

English Writing Center

The English Writing Center offers free one-to-one consulting in English writing to all members of the TUM community. The Center is staffed by both professional language instructors and student Writing Fellows, all of whom are native (or near-native) English speakers. Contact them to develop long-term proficiency in English writing or to polish your papers in process!

For updated information, please visit the [following webpage](#).

TUM IAS Wednesday Coffee Talks

The TUM Institute for Advanced Study regularly invites TUM scientists and their guests for coffee! Meet other scientists and listen to a short talk (10-15 mins) on a recent major TUM publication or issue. For updated information, please visit [this website](#).

TUM Global & Alumni Office

TUM Global Dialogue Series

The TUM Liaison Officers in Beijing, Brussels, Mumbai, San Francisco, and São Paulo regularly organise event in their regions. The Dialogue Series provides an opportunity to learn more about TUM's dialogue with international cooperation partners.

Find out more about their programme on the [website of the TUM Global & Alumni Office](#).

Join the TUM Community if you are leaving TUM

TUM connections all around the world: More than 81,000 TUM Alumni and current students in Germany and abroad are part of the TUM Community. Members of the worldwide network support and accompany each other from the beginning of their studies throughout all phases of life. Within the TUM Community the Women of TUM are a lively network that is growing rapidly and connects women across continents, generations, hierarchies and disciplines. Before leaving TUM, join the [TUM Community](#) to stay connected.

Additionally as a member of TUM or TUM Alumni you have access to extensive career services: **Make use of career webinars about job hunting strategies, advice on your application documents and salary negotiations.** You can have your CV and cover letter checked online or book an individual career counseling session. Find all the career offers here: www.community.tum.de/career

Before leaving TUM, join the Network to stay [connected](#).

Postdoc101 Talk Series

November 2020 – March 2021

With the TUM Postdoc101 Series, we want to provide crucial information about a variety of topics that are of particular importance for postdoctoral researchers. The talk series will take place on most Wednesdays during the winter semester 2020-2021 between 4-6 pm. The series will be conducted online via Zoom. We have invited a variety of internal and external speakers to share their expertise with you in an open and accessible format.

Registration & Deadlines: The series is open to all postdocs at TUM and we do not limit the number of participants. For this format, there is no selection process and you do not need to inform us if you are unable to participate.

You can sign up for one, a few or all the talks via our [registration form](#). Please use your TUM email address to register for the workshop. If you are not a postdoc at TUM, but are interested in a specific talk, please let us know beforehand via postdoc-application@tum.de. **The Zoom link will be send to everyone who registered for the respective talk (or all talks) until Tuesday at noon before the respective talk.**

What the series is not about: The talks all include a Q&A session, so you have the chance to ask questions. Since the speakers will talk to a significantly larger audience than in our workshops, we will bundle the questions and moderate the sessions. Hence, the talks do not offer the space to discuss everyone's specific situation or issues in detail.

If you have further ideas for topics that appeal to a larger group of postdocs, feel free to contact us anytime so we can take your ideas into consideration for further events.

Registration: <https://wiki.tum.de/display/postdoc/TUM+Postdoc101+Talks>

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Nov. 11, 2020 | Grant Writing in a Nutshell

Description: Researchers of all scientific disciplines are invited for this introduction to fundamental aspects of how to apply for third-party funding and the role of project funding as a career development tool. This talk introduces you to fundamental principles of proposal writing, how to design and structure a proposal text and also discusses Do's and Don'ts in practice.

The participants will understand the perspective of funders and how to match their own research idea with the mission of the funder. Understanding the evaluation process and the behavior of reviewers is an essential requirement and useful to optimize the proposal text design.

Speakers: Dr. Susanne Hollmann graduated in Chemistry/Biochemistry and did her PhD in the field of synthetic biology. She founded the Berlin-based company [SB Science Management UG](#) in 2014 together with Dr. Babette Regierer, and has been consulting academic institutions for over 20 years. As a professional proposal writer and project manager, she actively participated in the design and writing of more than 200 project proposals for national and international funding programs acquiring 120 Mio € for her customers by now. Dr. Hollmann is evaluator for European Commission and national funders and has a special interest in data management and standardization as well as impact assessment and Responsible Research and Innovation.

Dr. Babette Regierer graduated in Biology and Theology and did her PhD in the field of plant molecular biology. Since 2000, Dr. Regierer is working as scientific manager and professional grant writer with a special interest in innovation management and impact pathways. Dr. Regierer is co-founder of [SB Science Management UG](#) together with Dr. Susanne Hollmann providing consultancy services in proposal writing and training for researchers and companies. So far, her consultancy resulted in 120 Mio € funding for her customers.

Nov. 18, 2020 | All you need to know about the EuroTech Postdoc Alliance & Postdoc Programme

Description: The EuroTech Universities Alliance offers lots of potential for research collaborations for TUM researchers. During the talk, Maria-Valerie Schegk will introduce you the EuroTech Universities Alliance and give you an overview of the opportunities and incentives this group of six excellent European Universities of Science and Technology has to offer. What is in for you and why should you bother? These are the questions that will be answered during this talk.

One of the programs of the Alliance is the EuroTech Postdoc2 Programme, which Dr. Wael Mousa will present in more detail. The program is an excellent opportunity to finance your research at two of the EuroTech universities. Dr. Mousa will provide you with detailed information about the program's next call (deadline: Feb. 2021) and share his advice on the application process with you. EuroTech Fellow Dr. Guido Cantelmo will furthermore talk about his experience as fellow at TUM and DTU and thus give you hands-on information about postdoc mobility.

Speakers: After [Maria-Valerie Schegk](#) finished her studies in political sciences at LMU, she did a Master after Master program in four different European countries (BE, NL, UK, EE). The European spirit which she caught during these studies never left again and hence she is very happy to represent TUM since 2014 in its Brussels branch. Positioning TUM in the political jungle of the European capital and bringing together European research excellence is a very multifaceted and exciting job.

[Dr. Wael Mousa](#) is the EuroTechPostdoc Programme coordinator and the manager of the new EuroTechPostdoc2 at TUM ForTe and hence an expert on the Programme. In addition to doing research in the field of energy efficient and sustainable building for years, he was responsible for coordinating different research projects and proposals including EU projects such as Horizon 2020 and Erasmus+.

[Dr. Guido Cantelmo](#) is a first generation EuroTechPostdoc fellow at the Chair of Transportation Systems Engineering at TUM. He previously completed his PhD in Luxembourg and has been working on his EuroTech project at TUM and DTU since January 2019.

Nov. 25, 2020 | Junior Research Groups: First-hand Advice on How to Apply & How to Start Your Own Group

Description: Establishing one's own Junior Research Group with external funding provides an important next step in the career of mid-career researchers. However, the application process is usually complex and competitive and, if successful, the new position comes along with its own challenges such as finding the right team and taking on a new role as a group leader.

In this talk, Dr. Na Cai, Dr. Oliver Bruns and Dr. Christian Zang, all successful research group leaders whose groups are funded by the Helmholtz Pioneer Campus, the Emmy Noether Programme of the German Research Foundation and Bavarian Climate Research Network (bayklif), will talk about their transition from being a postdoc to research group leader, their respective groups and funding programmes. They will share their advice on what to keep in mind when you apply for research groups and how to get started as a research group leader. These first-hand insights will definitely be useful for anyone who is considering to take the next steps on the career ladder.

Speakers: Since 2019, **Dr. Na Cai** is a Principle Investigator in Translational Genetics at the Helmholtz Pioneer Campus at the Helmholtz Zentrum München and affiliated with the Chair of Translational Genomics at TUM. She completed her PhD at the Wellcome Trust Center for Human Genetics and the Nuffield Department of Clinical Medicine at the University of Oxford, UK, before joining the European Bioinformatics Institute (EMBL-EBI) and the Wellcome Sanger Institute as a postdoctoral fellow.

Dr. Oliver Bruns is a principal investigator leading the Next-Generation in vivo Imaging group at the Helmholtz Pioneer Campus and affiliated with the Professorship of Biological Imaging at TUM. In addition, he successfully applied for an Emmy Noether Group in 2017. Previously, he was a research scientist at the Massachusetts Institute of Technology (MIT) and postdoctoral fellow with a long-term fellowship from the European Molecular Biology Organisation (EMBO).

Dr. Christian S. Zang heads the Junior Research Group "Hysteresis Effects in Bavarian Beech Forest Ecosystems through Climate Extremes" funded by the Bavarian Climate Research Network (bayklif) since 2018. Previously, he was an associated scientist at the School of Biological and Environmental Sciences at the University of Stirling and a project team leader at the TUM International Graduate School of Science and Engineering (IGSSE).

Dec. 09, 2020 | What Every Postdoc Needs to Know

Description: This talk will cover the main messages of Dr Liz Elvidge's book *What every postdoc needs to know*. Dr. Elvidge will cover topics such as:

- Choosing a postdoc
- How to make the most of your postdoc
- Transferable skills development
- Taking responsibility for your career
- How to write a winning CV

The [book can also be accessed online](#) via the TUM University Library. As can be seen from Dr. Elvidge's bionote underneath, she is really an expert on advising postdocs.

Speaker: [Dr Liz Elvidge](#), Dr Liz Elvidge is the Head of Postdoc and Fellows Development at Imperial College London. She is a leading expert in the support and development of postdocs and fellows. In 2017, she co-authored the book 'What every postdoc needs to know'. She is the founding head of the Postdoc and Fellows Development Centre at Imperial. The centre was the first of its kind in the UK and continues to be sector leading in its provision of development opportunities for the colleges 2,500 postdocs and fellows.

Jan. 20, 2021 | Patents and Licenses: How to Protect and Commercialize Inventions at TUM

Description: The first part of the talk will provide an introduction into industrial property rights and will be held by a patent attorney and provide you with important insights into various aspects of industrial property rights, concerning the requirements for a protection, aspects of patentability, a brief outline of the European Patent system, the patenting procedure and different types of industrial property rights.

The second part on Inventions will address special aspects for university inventors with respect to the German Employees' Inventions Act and outline the process of an invention disclosure at TUM. In addition to this, you will also get an insight into the exploitation and commercialization options for Inventions at TUM and is thus a topic that every postdoc should be aware of.

Speakers: The workshop will be conducted by [Michael Rubel](#), Technology Manager at Patents and Licenses, TUM Office for Research and Innovation (TUM ForTe) together with [Dr. Bakuri Lanchava](#), European Patent Attorney.

Jan. 27, 2021 | How to become a Professor

Description: The talk will give a brief overview of the career paths to a professorship in Germany, covering legal requirements for the selection procedure as well. It also addresses how to approach the search for relevant job advertisements, how to prepare the written application documents and how to make a good impression during the further steps of the selection procedure. Finally, the workshop will provide an outlook on negotiations on a professorship in Germany.

Speaker: [Katharina Lemke](#) is an in-house lawyer and consultant at [Deutscher Hochschulverband](#) (DHV), Bonn, where she gives legal advice to members of DHV. Her areas of expertise are university law, public service law including public service pension law and employment law. Beyond that, she supports members of DHV with planning their career in academia and acts as a referee for seminars and workshops.

Feb. 10, 2021 | German Research Policy

Description: The German higher education and research system is both complex and fascinating. The federal and state governments work together in funding it – and sometimes they work against each other. Universities, research institutions, policy makers, researchers: What is their role, what are their goals, and how do they pursue them? This talk is intended to provide a first overview and enable participants to reflect on some fundamental questions regarding German research policy.

Speaker: **Dr. Jan-Martin Wiarda** is a freelance science and education journalist and well-known for his Blog www.jmwiarda.de. He was editor at the weekly newspaper "DIE ZEIT" for many years and then worked as head of the Communication and Media Department of the Helmholtz Association. Dr. Wiarda studied political science, economics, sociology and journalism in Germany and the US.

Feb. 17, 2021 | How to Successfully Collaborate with Industry Partners

Description: Many researchers at TUM collaborate with industry partners – which reflects in more than 1,000 cooperation agreements every year. As an attractive format, companies provide opportunities for scientists to directly translate their results into practical use and learn about emerging endeavors. However, not all researchers have a close industry network they can draw back on and could thus profit from advice on how to identify & approach potential industry partners as well as how to plan & conduct a successful joint project. In this talk, Prof. Karsten Stahl and Prof. Ulf Schlichtmann will give some insights into their collaboration with industry partners and share useful tips with you.

Dr. Karsten Schacht and Dr. Björn Jahnke (TUM ForTe) will provide additional advice and information on the processes and regulations at TUM that you should keep in mind when you are planning a collaboration including legal requirements or finances.

Speakers: **Prof. Karsten Stahl** is head of the Chair of Machine Elements and the Gear Research Centre (FZG) at TUM. Before joining TUM in 2011 as a full professor, he worked at BMW and continues to work with various industry partners. **Prof. Ulf Schlichtmann** was appointed professor at TUM in 2003 and heads of the Chair of Electronic Design Automation. He previously worked for Siemens AG and Infineon Technologies AG for about 10 years.

Feb. 24, 2021 | MSCA Postdoctoral Fellowships in Horizon Europe

Description: The new EU framework programme for research and innovation "Horizon Europe" (2021-2027) will continue to provide excellent – though highly competitive – funding opportunities for postdoctoral researchers. In this talk, Vitaliy Bondarenko will provide a short general overview about the funding lines within the Marie Skłodowska-Curie Actions and subsequently focus on Postdoctoral Fellowships expanding on the application process and providing advice on how to write a successful proposal.

MSCA Postdoctoral Fellowships offer an excellent opportunity to conduct research abroad or at TUM. Dr. Irene Bighelli, a former MSCA-fellow at TUM will also share her experience & advice for future applicants. A Q & A session on MSCA Postdoctoral Fellowships and their possible overlap with ERC Grants will follow.

Speakers: [Vitaliy Bondarenko](#) has been working at the DLR Project Management Agency since 2015 and he is currently part of the teams German National Contact Point for Marie Skłodowska-Curie Actions as well as ERC Grants (NKS MSC/NKS ERC). Mr. Bondarenko is also the coordinator of the German EURAXESS-Network.

[Dr. Irene Bighelli](#) completed her PhD in Psychological and Psychiatric Sciences at the University of Verona, Italy. In 2016, she joined the TUM Department of Psychiatry and Psychotherapy, Faculty of Medicine, with a MSCA Individual Fellowship. She currently works in the same department with other third-party funded projects (German Ministry for Education and Research).

The TUM Talent Factory organizes an [MSCA Writing Camp](#) every summer for applicants who will submit an application with TUM as the beneficiary and awards fellowships for researchers from abroad.. Keep an eye on our website for the respective dates for 2021.

March 03, 2021 | All You Need to Know About the Wissenschaftszeitvertragsgesetz

Description: Most pre-docs and postdocs at German universities are working in limited-term employment contracts according to the Wissenschaftszeitvertragsgesetz (WissZeitVG). The WissZeitVG limits the overall duration of employment in limited-term contracts at German universities or research institutes for qualification purposes to 12 years (15 years in the field of medicine). In certain cases, for example for childcare, the WissZeitVG allows extensions of the maximum period of employment. It also contains special clauses for limited term employment in third-party funded projects. This talk aims to equip participants with the necessary basic knowledge of WissZeitVG that is essential for the planning of a career in science.

Speaker: [Dr. Vanessa Adam](#) is a lawyer and consultant at [Deutscher Hochschulverband](#), Bonn. Her professional focus is employment law, university law and civil servant law. She offers legal consultations on these topics, support in appointment negotiations for professorships as well as general career advice in the academic field to members of [Deutscher Hochschulverband](#).

March 10, 2021 | TUM Global – Your Gateway to International Cooperation

Description: In this session, Philip Miessner and Jeff Ouimet will discuss how to become involved in and how to benefit from TUM's strategic international network (TUM Global). To this end, they will introduce TUM's strategic partnerships (e.g. 'Flagship Partners' Imperial College London and Tsinghua University), strategic initiatives (e.g. TUM.Africa), and the TUM Global & Alumni Office's central funding programs and support services. In a second part of this session, attendees will learn more about opportunities to engage with the network of TUM's liaison offices in order to advance their international collaborations.

Speakers: [Philip Miessner](#) is the head of the [TUM Global & Alumni Office](#)'s Global Engagement Division, which manages TUM's strategic international partnerships and alliances as well as our university's network of liaison offices. Philip looks back at 10 years working in international higher education and first joined TUM in 2015.

[Jeff Ouimet](#) is TUM's liaison officer in San Francisco ([TUM San Francisco](#)) and Senior Regional Manager for international partnerships in North America. Jeff Ouimet, who holds academic degrees in the arts, the sciences, and the law, joined the TUM Global network in June 2020 and is based on the U.S. West Coast.

March 24, 2021 | How to Implement Responsible Research & Innovation Principles in Your Research

Description: Responsible Research & Innovation (RRI) connects different aspects of the relationship between Research and Innovation and society: Public engagement, open access, gender equality, science education, ethics, and governance are aspects of Responsible Research & Innovation (RRI). RRI represents a cross-cutting topic within the EU funding programs for Research and Innovation 2014-2020 (H2020) and will become more important in Horizon Europe, the next EU Framework Programme.

As a researcher, it becomes mandatory to be familiar with RRI, and how to implement the principles within own research projects or in cooperation with industry or society. This talk introduces the fundamental RRI aspects and discusses strategies how to implement these principles as measures in different research fields.

Speakers: **Dr. Susanne Hollmann** graduated in Chemistry/Biochemistry and did her PhD in the field of synthetic biology. She founded the Berlin-based company [SB Science Management UG](#) in 2014 together with Dr. Babette Regierer, and has been consulting academic institutions for over 20 years. As a professional proposal writer and project manager, she actively participated in the design and writing of more than 200 project proposals for national and international funding programs acquiring 120 Mio € for her customers by now. Dr. Hollmann is evaluator for European Commission and national funders and has a special interest in data management and standardization as well as impact assessment and Responsible Research and Innovation.

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Technische Universität München
Dr. Neele Meyer & Dr. Pauline Popp
TUM Talent Factory
TUM Office for Research and Innovation

Arcisstraße 21
80333 München

www.tum.de/postdoc | postdoc-application@tum.de

Twitter: @tumpostdoc