IT TAKES TWO SIDES TO BUILD A BRIDGE

Career development for researchers and leaders

RETROSPECTIVE 2020 & 2021 – COMING UP 2022
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CC MISSION

We support researchers and leaders in their career development so they can work purposefully and assume social responsibility in or outside of academia!
5 years LBG Career Center (CC) – What has happened in these first five years? Insight into our understanding of career development, how many pre- and post-docs have already benefited from the CC services, how the Career Budget has been used, and much more!
CAREER DEVELOPMENT IN RESEARCH

From unrestricted results to cooperation and impacting society, research and career development have a lot of things in common at the CC.

WE BUILD BRIDGES BETWEEN...

Career development is defined at the CC as an interaction between (junior) researchers (own initiative for further training and development), leaders (responsibility for personnel development) and our team at the CC (competence center for career development), based on our 3 Is:

Individualized
Each individual researcher receives individual support from us – when, where, and how it is needed.

Innovative
We experiment with new measures, invite co-creation, and open up partnerships with organizations.

Intersectoral
Every career path has its value, whether in or outside of research, and we build bridges between the sectors.

...NETWORK, TRANSLATE AND SUPPORT

Career development
Each pre- and post-doc of the LBG has a Career Budget of EUR 2,000 at his/her disposal, which can be used individually after coordinating it with their supervisor and the CC. Here are a few examples of how it has been used so far:

**TARGET GROUP AND USAGE OF SERVICES**

300

*LBG pre- and post-docs*

- 60% Women
- 40% Men

Average Age

37 Years

165

*LBG internal and external participants in Special Programs*

- 55% Women
- 45% Men

20

*Institute directors*

- 25% Women
- 75% Men

3

*Cooperations with partner organizations*

Medical University of Vienna, University of Klagenfurt, ÖAW/CeMM

**Special Programs & Career Events**

2017 – 2021

- 7 Special Programs
- 33 Career Workshops
- 26 Skills Trainings
- 15 Expert Talks
- 270 Coaching & Career Consulting Sessions
- 170 Career Chats

33

*Career Workshops*

26

*Skills Trainings*

15

*Expert Talks*

270

*Coaching & Career Consulting Sessions*

170

*Career Chats*

**Average Age**

In order to be as interactive as possible, the majority of our Career Events and Special Programs are limited to 12 - 16 participants. At almost every event, the number of interested pre- and post-docs is twice as high as the number of participants. This encourages us to expand our services.
CC SERVICES

Our CC services for pre- and post-docs and leaders include a variety of individual services, Career Events, and Special Programs.

LEARN HOW WE CAN SUPPORT YOU IN YOUR CAREER DEVELOPMENT!
START YOUR CAREER DEVELOPMENT WITH A CAREER CHAT

At the CC you will receive professional and individualized support on your career path – in a personal meeting, a walk & talk, over the phone, or in a virtual meeting.

CAREER CHAT WITH OUR CC EXPERTS

Orientation about CC services
Get to know our services and learn how we can support you

Skills Inventory
Fine-tune your skills and recognize which ones you need to develop

Career Path
Plan your individual career path with short- to longterm goals
EXPAND YOUR KNOWLEDGE AND SKILLS

With the support of our experts, you can reflect on your career goals, enhance your skills, and expand your network.
Leadership & management is one of our focus areas for our services which allow pre- and post-docs and leaders to explore their leadership potential and acquire vital skills.
Since 2019, we’ve opened selected services and programs to researchers from other research organizations and universities.

Through the Career Cake, pre- and post-docs are professionally advised and individually accompanied by CC experts over a period of 1 year in their career development. This individualized support starts with a Career Chat, offers Coaching or Career Consulting, the participation in various Career Events as well as the possibility to apply for thematic Special Programs, and ends with a quality assuring Evaluation Chat.

In the first pilot year, the CC cooperated with the Medical University of Vienna, the University of Klagenfurt and CeMM. Furthermore, the individual Career Cake attracted interested individuals from other universities and research organizations such as the TU Vienna, AIT, IST, or the ÖAW.
What great milestones are already behind us, even in the Corona years of 2020 and 2021!
EXPERT INTERNSHIPS

Immerse yourself in new worlds of work and participate in knowledge transfer between research, business, and other sectors with the CC’s Expert Internships.

The CC offers a total of 20 Expert Internships per year – 10 for LBG internal pre- and post-docs and 10 for external researchers from other research organizations and universities. The Expert Internships are awarded through a competitive selection process.

Expert Internships are 2 paid months in a host organization outside of academia in Austria or Europe. Interns can select organizations ranging from regional start-ups to public organizations to international corporations.

Since its launch in 2018, host organizations that have participated include Amgen, Boehringer Ingelheim, Fresenius, Horizont300, Joint Research Centre (JRC) of the European Commission, Pfizer, Roche Diagnostics, Takeda Pharmaceuticals and Teach for Austria.

The aim of Expert Internships is to promote intersectoral mobility and knowledge transfer.

Program Management: Simone Fürst
WINTER SCHOOL

Winter School Revise & Revitalize – The fundamentals of English scientific writing and presentation in a relaxing and productive atmosphere.

"When applying for LBG’s writing retreat, I never anticipated that I would benefit so much. It not only taught me how to sharpen my academic writing skills, but also enabled me to acquire a daily writing habit. It allowed me, as a non-native speaker, to embrace the challenges of English writing and also helped me, as a young scholar, to be mentally prepared for the challenges of academic life."

The goal of the 5-day Winter School Revise & Revitalize, which took place for the first time in 2021 and immediately in hybrid form, was to demystify the unwritten rules of scientific writing and provide researchers with a clear blueprint for their articles and presentations.

Modules on scientific writing and presentation were balanced with revitalize sessions that focused on holistic health and insights on how to build a sustainable career in research.

Additionally, participants could develop their own writing projects further under the guidance of a writing coach during the included writing retreat.

The CC is already looking forward to the Winter School 2022 where participants will learn, among other things, how to take the stress out of writing and presenting.

Program Management: Kaitlin Appleby

Participants of the Winter School 2021

Participant Winter School Revise & Revitalize 2021
LEADING RESEARCHERS PROGRAM

Reflecting one’s own leadership role, getting to know practical leadership tools, and exchanging ideas with colleagues in similar roles.

The Leading Researchers Program is designed for research group leaders and senior researchers at the LBG who hold a team or project leadership position and supports them in developing their own leadership roles.

In two modules, participants reflected on their own leadership situation, discussed the art of giving feedback and delegating, and exchanged ideas on the topics of team development, employee motivation, and conflict resolution.

In addition to the two modules, the research group leaders were also supported individually - through a potential analysis, accompanying coaching, and research grant support - in their role as researchers.

Despite the COVID-mandated move to a virtual environment, the first run was a very intense learning experience and fun was also not neglected.

Nevertheless, we are looking forward to personal encounters again in the next round of the program which has been further developed based on the experiences of the first program.

Program Management: Martina Zachhuber

“The LRP was a great way to meet colleagues from many different institutes or disciplines and discuss various topics on leadership and team building!”
Leading Researchers Program 2020 Alumnus

“The program provided many with valuable input that researchers don’t typically receive in their usual career path.”
Leading Researchers Program 2020 Alumna
LBG INNOVATOR’S ROAD

Tailored support for advanced academic founders – from prototype to a first product with a sustainable business model.

In 2019, the 1st round of LBG Innovator’s Road started, a cooperation with I.E.C.T., Hermann Hauser, and New Venture Scouting.

10 candidates from research who have already decided to found their own company are accompanied by experienced start-up experts, mentors, and coaches over a period of 10 months.

The aim of the program is to support the still young companies in their further development steps and to improve their chances of a sustainable market entry.

The LBG Innovator’s Road also provides a valuable basis for participation in further (inter-) national start-up and spin-off programs for researchers.

LBG Innovator’s Road 2020 participants
COMING UP 2022

The best is yet to come!

THE FUTURE DEPENDS ON WHAT YOU DO TODAY
**DIGITAL TRANSFORMATION IN RESEARCH**

What does digital transformation and data management mean in the context of research? What digital skills do researchers need? What new professional profiles and career paths are emerging as a result of digitalization?

Research goes digital – hosted by LBG Career Center, supported by WU Executive Academy!

Changes in the working world and the acceleration of digitalization due to the Corona crisis have encouraged us at the Career Center to quickly implement the new Special Program **Digital Transformation in Research**. The post-graduate program is carried out with the support of the WU Executive Academy in order to incorporate digitization know-how from the corporate world and to offer participants a **certificate** from an internationally recognized business school. The program consists of 5 modules of 2 days each, and lasts half a year. Current developments and skills in the field of digital transformation and data management are taught as well as new professional profiles and career paths in the context of digitalization are presented. The program is open to researchers of the LBG as well as other research organizations and universities.

Program Management: Kaitlin Appleby
CAREER CLOUD

Career Cloud – Connecting Researchers, the CC’s newest initiative, aims to connect alumni of all Special Programs across programs, thus providing long-term support to researchers and their ideas.

Over the past 5 years, the Career Center has developed a variety of innovative initiatives and programs to support researchers in their career development. To further promote and support networking among these pre- and post-docs, the Career Center is launching a cross-program initiative on its 5th anniversary: the Career Cloud - Connecting Researchers. Within this initiative, pre- and post-docs have various opportunities to network regularly at moderated events, exchange ideas, and use the stage provided to present their own career story.

Program Management: CC Team
CC TEAM

We are a team of experts in intersectoral career development with a broad range of knowledge from several industries.

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Director Career Center

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Alumni Relations & Program Manager

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Winter School Revise & Revitalize
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CC TEAM
Participants of the Summer School 2021