

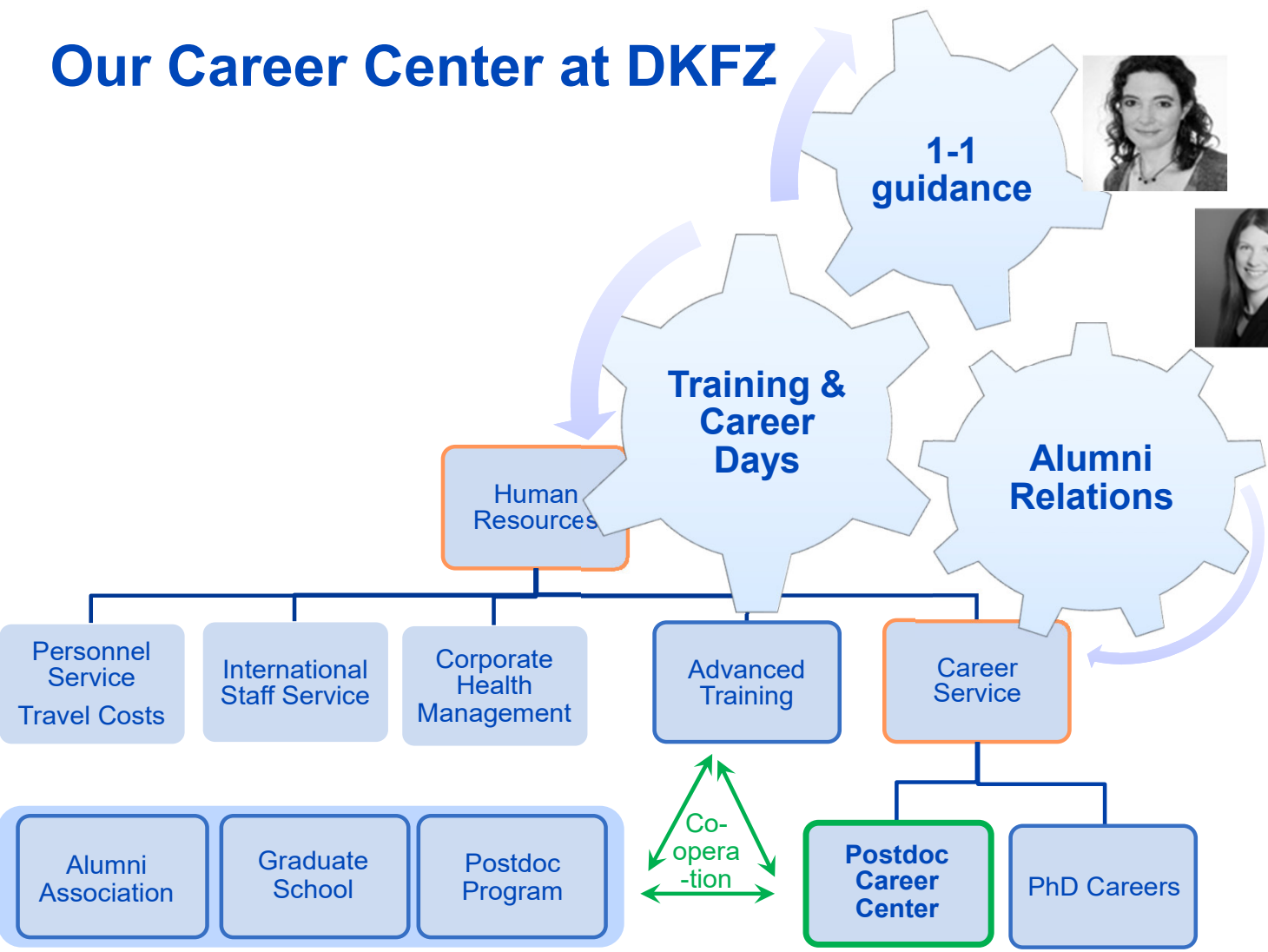
DKFZ Career Check:
online platform
for Early Career Researchers (ECRs)
to create/manage their
personal career development

UNI KON-WERKSTATT, 15 NOVEMBER 2021

Barbara Janssens, DKFZ Career Service & Alumni Relations

<https://careercheck.dkfz.de>

Our Career Center at DKFZ



Dr. Barbara Janssens
(Career Manager) since 2011



Marion Gürth (Deputy) since 2013



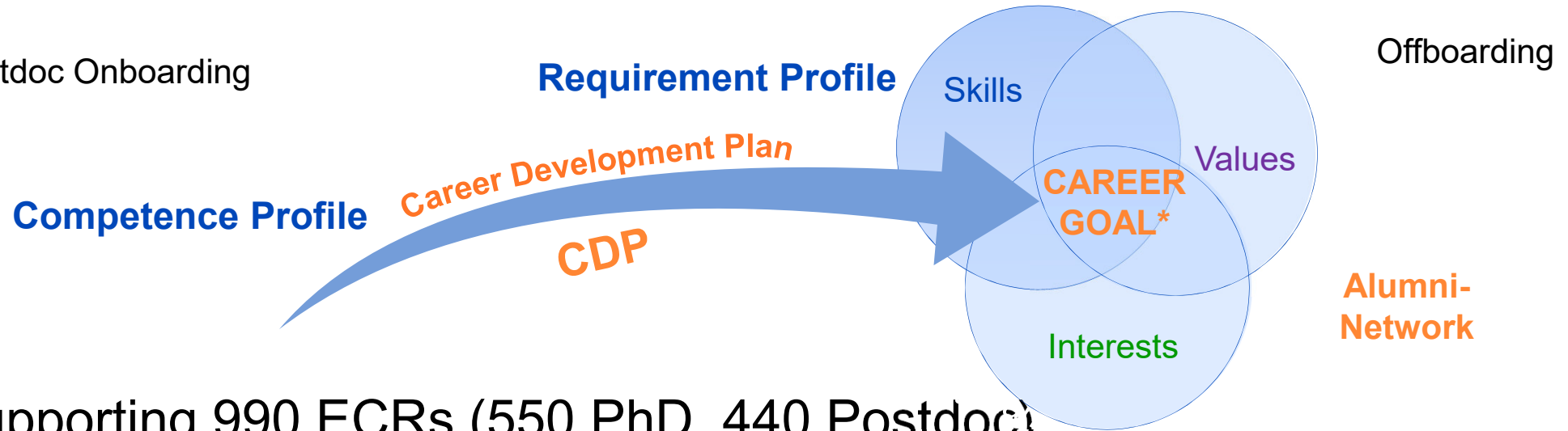
Sabine Schuler-Hofmann
(Staff Developer)
2017-2020



Chiat Cheong
(CareerCheck Manager)
since 2021

Why CareerCheck?

Postdoc Onboarding



Supporting 990 ECRs (550 PhD, 440 Postdoc)

- Structuring process of career development (CDP)
- Creating sense of urgency
- Empowering & creating awareness
- Offering relevant career information

Based on DKFZ Alumni



Connect and sync



Welcome to DKFZ Connect

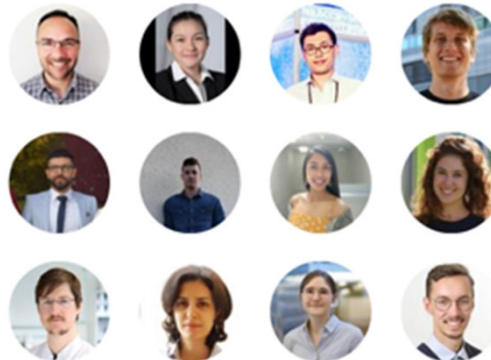
GET STARTED



Publications, Awards and Press Releases



DKFZ Alumni Get-togethers



Grant Writer
KU Leuven Cancer Institute (LKI)



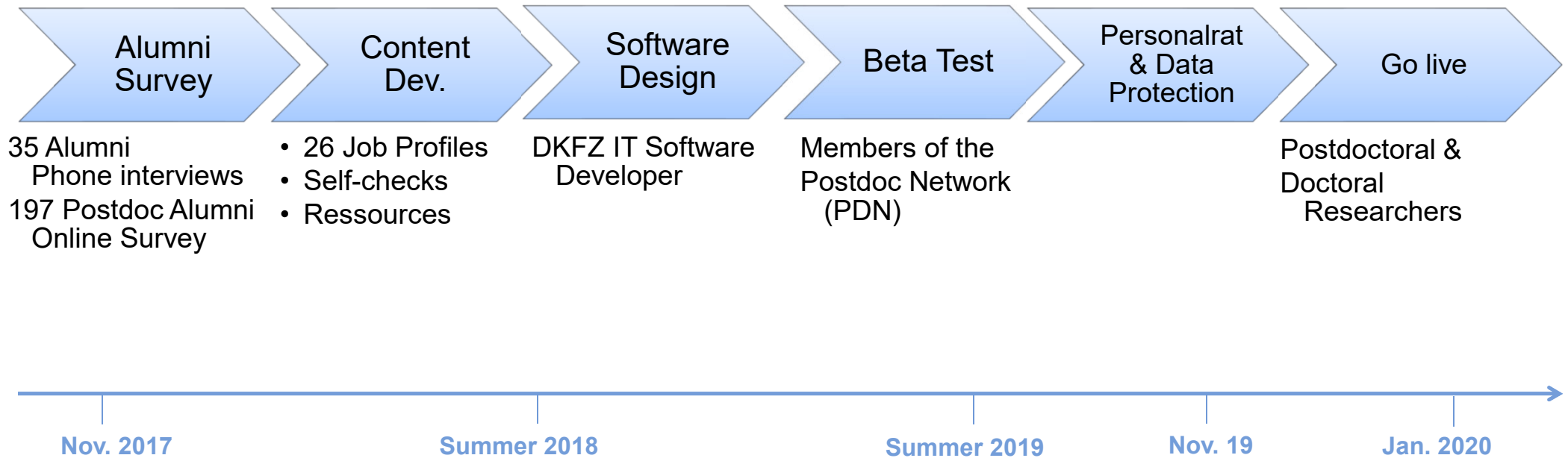
Global Bioluminescence - Training Programme Manager
EMBL



Tierschutzbeauftragter / Tierarzt (m/w/d)
DKFZ, Zentrum für Präklinische Forschung

[VIEW JOBS](#)

CareerCheck[®] Development 2017-2020



CareerCheck

The screenshot shows the CareerCheck website interface. At the top, there is a navigation bar with the CareerCheck logo on the left, followed by links for RESOURCES, SELF-CHECK, MY PLAN, and FAQs. On the right side of the navigation bar are three orange buttons: My Profile, Contact Us, and Sign Out. Further right is the dkfz logo with the text "GERMAN CANCER RESEARCH CENTER IN THE HELMHOLTZ ASSOCIATION". Below the navigation bar is a large banner image of a lighthouse on a cliff overlooking the ocean. The main content area is divided into two columns. The left column is titled "Career Advice Tool for Researchers" and contains a video player. The video player shows the dkfz logo, the text "GERMAN CANCER RESEARCH CENTER IN THE HELMHOLTZ ASSOCIATION", "Research for a Life without Cancer", the CareerCheck logo, and "supported by HELMHOLTZ RESEARCH FOR". The video player has a play button and a progress bar showing 0:00 / 3:01. The right column is titled "Career Checkpoint" and contains a circular progress chart with six steps: 1. Self-Check, 2. My Plan, 3. Career Guidance, 4. Complete My Plan, 5. Review with Supervisor/ Mentor, and 6. Implement. A large checkmark is overlaid on the chart. Below the chart is a "Reset" button and an upward arrow button.

Exploring and networking

Informational Interview

Building Your Professional Community

Using LinkedIn and Connect

Working Conditions Questionnaire

RIASEC Model

Application essentials

Application 101

STAR Technique

Writing a CV

Writing a Cover Letter

Creating an Elevator Pitch

Interviewing

Resources

Job Descriptions

Academic Research and Teaching

Clinical Research

Data Science/Engineering

Drug Approval and Production

Entrepreneurship, IP and the Business of Science

Marketing and Sales

Research in Industry

Science Administration and Project Management

Science Writing and Communication

Application Know-how

Job Descriptions

6 career tracks - 9 Job Families

Academic Research and Teaching +	Clinical Research +	Drug Approval and Production +
Science Writing and Communication +	Entrepreneurship, IP and the Business of Science +	Marketing and Sales +
Research in Industry +	Science Administration and Project Management +	Data Science / Engineering +

What Our Alumni Say

Upside

- "You have a lot of freedom about what you do and when you do it. You have a lot of freedom what time you come in and what time you leave." - Junior Professor at a German university
- "My professorship has a tenure track, i.e. there is the prospect of being offered an open-ended contract in 5 years." - Junior Professor at a German university

Downside

- "The high pressure: you have to perform in the first years." - Junior Professor at a German university

Career involves*



mostly not directly connected to research



no lab work



medium level of autonomy



leading or supervising (50 to 75% of positions)



mostly no teaching (in 60% of positions)



50 to 80% project management



international travel (1 to over 8 nights per month)

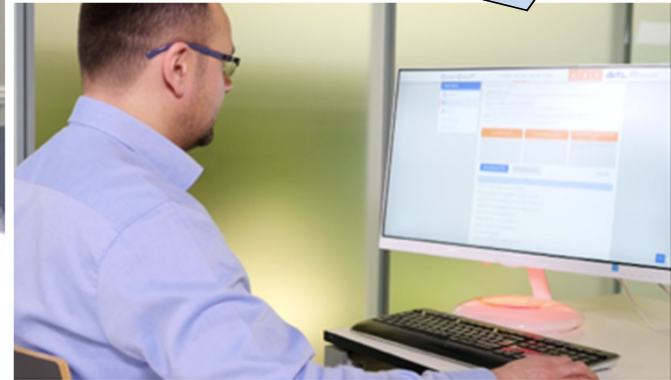
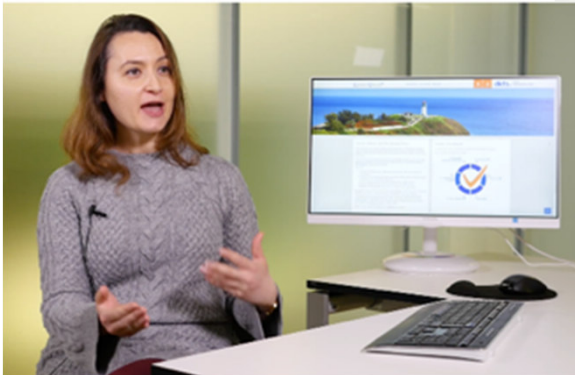
Further development based on feedback

CareerCheck[✓]

Skill Check is long but I love the **skills alignment** – then it all makes sense

Identified my preferred **career paths** but doesn't show me **which courses...**

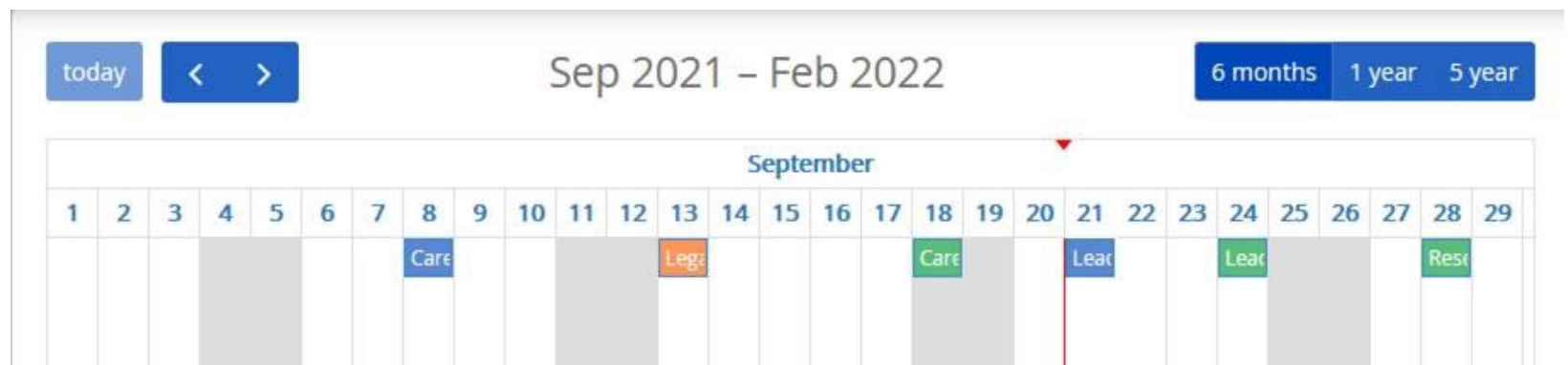
Resources page is rich with information



In development: Next steps

Funding until 2022 from Helmholtz Impuls & Vernetzungsfond to develop

- Rollout to other (Helmholtz) Centers
- Continuous updating resources / software development
- Matching algorithm for preferences
- More information for supervisors
- Graphical career plan (exploration and transition)
- etc

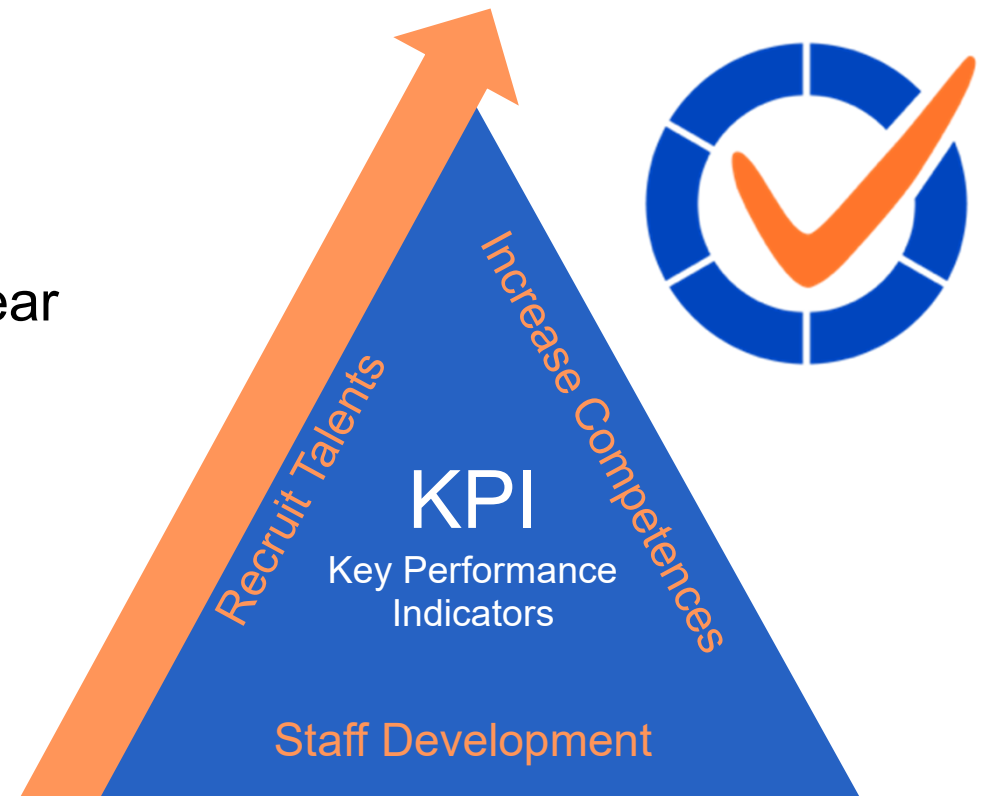


Statistics

Career Check[✓]

Number of

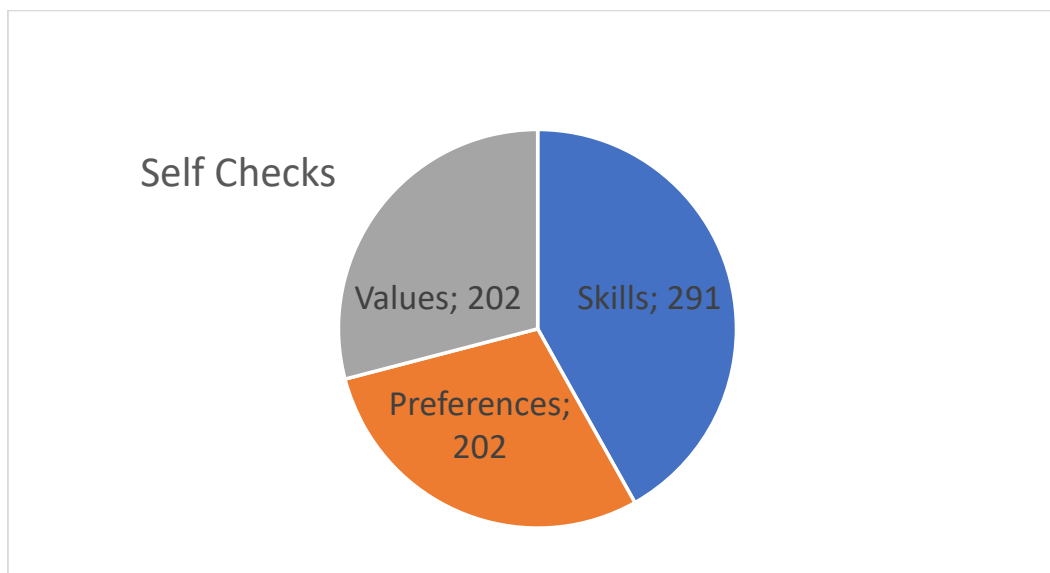
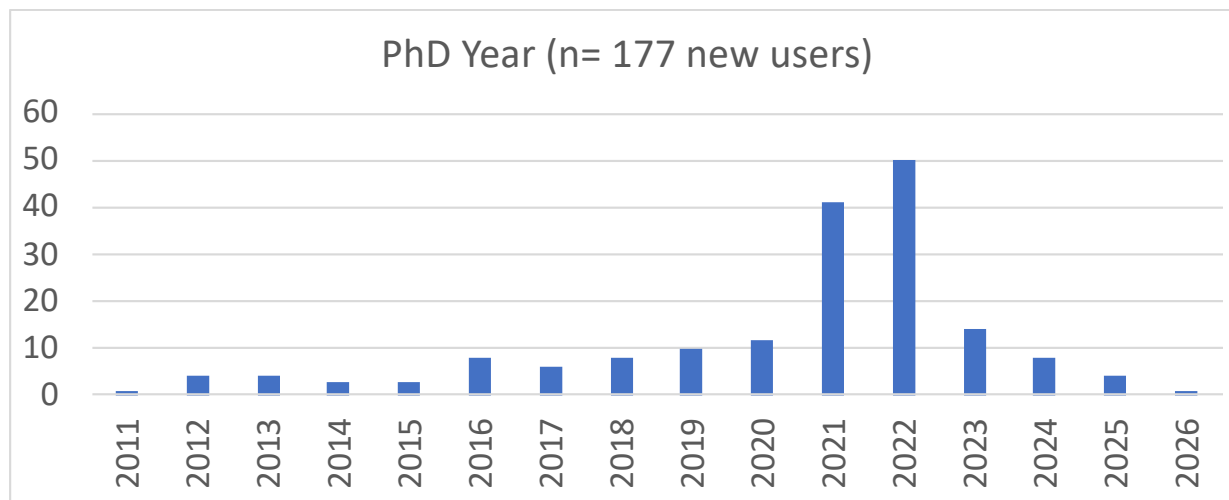
- total users
- new, deleted and signin users
- new users with background and PhD year
- set career goals
- completed checkpoints
- saved Self-Checks
- clicks on which Resources
- contact requests



Statistics mid 2021

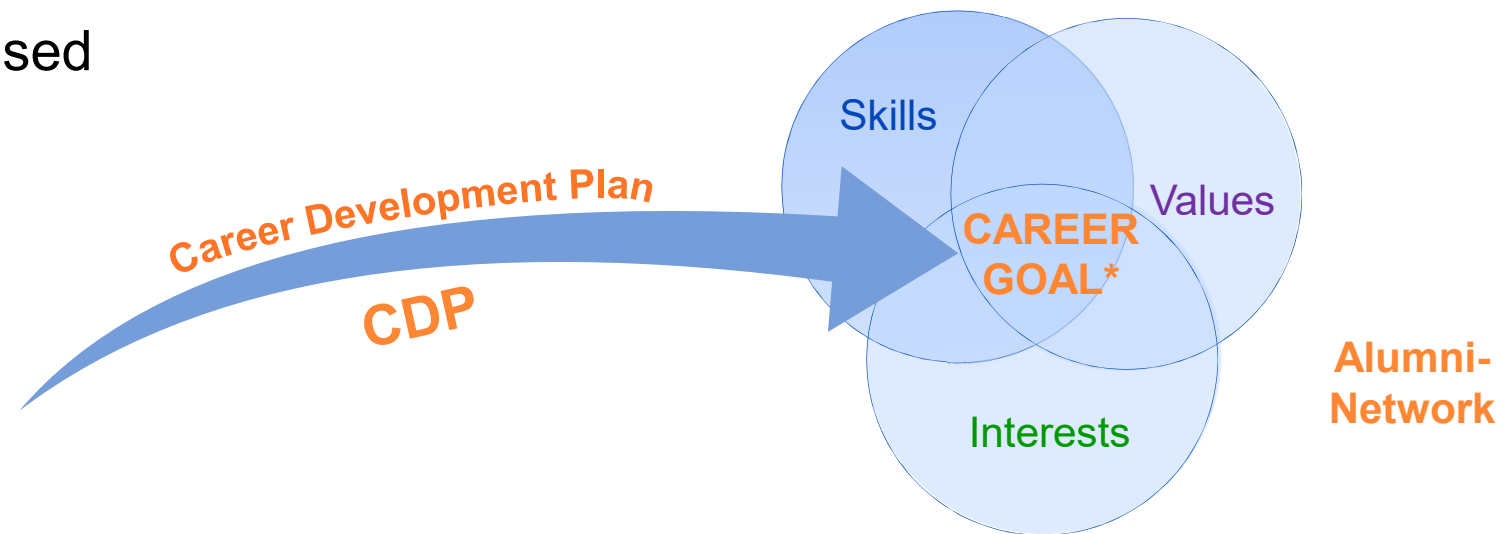
- DKFZ Users: 749
- New Users: 244
- Skills Checks: 291
- CDP: 135
- Appointments: 116
- Resources: 2647

Job Descriptions	308
Events	224
ApplicationKnowHow	202



What can we learn from anonymized statistics

- At what point in their careers researchers engage in career development
- Awareness of options and tools
- Number of documented CDPs
- --- to be discussed





Thank you
for your attention!