

Support for the postdoc career plans at GEOMAR starts immediately with your employment.

- 1 An introductory talk within the first 2 months sets your career inventory and defines goals.
- 2 After six months, at the end of the probationary period, an interview with the scientific advisor is held. You will reflect on your career:
  - Am I well-positioned for an academic career?
  - What experience and skills am I still lacking?
  - What is the job situation in my subject?
  - Could an exit from science sooner or later turn out to be the better alternative?At this meeting, you will develop your career plan with your scientific contact person.
- 3 In regular meetings, your career plan is reflected. It is recommended to hold those meetings yearly.
- 4 At least 6 months before your contract ends, it will be necessary to look for further funding or other options for your career. Whatever way is taken, we will show perspectives for professional careers, both for an academic career and for career opportunities outside academia.
- 5 At the end of the contract, PACT asks you where life is taking you and asks for feedback.

**If you have any questions about your Postdoc academic career get in contact with PACT Center:**

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Career Support

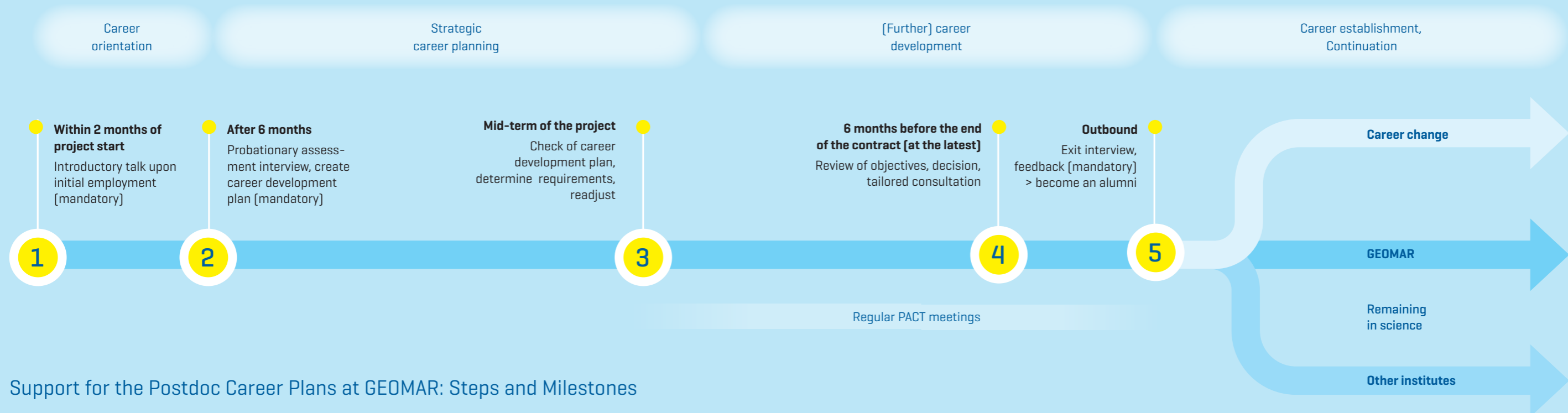
## Professional Career Development for Postdocs

The Postdoc Academic Career Support (PACT) Center is the contact point for scientists at GEOMAR who have received their doctoral degree and currently have a time-limited contract. Researchers who have been granted their doctorate within the last 6 years are addressed as Postdocs and are considered to be in their career development phase. PACT supports these Postdocs including those working as independent scientists and those working as scientific support staff.

The career development phase is a challenging period. Although this is a time when Postdocs find that working within their special field of research is inspiring and that the first recognition for their scientific work is achieved, this is also a time when life and scientific career plans are uncertain. After the doctorate, a researcher can find a niche in science and the academe and have their first Postdoc contract. However, this contract is time-limited and will end sooner than noticed. At this stage, we address the need to get started as quickly as possible in setting the course for a future career.

Postdocs need to have a clear concept of possible professional goals and what actual prospects are open in their specific subjects. While GEOMAR can only offer permanent research positions to a few (following the GEOMAR guidelines for delimitation) with PACT, we endeavour to support you, not only through your career-building time but also towards your long-term career development may it be with GEOMAR or otherwise.

The PACT Center provides the groundwork for you with a variety of seminars, trainings, coaching and especially, personal support is offered. Contact us at any time by email or by phone, or stop by at our offices.



## Support for the Postdoc Career Plans at GEOMAR: Steps and Milestones

### 1 Introductory talk upon initial employment

The mandatory introductory talk is held within 2 months of the start of the project. The meeting is confidential and will be held with the Postdoc and one person from the PACT-Team. An appointment is made during the welcome meeting of all new employees.

The topic of the face-to-face meeting is the personal career. The Postdoc provides an inventory of their personal skills and competencies. To prepare for the meeting, a catalogue with questions will be provided. The answers need to be documented and brought along to the meeting. They will be kept confidential and have the only purpose to support you in advancing your career.

### 2 Probationary assessment interview

The probationary interview is mandatory. The Postdoc is asked to initiate a meeting with his/her Mentor / scientific advisor within 6 months from the start of the contract, aligned with the end of the probationary period.

During this meeting, the participants outline a personal career plan. A template with topics that should be addressed in this meeting is provided by PACT. The conversation needs to be documented and reported. A third person can participate in the meeting if requested by either the Postdoc and/or the Mentor. This can be the coordinator of PACT or an independent person. Inform PACT at least three weeks in advance to find a matching person.

### 3 Career development talks

During the time with GEOMAR, Postdocs are entitled to regular career talks, during which the progress of their career will be discussed by an advisory team consisting of the Mentor / scientific advisor, one independent expert (Profs. / Jun.-Profs. / junior research group leaders / permanent senior scientists working at GEOMAR or another research institution) and optionally the coordinator of the PACT.

Career development talks are held in the midpoint of the project time, and at least once a year. It is up to the Postdoc and the Mentor to organize the meetings. A template for the report is provided. The report should be handed to members of the advisory team two weeks prior to the meeting.

### 4 Review meeting

At least 6 months before the contract ends, it is recommended to hold a meeting to check the aims defined in the career plan and to discuss the next steps like financing and to tailor the trainings to your needs.

### 5 Outbound

At the end of your job-contract, we will ask you to give us feedback: How was your time at GEOMAR? Did you get the support you needed? Where are you going from here? Can we stay in contact? Become an alumni and be involved in our support group.