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:

Tel: +49 431 600-2622
Mail: pact-info@geomar.de
Web: www.geomar.de/go/pact
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 the 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 (Prof.s./Jun.-Prof.s./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.

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