BENEFITS FOR PARTICIPANTS

- strengthened career motivation and improved career planning
- preparation for appointment procedures in Germany and in selected international higher education systems
- development of management, leadership and strategic competencies
- conveyance of in-depth knowledge of structures, processes and the rules of the game in academia
- expanded network within the scientific community and in further relevant fields
- training and guidance of female international participants in English

PREREQUISITES FOR APPLICATION

The ProFiL Programme addresses female scholars with a habilitation, habilitation candidates, junior professors, leaders of junior research groups and postdocs of Freie Universität Berlin, Humboldt-Universität zu Berlin, Technische Universität Berlin and Wissenschaftszentrum Berlin für Sozialforschung, who pursue a professorship. The programme is offered in German and in English. The German programme line requires a very good command of German and the English line a very good command of English (C1 level). The English programme line is intended for international female scholars. International researchers based at the Charité – Universitätsmedizin Berlin may apply for the English programme line. If you wish to participate, you should be prepared to:

- actively engage in building a mentoring relationship
- participate in the programme’s seminars and the evaluation

A fee of 150 Euro is charged.

APPLICATION & SELECTION PROCEDURE

Acceptance to the programme ensues via a two-staged process: A written application and a selection interview. Your written application should contain:

- your letter of motivation, in which you explain your motivation to participate in the programme and your goals
- an outline of your current research project or the topic of your habilitation (max. 1 page)
- details regarding the (planned) completion of the habilitation, or the current phase of your qualification
- your CV including the grade for the doctoral thesis
- a complete list of your academic accomplishments (publications, teaching, lectures, third-party funding, prizes, etc.)

Deadline for applications is 26 May 2023.

CONTACT & FURTHER INFORMATION

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Inter-University Programme for Female Scholars Preparing for a Professorship
February 2024 to March 2025

SUPPORTED BY THE

Federal Ministry of Education and Research

Berlin University Alliance
Funded under the Excellence Strategy of the Federal Government and the Länder by the Berlin University Alliance
THE PROGRAMME

The 17th ProFiL round, offered in German and English, is scheduled from February 2024 to March 2025, admitting a cohort of 66 female researchers. The programme combines mentoring, seminars and training sessions on issues of specific interest to scholars as well as strategic networking within the ProFiL Network.

Each programme round is launched by an official kick-off event.

MENTORING

The programme offers its participants two forms of mentoring:
- one-to-one mentoring with a professor
- group mentoring with several participants and one or two professors

The mentors are experienced professors from universities or non-university research institutes, or leaders of companies and other relevant organisations where appropriate. Mentoring for international participants will be conducted in English.

The mentors counsel the mentees on career planning and provide them with constructive feedback about their academic profile, accomplishments and skills. They share important information on fulfilling leadership requirements and on structures and processes in research and academia, explain unwritten rules and facilitate access to networks.

The mentoring is prepared and continuously supported by workshops and one-to-one conversations. Besides clarifying the appropriate mentoring form, a profile for selecting a mentor is created with each participant, or the participant names specific persons of her choice.

The Head of the ProFiL Programme and the coordinators of the English programme line arrange the contact and are continuously available as contact persons. The mentors can choose between personal and phone conversations, which are adapted to their time restraints.

TRAINING

Over the course of the programme, six seminars are organized. Their content is adjusted to the needs and interests of the participants.

- “Potential Analysis & Career Planning” (2 days)
- “Appointment Procedures in Germany” (3 days)
- “Appointment Procedures in Selected Higher Education Systems” (2 days)
- “Leadership Demands in Academia” (3 days)
- “Higher Education Management & Higher Education Policy” (2.5 days)
- “Acquisition of Third-Party Funding” (1 day)

NETWORKING

The ProFiL Network and the ProFiL Network Association, funded in 2013, offer the participants stable and sustainable supporting structures. They promote networking and the exchange among researchers and support the exploration of potential collaborations with:

- events with discussion rounds and “networking dinner”
- annual networking conferences
- informal personal contact

Furthermore, a dialogue with leaders in academia, politics and other fields is promoted in order to discuss future requirements and innovative reform models for higher education and the science system from a broader perspective.

COACHING

For participants in particularly challenging and in conflict situations, professional coaching is offered, the costs of which may be covered in whole or in part.