

# WELCOME

## Get to know five career building programmes for female scientists at Swiss Universities

- REGARD (Manuela Schicka)
- Réseau romand de mentoring pour femmes (Manuela Schicka)
- CONNECT (Ines Günther)
- FLP Foster. Lead. Promote. (Chantal Mellier)
- feminno (Daniela Gunz)

### Information

- Webinar is **not recorded**, but slides will be provided afterwards.
- Please use **Chat or FAQ** to ask your questions.

**FLP** Foster.  
Lead.  
Promote.

A career-building program  
for women in science

 réseau romand de  
mentoring pour femmes

**feminno**

Info Event

May 15th, 2025  
12.15 – 13.00

Webinar\*

**CONNECT**

Connecting Women's Careers  
in Academia and Industry

**REGARD**<sup>®</sup>  
ateliers pour l'égalité dans  
les carrières académiques



# **REGARD – TRANSVERSAL SKILLS WORKSHOP PROGRAM FOR WOMEN RESEARCHERS**

MANUELA SCHICKA

COORDINATOR OF THE RRM AND THE WORKSHOP PROGRAM REGARD

University of Fribourg

## DESCRIPTION

- Collaboration of Equal opportunity offices of the universities of Fribourg, Geneva, Lausanne, Neuchâtel, EPFL, and the Geneva Graduate Institute and HES-SO (passive partner)
- Workshops on academic career management:
  - Academic career planning
  - Research project management
  - Communication tools
  - Personal development
- Place for discussion and exchange with other female researcher
- More than 4000 participants since 20 years

## TARGET GROUP

- Assistants
- PhD candidates
- Post-docs
- Senior researcher
- Professors
- Since 2021: some workshops also for men

## ADDITIONAL INFORMATION

- Registration opens 6 weeks before workshop date
- Participation free of charge, but cancellation fee (if cancelled less than 7 days before workshop without valid reason)
- Also open for researcher from other institution (CHF250, priority is given to researcher from partner institutions)
- More information: <https://www.unifr.ch/regard/en/> or [manuela.schicka@unifr.ch](mailto:manuela.schicka@unifr.ch)

# PROGRAMME PROGRAM 2025

## SE PRÉPARER À UNE LEÇON D'ÉPREUVE

Dr. Malory Schaub, responsable du Pôle de Soutien à l'Enseignement et l'Apprentissage  
4 FÉVRIER, 09H-12H, UNIGE  
inscription dès le 1<sup>er</sup> janvier

## VULGARISER ET PARLER AUX MÉDIAS

Virginie Plouff, formatrice, spécialiste en communication, ex-journaliste RTS  
27 FÉVRIER, 09H-12H, UNIL  
inscription dès le 5 janvier

## ALLY TRAINING FOR MEN: HOW TO STAND UP AGAINST DISCRIMINATION, SEXISM, AND BIAS

Bertino Palazzo, expert in ethical leadership  
6 MARCH, 10AM-5PM, UNIL  
Registration starts 21 January

## THE RESEARCH PROPOSAL: HOW TO CONVINC REVIEWERS TO FUND YOUR RESEARCH - FOCUS SNSF

Suzanna Matuschak, coach and consultant  
11 MARCH, 10AM-4PM, ONLINE  
Registration starts 28 January

## PUSHING BACK AGAINST EVERYDAY SEXISM

Joulyne Lima, psychological advisor, EPFL  
20 MARCH, 9:30AM-5PM, UNIL  
Registration starts 4 February

## EMOTIONAL INTELLIGENCE: WHY IT MATTERS

Silke Machler, cognitive psychologist & executive coach  
24 MARCH & 7 APRIL, 9AM-5PM, GENEVA GRADUATE INSTITUTE  
Registration starts 10 February

## INCLUSIVE LEADERSHIP

Marie-Paula Hoeflinger, psychologist FSP, mediator & trainer  
28 MARCH, 9AM-4PM, UNINE  
Registration starts 16 February

RECONNAÎTRE ET AFFIRMER SES POTENTIELS  
Marta Salvadora, psychologue du travail & formatrice  
11 AVRIL, 09H-12H, UNIGE  
inscription dès le 28 février

L'ART D'ENGAGER UNE AUDIENCE  
Samuel Legier, formateur & coach  
15 AVRIL, 09H-12H, UNINE  
inscription dès le 4 mars

PROJECT MANAGEMENT FOR SUCCESSFUL RESEARCHER  
Dr. Corina Gull-Morvaj, project manager & trainer  
1 & 2 MAI, 8:30AM-5:30PM, UNIFR  
Registration starts 20 March

SUSTAINABLE PRODUCTIVITY: BALANCE YOUR TIME AND ENERGY  
Marie-Paula Hoeflinger, psychologist FSP, mediator & trainer  
9 MAY & INDIVIDUAL FOLLOW-UP, 9AM-5PM, UNIFR  
Registration starts 24 March

PITCHING MYSELF FOR INDUSTRY: MY STRATEGY FOR SUCCESS  
Romana Johnston, coach, facilitator & trainer  
27 MAY, 9AM-5PM, EPFL  
Registration starts 16 April

DESIGN YOUR FUTURE - HOW DO YOU MAKE PROFESSIONAL CHOICES?  
Ari Silo Kuusperi, certified systemic coach & psychologist  
1 & 15 SEPTEMBER, 9AM-5PM, EPFL  
Registration start 2 July

PUBLIC SPEAKING IN ENGLISH FOR RESEARCHERS  
Dr. Carmen Delgado Luchner & Andrew Hart, Language Course, UNIFR  
8 SEPTEMBER, 9:30AM-5PM, UNIFR  
Registration starts 28 July

SELF-EMPOWERMENT: DISCOVER HOW TO BUILD YOUR POWER TO ACT  
Nir Zilka, expert for leadership and professional development  
2 & 3 OCTOBER, 9AM-5PM, EPFL  
FOLLOW-UP 5, 7, 9AM-5PM, EPFL  
Registration starts 21 August

BUILDING INCLUSIVE CLASSROOMS: FOCUSING ON WHO WE TEACH AND HOW WE TEACH  
Joulyne Lima, pedagogical advisor, EPFL  
10 OCTOBER, 9:30AM-5PM, UNIGE  
Registration starts 20 August

COMMUNICATION ET VISIBILITÉ SUR LES RÉSEAUX SOCIAUX  
Virginie Plouff, formatrice, spécialiste en communication, ex-journaliste RTS  
14 OCTOBRE, 09H-12H, UNIL  
inscription dès le 4 septembre

HOW TO NEGOTIATE: TECHNIQUES AND STRATEGIES  
Dagmar Engler, coach, advisor in career development  
24 OCTOBER, 10AM-4PM, UNINE  
Registration starts 12 September

THE RESEARCH PROPOSAL: HOW TO CONVINC EVALUATORS TO FUND YOUR HORIZON EUROPE RESEARCH PROJECT  
Dr. Jennifer McClung, psychologist and biologist, Euruswarch  
12 NOVEMBER, 9:30AM-5PM, UNIGE  
Registration starts 1 October

WRITING AND PUBLISHING IN ACADEMIA  
Dr. Sarah Stauffer, psychologist FSP & scientific editor  
21 NOVEMBER, 9AM-5PM, GENEVA GRADUATE INSTITUTE  
Registration starts 10 October

COMMENT MONTER UNE ÉQUIPE DE RECHERCHE  
Brigitte Guichard, psychologue FSP, formatrice et consultante  
24 NOVEMBRE, 09H-12H, UNIL  
inscription dès le 13 octobre

PITCHING MYSELF FOR INDUSTRY: HONING MY APPLICATION SKILLS  
Romana Johnston, coach, facilitator & trainer  
27 NOVEMBER, 9AM-5PM, ONLINE  
Registration starts 16 October

## LÉGENDE

- DOCTORANT·E·S (PHD CANDIDATES)
- CORPS INTERM. ACADÉMIQUE (INTERMEDIATE ACADEMIC STAFF)
- PROFESSEUR·E·S (PROFESSORS)
- COMMUNICATION
- DÉVELOPPEMENT PERSONNEL (PERSONAL DEVELOPMENT)
- CARRIÈRE (CAREER)
- GESTION DE PROJET (PROJECT MANAGEMENT)
- ATELIERS POUR FEMMES (WORKSHOP FOR WOMEN)
- ATELIERS POUR HOMMES (WORKSHOP FOR MEN)

# THE RÉSEAU ROMAND DE MENTORING POUR FEMMES – A MENTORING PROGRAM TO SUPPORT WOMEN IN ACADEMIA

MANUELA SCHICKA

COORDINATOR OF THE RRM AND THE WORKSHOP PROGRAM REGARD

University of Fribourg

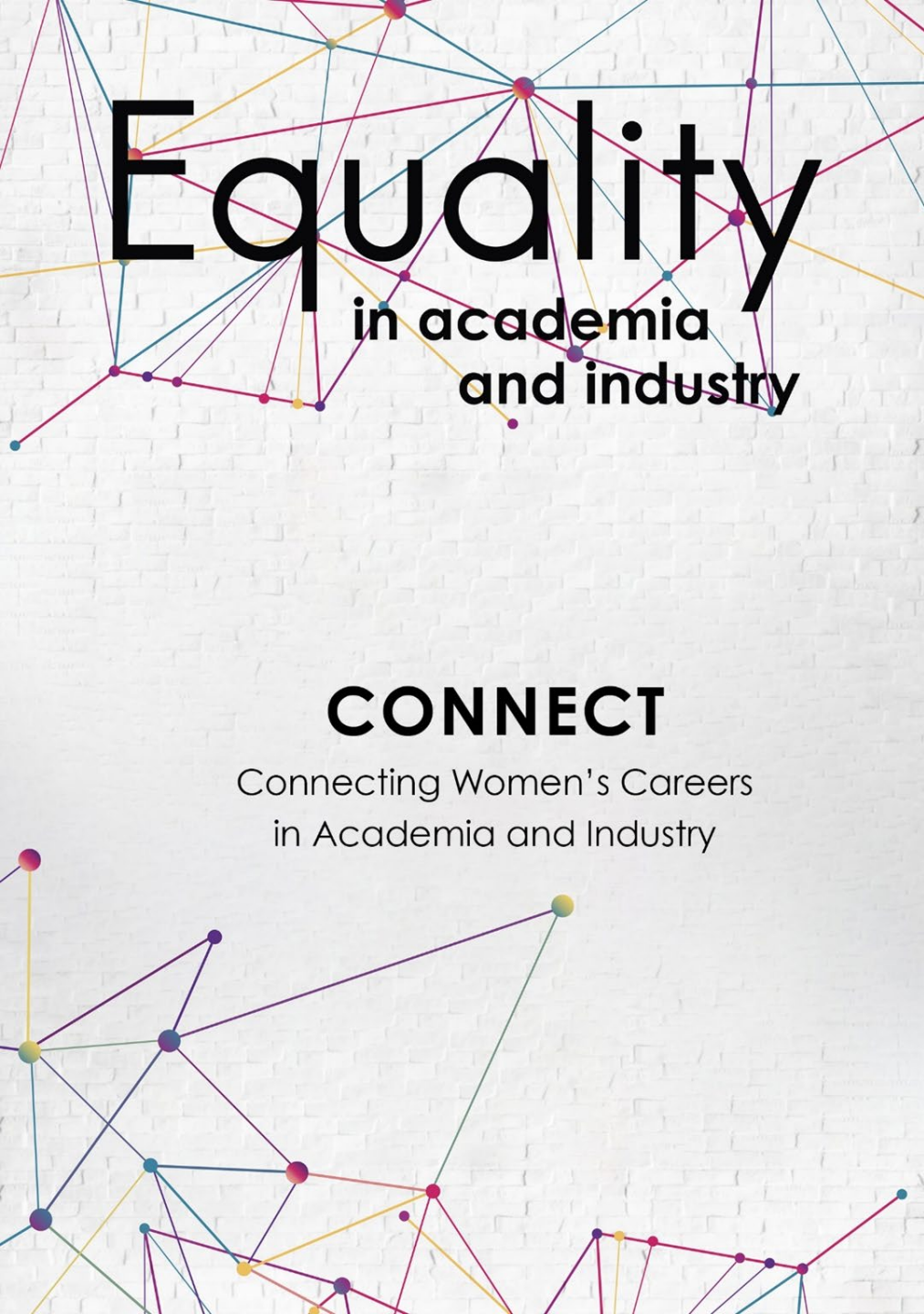
## DESCRIPTION

- Mentoring program for women who want to pursue an academic career
- Corporation between the Equal opportunities' offices at the Universities of Geneva, Lausanne, EPFL, Neuchâtel and Fribourg
- Also financed by the SNFS
- Exists since 2000
- More than 300 mentees took already part

- Program length: 18 months
- One-to-one mentoring with an experienced professor
- 4 group meetings for mentees with workshops

## ADDITIONAL INFORMATION

- 13<sup>th</sup> edition from April 2025 – December 2026
- 14<sup>th</sup> edition: application process starts beginning 2027
- Participation is free of charge
- More information: <https://www.unifr.ch/f-mentoring/en/> or [manuela.schicka@unifr.ch](mailto:manuela.schicka@unifr.ch)



# Equality

in academia  
and industry

## CONNECT

Connecting Women's Careers  
in Academia and Industry

*“A lot of myths about the industry  
were dispelled.”*

**Aim:**

- Links academia with industry and public sector in a unique way
- Provides insights into non-academic career paths
- Enables interaction with inspiring role models
- Motivates you to reflect on your career
- Provides advice and behind-the-scenes insights into the application processes
- Offers a supportive and encouraging network of women in the same situation as you

*«Actually having access to those working in industry and being able to ask them questions, allowing for better understanding of the types of positions, work, benefits, and detriments of working in industry.»*

# CONNECT – Partner organisations

## Academia



UNIL | Université de Lausanne



Materials Science and Technology



Open to participants from **all Swiss universities** (if institutional fee is also covered)

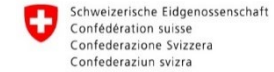
## Industry (previous)



Seeing beyond



## Public Sector



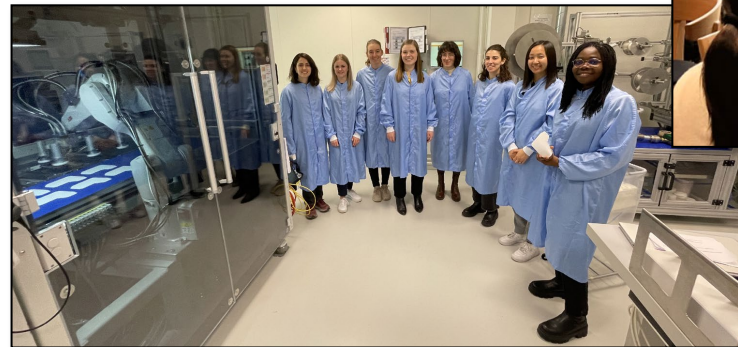
Federal Department of the Environment, Transport, Energy and Communications  
DETEC



Fachhochschule Nordwestschweiz  
Hochschule für Technik

# CONNECT – Program Structure

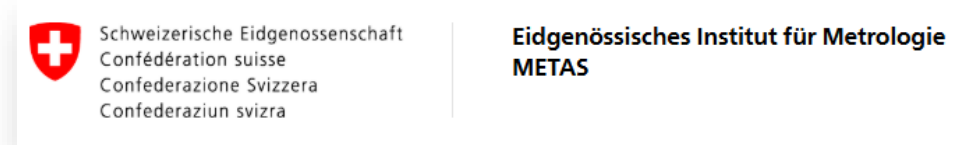
- **CV-preparation** (online tutorial)
- **Kick-off Workshop**
  - Reflecting on current situation and career options
  - Communication skills & experience
- **Meeting role models at partner sites**
  - Hear inspiring career stories
  - Interact with HR professionals and get insights into the recruiting processes
  - Visit companies' sites and experience their culture
- **Closing event**
  - Reflect on CONNECT journey
  - More inspiration
  - First success stories
- Be part of a **supportive & encouraging network**



# CONNECT Round 7 – Next Steps

- **Interested in a non-academic career (industry or public sector)?**
- Application window: **1 June - 20 July 2025**
  - Online form
  - CV (max. 2 pages)
  - Motivation letter (max. 1 page)
- Review and selection by a neutral committee: The evaluation criteria are primarily motivation, expectations, and interest in the program
- **End of September:** Participants are informed about results of selection process
- **Oct 2025 - Apr 2026:** CONNECT Round 7
- Fee: 450 CHF participants, 750 CHF institutions

**New Project Leader since beginning of May: Alona Bärtschi**  
**([alona.baertschi@psi.ch](mailto:alona.baertschi@psi.ch))**



*Industrial partner in Western Switzerland (tbc)*



*Fringe benefit for CONNECT participants:  
Opportunity to join the on-site visit at Roche in frame of **feminno***



# What former participants say about CONNECT



*Kaoutar Radi, previously postdoctoral researcher at ETH Zürich, now project manager at Hilti in Liechtenstein*

*«The program is a fantastic chance to ... come into contact with people who have similar goals. If you're thinking about making the move from the academic world to the private sector, I can recommend it highly»*

*«It helped me to refine my CV by focusing on transferable skills that are valuable in both science and the private sector. ... it prepared me for the interview process, since it gave me instructions in how to present myself effectively.»*



*Weronika Ofierska, previously PhD candidate at ETH Zürich, now lab specialist in the Gubelin Gem Lab in Lucerne*



More impressions of CONNECT

# FLP program – Foster. Lead. Promote.

(formerly known as Fix the Leaky Pipeline Program)

<http://www.foster-lead-promote.ch/>

Project Managers

EPFL - Kristin Becker and Chantal Mellier

ETHZ - Daniela Hansen

## FLP program – Foster. Lead. Promote.: History – Aims

- Career-building program in the ETH Domain (ETH Zurich, EPFL, PSI, Empa, Eawag, WSL)
- Established in 2007
- Round 2025 – 2028
- Funding by ETH Board, ETH Institutions
- Target group: female doctoral students, postdocs + other young scientists
- Help female scientists to continue their career in academia and show alternatives in industry
- Raise more women in leading positions in science and industry

### Coaching groups

- 6 groups at ETH Zurich & EPFL
- 8 participants per group
- 1 professional coach
- 5 coaching sessions (5 x ½ day)
- Participation in all 5 sessions
- Fee:
  - PhD students 200 CHF
  - Postdocs 300 CHF
- Individual coaching session (50 CHF)

**Please check start of registration on the  
website! Usually about six weeks before the  
start.**

### Courses

- 8 courses at ETH Zurich & EPFL
- Topics: Interviewing, Networking, Emotional Intelligence, Design your Future, Self-Empowerment, Transition academia to industry, Career planning, Presentation skills
- 8-12 participants / 1 trainer
- 1-2,5 days, April - October 2025
- Individual coaching session (CHF 50)
- Fee:
  - PhD students: 1d: 60 CHF / 2d: 120 CHF
  - Postdocs: 1d: 100 CHF / 2d: 180 CHF

Mentoring

**One-to-one Mentoring**

- More experienced person (mentor from academia or industry) – less experienced person (mentee)
- For doctoral students (3<sup>rd</sup> year and above) and postdocs
- Individual coaching session CHF 50
- 1 year

**Next application window will open in autumn 2025. Start of mentoring in spring 2026.**

**Peer Mentoring**

- Group of persons (peers) constitute themselves as group
- 2-5 senior mentors (from academia or industry) assist the group selectively
- For doctoral students and postdocs
- Set a career-relevant topic on which the group wants to work
- Group organises workshops with trainers
- Budget of CHF 5000
- 1 year

**Next application window will open in January 2026. Start of peer mentoring Summer 2026.**

Events

Networking event

- Program presentation
- Networking
- Panel discussion with role models - female professors / group leaders from ETH Domain and from industry
- No fee

Online lunch events on career relevant topics

- 2025: How to become a group leader by a former Assistant Professor of ETH Zurich
- No fee



University of  
Zurich<sup>UZH</sup>

ETH zürich



University  
of Basel

*feminno*

## Zurich-Basel Plant Science Center

Dr. Daniela Gunz  
feminno project coordinator

**Contact details:**

[daniela.gunz@uzh.ch](mailto:daniela.gunz@uzh.ch)

[www.feminno.ch](http://www.feminno.ch)

Follow us on LinkedIn: <https://www.linkedin.com/company/feminno>



*feminno* – female  
innovation and career  
development in  
Sciences

Guide for applicants



## Zurich-Basel Plant Science Center

### feminno program – female innovation and career development in sciences

- **Started in 2018**, completed **8 rounds** to date (app. 150 women)
- **Call 9 to start in Sept. 2025**
- For **female scientist or alumna from a Swiss University, ETH or UAS**
  - interested in innovation and personal development
  - interested in career opportunities, especially in Switzerland, at the interface between research, innovation and industry
  - wanting to develop ideas into an innovation, generating a new technology, product or service either in cooperation with an enterprise or as a start-up
- Coordinated by the **Zurich-Basel Plant Science Center** and supported by
  - Career Services
  - Offices for Gender Equality and Diversity
  - Graduate Campus of University of Zurich
  - Life Sciences of ETH Zurich and University of Zurich
  - Faculties of Medicine and Sciences of UZH
  - Dept. of Environmental System Sciences at ETH Zurich



## Zurich-Basel Plant Science Center

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### Course Program - Dates

- **Career retreat:** Three full day sessions: 23-25 September 2025
- **Innovation Workshop:** Create a Business Model Canvas; Two full day sessions: 14-15 October 2025
- **Innovation seminars:** Two full day sessions on IP, fundraising, pitching and value-based design of a start-up: November 2025 (*Dates to be confirmed*)
- **Negotiation skills for conflict situations, business deals:** Two full day sessions: 20-21 January 2026
- **Company visits (Roche / Biotechpark Schlieren TBC):** 1-2 (virtual) visits: Dec 2025–February 2026
- **Closing event** with the feminno community. Presentations, Networking, Celebration: Early March 2026
  
- **Application window opens mid-June 2025** – see here: <https://blogs.ethz.ch/feminno/application/>

### Zurich-Basel Plant Science Center



innovation ecosystem



- Career Retreat
- Leadership skills
- Negotiation skills
- LEADER FAIRS

cross talk

- Innovation Seminars
- Company visits
- Exploratory workshops

Populate **Action Plan**



motivateyourselves.com

Present **Your innovation ecosystem**



## Zurich-Basel Plant Science Center

### This program **IS** for you

- You are a female PhD student (best in years 3-5), postdoc, researcher, lecturer, alumna in life science, natural sciences, tech, IT, social sciences (and related fields in health, medicine, ecology etc.), or any other study program enrolled in a Swiss university or university of applied sciences
- **You have an idea for a start-up, spin-off or industry collaboration that you want to bring forward.**
- You want to commit to 10 days of workshop and lectures (*mainly in person and some virtually*) and many hours of self-study in roughly half a year.

### This program **IS NOT** for you

- You are not a female PhD student (best in years 3-5), postdoc, researcher, lecturer, alumna in life science, natural sciences, tech, IT, social sciences (and related fields in health, medicine, ecology etc.) or any other study program enrolled in a Swiss university or university of applied sciences
- **You have no start-up idea, and you do not want to become an entrepreneur at all**
- **You definitively want to go into industry and only need a little support in learning how to apply for such a position.**
- You may have already participated (recently) in other similar programs.

	<b>Réseau romand de mentoring pour femmes</b>	<b>REGARD</b>	<b>CONNECT</b>	<b>FLP program – Foster. Lead. Promote.</b> (formerly Fix the Leaky Pipeline)	<b>feminno</b>
<b>Target audience</b>	Female Phd students in last year, post-docs	Female PhD students, post-docs and professors (few workshop also for men)	Female Postdoc candidates, female PhD students at least in the second half of the PhD	Female PhD students, postdocs, other young scientists	Female PhD students, postdocs, other young scientists, researchers, alumnae etc.
<b>For participants from which Institution</b>	All universities in Western Switzerland and EPFL	All universities in Western Switzerland, EPFL and Geneva Graduate Institute, if places available, open for all institutions	ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL), University of Lausanne, NCCR PlanetS, all Swiss universities (if institutional fee is also covered)	ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL)	All Swiss Universities, ETH group and affiliates, all Swiss unis of applied sciences, plus alumnae from these universities / UAS
<b>Offerings</b>	One-to-one mentoring, Group meetings with workshops on soft skills, networking with other women in sciences	One- or two-day workshops with (female) experts on career developing	A series of in total 6-7 one-day workshops about career development, CV preparation and at company sites meeting role models from industry as well as universities of applied sciences.	Coaching groups, courses, mentoring (one-to-one + peer), individual coaching, networking events (Participants choose in which offerings they want to participate)	feminno bridges academic research career to entrepreneurship and industry career. Innovation workshops and seminars as well as personal development training by career advisers, coaches, innovation experts and executives from life-sciences, tech, consulting enterprises
<b>Costs</b>	Free of charge	Free of charge for participants of the Western Switzerland universities, EPFL and Geneva Graduate Institute, for others CHF250/day	CHF 450 participation fee, plus CHF 750 covered by institution	CHF 50 - 300	CHF 150 for ETH and UZH PhDs, 400 for ETH and UZH postdocs, CHF 800 for other universities and UAS, 2200 CHF for alumnae
<b>Deadlines</b>	Next edition starts in the beginning of 2027	Inscription starts 6 weeks before workshop	Application window: June 1 until July 20, start in October 2025	Different deadlines for each offering	Application for call 9 will open mid June, deadline for application is July 31. Start in Sept. 2025
<b>Special conditions</b>	Applicants have to be subscribed to one of the institution (PhD students) or being under contract	Some workshops are open only for a specific target group	Employment contract during time span of the program with one of the academic institutions.	Employment contract during time span of offering in ETH Domain	ETH alumnae may get at visitor status at ETH and could profit from a lower fee.