

# Presentation of five career building programmes for female scientists at Swiss Universities

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Information event

May 31<sup>st</sup>, 2023

12.15-13.00

Fix the leaky  
pipeline!

A career-building program  
for women in science

ETH Domain's  
Group of Equal  
Opportunities for  
Women & Men

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


*feminno*

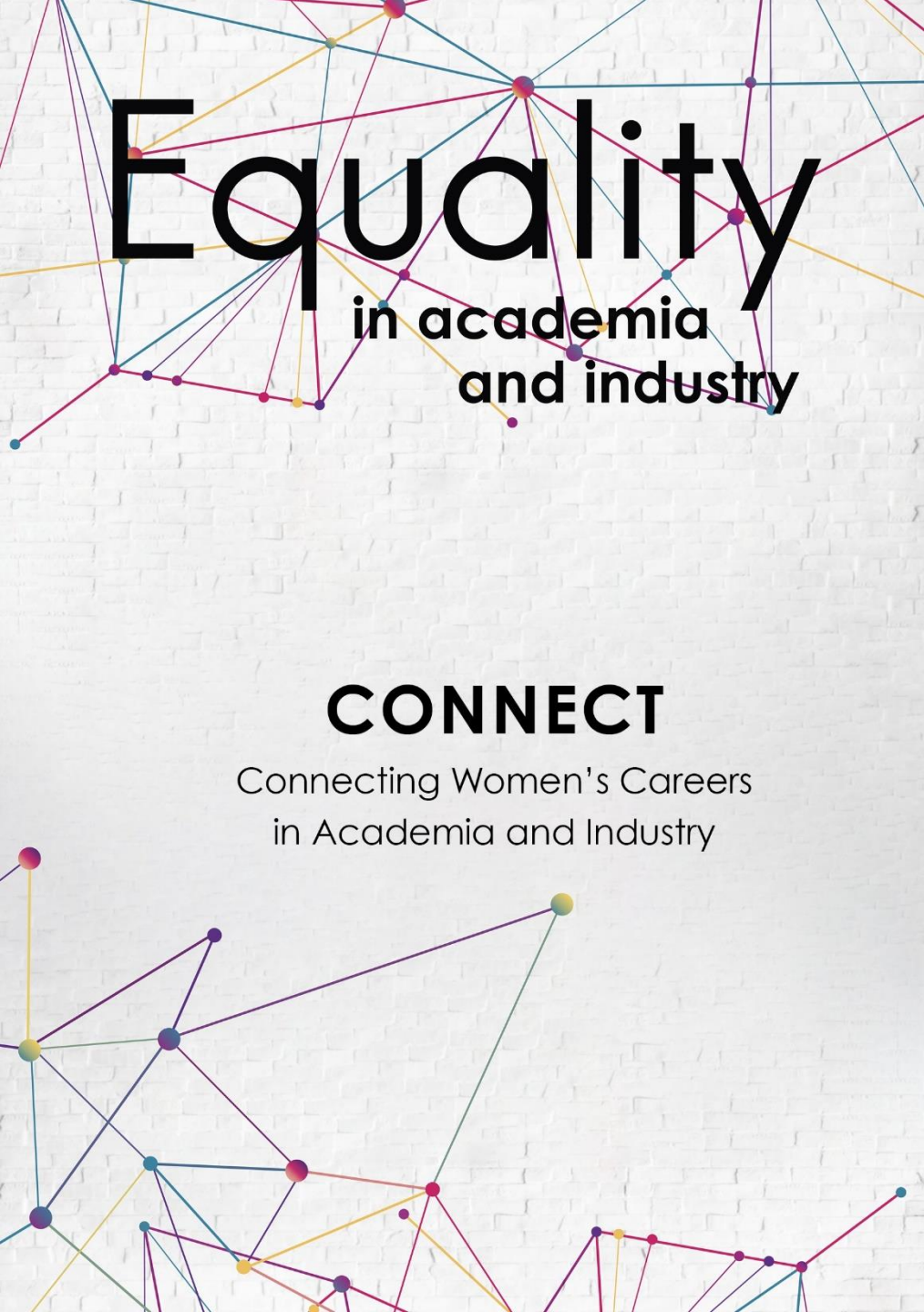
**CONNECT**

Connecting Women's Careers  
in Academia and Industry

Info Event  
May 31st, 2023  
12.15-13.00

UZH KO2-F-175 or  
Zoom

 réseau romand de  
mentoring pour femmes



# 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
- Lets you interact with inspiring role models
- Motivates you to reflect on your career
- Provides advice on and behind-the-scenes insight into application process
- Offers a supportive and encouraging network of women in the same situation as you

# CONNECT – Project Partners

## Academia:

**eawag**  
aquatic research

**EPFL**

**ETH zürich**



**Universität  
Zürich** UZH



**Empa**

Materials Science and Technology

PAUL SCHERRER INSTITUT

**PSI**



## Industry/Public Sector:

**BAIN**  
& COMPANY



**n|w**



Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra

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

**SENSIRION**  
THE SENSOR COMPANY

**HILTI**



SWITZERLAND  
INNOVATION  
PARK INNOVAARE

*«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 – Program Structure

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



# CONNECT – Next Steps

- **Interested in a non-academic career?**
- Apply until **June 16th**
  - Online form
  - CV (max. 2 pages)
  - Motivation letter (max. 1 page)
- Review and selection by neutral committee  
Evaluation criteria are mainly motivation, expectations and interest in the program
- mid-July: Participants are informed about results of selection process
- Sept 2023 - Mar 2024: CONNECT Round 5



# CONNECT – Overview

<b>Target audience</b>	Female PhD students in 3 <sup>rd</sup> or 4 <sup>th</sup> year, female postdoc candidates
<b>For participants from which Institution</b>	ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL), University of Zurich, and NCCRs (Automation, Bio-Inspired Materials, Molecular Systems Engineering, PlanetS)
<b>Offerings</b>	A series 7-8 one-day workshops, focusing on career development/planning, CV preparation; career opportunities, meeting/exchange with role models at company sites, between Sept 2023 and Mar 2024
<b>Costs</b>	CHF 400, plus CHF 750 covered by your institution
<b>Deadlines</b>	Call 5 open until <b>June 16th</b> , start in September 2023 Apply on: <a href="https://connect-women.ch">Application (connect-women.ch)</a>
<b>Special conditions</b>	Employment contract during time span of the program with one of the academic institutions.

*«The networking aspects both between the participants as well as between the role-models from the companies are excellent. Furthermore the general structure of first having a coaching session, then visiting the companies and finishing with all together is a nice and round concept.»*

# 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 250 mentees took already part



# OFFER

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

# TARGET GROUP AND SELECTION CRITERIA

- Women advanced in their PhD or post-doc, senior researcher
- Affiliated to partner university
- Candidates...
- Must show motivation to pursue an academic career
- Should already have undertaken some steps to achieve objectives
- Should be open minded

## ADDITIONAL INFORMATION

- 12<sup>th</sup> edition from April 2023 – December 2024
- 13<sup>th</sup> edition: application process starts beginning 2025
- Participation is free of charge
- More information: <https://www.unifr.ch/f-mentoring/en/> or [manuela.schicka@unifr.ch](mailto:manuela.schicka@unifr.ch)

# 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 HES-SO
- Workshops on academic career management:
  - Academic career planning
  - Research project management
  - Communication tools
  - Personal development
- Place for discussion and exchange with other female researcher

# 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 7days 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)



University of  
Zurich<sup>UZH</sup>

**ETH** zürich



University  
of Basel

**feminno**



Zurich-Basel Plant Science Center



University of  
Zurich<sup>UZH</sup>

**ETH** zürich



University  
of Basel



*feminno* – female  
innovation and career  
development in  
Sciences

Dr. Daniela Gunz, *feminno* project coordinator, Career Services UZH





## Zurich-Basel Plant Science Center

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

- **Started in 2018**, completed **6 rounds** to date (app. 110 women)
- **Call 7 starts in Sept. 2023**
- 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



## Course Program

- Career retreat; Three full day sessions: 19 – 21 September 2023
- Innovation Workshop: Create a Business Model Canvas; Two full day sessions: 23 – 24 October 2023
- Innovation seminars; Two full day sessions: tent. 21 – 22 November 2023
- Negotiation skills for conflict situations, business deals; Two full day sessions: 24 – 25 January 2024
- Company visits; 2-3 (virtual) visits: December 2023–February 2024
- Closing event with the feminno community; Presentations, Networking, Celebration: Early March 2024



Zurich-Basel Plant Science Center



innovation ecosystem



Innovation-ecosystem.com

- Career Retreat
- Leadership skills
- Negotiation skills

- Innovation Seminars
- Company visits
- Exploratory workshops

cross talk

Populate Action Plan



motivateyourself.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.) 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 12 days of workshop and lectures (in person and 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.) enrolled in a Swiss university or university of applied sciences
- You have no clear idea what you would like to do once you finish your PhD, postdoc.
- You only need a little support in learning how to apply for an industry position.
- You may have already participated (recently) in other similar programs.



## More information

- [www.feminno.ch](http://www.feminno.ch) : Application for Call 7 starts mid-June 2023
- Follow us on LinkedIn: <https://www.linkedin.com/company/feminno>

# Fix the leaky pipeline!

A career-building program for women in science

ETH Domain's  
Group of Equal  
Opportunities for  
Women & Men

## Presentation of five career building programmes for female scientists at Swiss Universities

### Fix the Leaky Pipeline Programme (FLP)

Daniela Hansen, [daniela.hansen@vppl.ethz.ch](mailto:daniela.hansen@vppl.ethz.ch)

31.05.2023

[www.fix-the-leaky-pipeline.ch](http://www.fix-the-leaky-pipeline.ch)

# Fix the leaky pipeline!

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Women & Men

## Fix the Leaky Pipeline programme

- Career-building programme in the ETH Domain (ETHZ, EPFL, PSI, Empa, Eawag, WSL)
- 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

31.05.2023

[www.fix-the-leaky-pipeline.ch](http://www.fix-the-leaky-pipeline.ch)

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## Networking Events

- Annual programme starts with a Kick-off event in February/March
- Provide information about the programme
- All the coaches and trainers introduce themselves
- Panel discussion with female professors / group leaders

31.05.2023

[www.fix-the-leaky-pipeline.ch](http://www.fix-the-leaky-pipeline.ch)



# Fix the leaky pipeline!

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## Coaching

- 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: 250 CHF for all sessions
- Individual coaching session (50 CHF)

## Courses

- 8 courses at ETH Zurich & EPFL
- Topics: Interviewing, Self-Marketing, Career planning, Networking, Power Games, Emotional Intelligence, Design your Future, Unconscious bias etc.
- Individual coaching session (CHF 50)
- 12 participants / 1 trainer
- 1-2 days, April - December 2022
- Fee: 1 day course 80 CHF  
2 day course 150 CHF

**Please check start of registration on the website!**

31.05.2023

[www.fix-the-leaky-pipeline.ch](http://www.fix-the-leaky-pipeline.ch)

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## 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
- 1 year

**Application windows for this year already closed. In 2024 no mentoring offerings.**

### 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

31.05.2023

[www.fix-the-leaky-pipeline.ch](http://www.fix-the-leaky-pipeline.ch)

	<b>CONNECT</b>	<b>Réseau romand de mentoring pour femmes</b>	<b>REGARD</b>	<b>feminno</b>	<b>Fix the Leaky Pipeline (FLP)</b>
<b>Target audience</b>	Female PhD students in 3rd or 4th year, female postdoc candidates	Female PhD students in last year, post-docs	Female PhD students, post-docs and professors (few workshop also for men)	Female PhD students, postdocs, other young scientists, researchers, alumnae etc.	Female PhD students, postdocs, other young scientists
<b>For participants from which Institution</b>	ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL), University of Zurich, and participating NCCRs	All universities in Western Switzerland and EPFL	All universities in Western Switzerland and EPFL, if places available, open for all institutions	All Swiss Universities and affiliates, all Swiss unis of applied sciences, plus alumnae from these universities / UAS	ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL)
<b>Offerings</b>	A series 7-8 one-day workshops, focusing on career development/ planning, CV preparation; career opportunities, meeting/exchange with role models at company sites, between Sept 2023 and Mar 2024	One-to-one mentoring, Group meetings with workshops on soft skills, individual coaching (financial contribution), networking with other women in sciences	One- or two-day workshops with (female) experts on career developing	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	Coaching groups, courses, mentoring (one-to-one + peer), individual coaching, networking events (participation in parts of programme is possible)
<b>Costs</b>	CHF 400, plus CHF 750 covered by your institution	Free of charge	Free of charge for participants of the Western Switzerland universities and EPFL, for others CHF250/day	CHF 150 for ETH and UZH PhDs, 400 for ETH and UZH postdocs, CHF 800 for other universities and UAS, 2200 CHF for alumnae	CHF 50 - 250
<b>Deadlines</b>	Call 5 (Sept 2023 – March 2024) Deadline: 16 June 2023	Next edition starts in the beginning of 2025	Inscription starts 6 weeks before workshop	Application for call 7 open will open mid June, deadline for application is July 30. Start in Sept. 2023	Different deadlines for each offering
<b>Special conditions</b>	Employment contract during time span of the program with one of the academic institutions.	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	ETH alumnae may get at visitor status at ETH and could profit from a lower fee	Employment contract during time span of offering in ETH Domain