

navigare – Career Coaching



Program for International
Women in Science

What is navigare about?

The navigare coaching program addresses international women early-career researchers considering a career in science.

The main objective of the program is to support you in framing your own career objectives and helping you to prepare and position yourself for a career in academia.

In the course of the program, you will acquire central competencies for your career management in an international academic context. The science system itself and its gender-specific demands will play an important role.

Within an international and interdisciplinary group of participants, you will get the chance to learn with and from each other as well as:

- develop your own skills profile and shape your career more strategically
- reflect on (in)formal obstacles you might face in the academic system
- formulate your needs with regard to a healthy work life balance
- reflect on your individual capabilities and enhance your competencies
- learn about your understanding of leadership
- learn how to establish constructive communication and conflict resolution
- learn how to stimulate cooperation and cross cultural team work

Planning a scientific career in an international context

Intensive research and teaching, collaborating with international partners from different disciplines, as well as a vivid, flexible, and cross-cultural working environment are important motivations for a rewarding career in science.

At the same time, you have probably experienced that working in an (foreign) academic system leads to many challenges. These include different (gender) role-expectations, intercultural relations, the understanding of career perspectives, and structural differences in the higher education system. In the context of high mobility requirements, an academic career places special demands on scientists with family responsibilities or with special needs.

Furthermore, outstanding scientific qualifications alone are often not sufficient to pursue a career in academia successfully. Networks and informal support still play a crucial role, yet they are not available for everyone in the same way.

navigare focuses on possible challenges and informal obstacles that especially women might face in international working environments. With a group of peers from various faculties and research groups, you will acquire strategies to develop your career in academia actively. During the one-year program, you will have the opportunity to build the basis for a strong network for mutual exchange and support with your fellow participants.

Program Schedule

> INFORMATION & ORIENTATION

March 21, 2023 / 9 a.m. – 12.30 p.m.

> SELF-LEADERSHIP IN THE

GERMAN ACADEMIC SYSTEM

April 21, 2023 / 9 a.m. – 4 p.m.

> SKILLS PROFILE – BEING AWARE OF »WHO I AM«

May 25, 2023 / 9 a.m. – 4 p.m.

> CAREER PATHS – GET ON WITH YOUR CAREER

June 22, 2023 / 9 a.m. – 4 p.m.

> CONFLICT MANAGEMENT AND RESILIENCE

July 20, 2023 / 9 a.m. – 4 p.m.

> NETWORKING & TEA TIME

September 15, 2023 / 9 a.m. – 4 p.m.

> SUSTAINABLE DIALOGUES IN ACADEMIC SETTINGS

October 13, 2023 / 9 a.m. – 4 p.m.

> INTERNATIONAL TEAM WORK IN ACADEMIA

November 16, 2023 / 9 a.m. – 4 p.m.

> FINAL EVALUATION

December 5, 2023 / 9 a.m. – 12 p.m.

All on site workshops will be held in barrier free seminar rooms at the »House of Science«.

If you require childcare during the workshops, please contact Dr. Lisa Spanka, program coordinator.

Trainer

Dr. Christine Kohistani is advisor, trainer, coach (DGfC), and partner of SAMINWORLD in Düsseldorf. She has a great deal of working experience in industry and cross-cultural project management in science.

Entrance requirements

navigare is open for women early career researchers (PhDs/post-docs) aiming for a career in academia and who belong to one of the supporting institutions.

To participate, we ask you to engage in the program with:

- strong commitment to develop your career in academia
- high motivation to learn within a group
- serious willingness to reflect on gender biases in science
- sufficient time resources for binding participation

navigare was designed in the idea of promoting women in science and research in 2015. We understand woman as a gendered identity position that comprises a variety of experiences and life plans. We would like to make the program accessible to as many interested people as possible. Anyone who identify themselves, are defined or seen as a woman as well as persons who identify themselves as trans*, inter* and non-binary who can locate themselves in this context are welcome to apply for participation.

Application procedure

1. Clarify with the coordinator/manager of your research group or graduate school whether the costs for your participation can be covered.
2. Register for participation in the information workshop until March 3, 2023, via the MAPEX and MARUM website or via your program coordinator.
3. Attend the information workshop on March 21, 2023, where you have the chance to meet the trainer as well as other PhDs and post-docs interested in the program. You will learn more about the aims and topics addressed in the navigare program.
4. To participate bindingly in the program, apply until March 31, 2023, by contacting Dr. Lisa Spanka at lisa.spanka@vw.uni-bremen.de.

Supporting Institutions

The Equal Opportunities Office offers the navigare career coaching program as a joint initiative of the following institutions:



Contact

Dr. Lisa Spanka, program coordinator navigare
Phone: +49 421 218–60186
lisa.spanka@vw.uni-bremen.de
www.uni-bremen.de/navigare-career-coaching

University of Bremen

Equal Opportunities Office

Administrative Unit 04 | navigare – career coaching
Universitäts-Boulevard 11/13, GW2, A 4300
28359 Bremen