

# navigare – Career Coaching



For International  
Women in Science

## What is navigare about?

**The coaching program navigare addresses international female early career researchers (ECR) considering a career in science.**

The main objective of the programme is to support them in framing their own career objectives and helping them to prepare and position themselves for a career in academia.

In the course of the program the participants will acquire central competences for their career management in science in an international context. The science system itself and its gender-specific demands will play an important role.

**The participants are offered to:**

- develop their own skills profile and learn about their understanding of leadership
- shape their career more strategically
- formulate their needs with regard to a healthy work-life-balance
- reflect their individual capabilities and enhance competencies
- learn about establishing constructive communication and conflict resolution
- stimulate cooperation and cross-cultural team work
- share their experiences and learn from each other

## Planning a scientific career in an inter- national 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 scientific career.**

At the same time, working in a (foreign) academic system leads to many challenges. These range from different role-expectations (including gender roles), intercultural relations, to the understanding of career perspectives and structural differences in the higher education systems. In the context of high mobility requirements, an academic career places special demands on scientists with family responsibilities.

In addition, outstanding scientific qualifications alone are often not sufficient for a successful career. Therefore, women in particular ask themselves whether they should pursue a scientific career and take the stony path to professorship.

navigare focuses on challenges and informal obstacles that especially women in international working environments might face. With a group of peers, the participants will learn strategies for developing their own career in the international science context actively. During the one-year program, they will have the opportunity to build the basis for a strong network for mutual exchange and support.

## Program Schedule

### > Kick-Off

25.01.2022 / 9 am – 1 pm

### > Science Compass. Working and Career Opportunities in German Academia

17.02.2022 / 9 am – 5 pm

### > Self-Marketing. Strengthening Self-Awareness and Skills Profile

24.03.2022 / 9 am – 5 pm

### > Career Paths. Career Perspectives inside and outside of Academia

03.05.2022 / 9 am – 5 pm

### > Building Networks in International Environments & Teatime

16.06.2022 / 9 am – 5 pm

### > Conflict Management and Resilience

12.07.2022 / 9 am – 5 pm

### > Sustainable Dialogues. Effective Communication in Academic Settings

23.09.2022 / 9 am – 5 pm

### > Cross-Cultural Collaboration. International Teamwork in Academia

22.11.2022 / 9 am – 5 pm

### > Final

15.12.2022 / 9 am – 1 pm

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

Further details on the program are available on the websites of the Office for Equal Opportunities, MAPEX and MARUM.

## Trainer

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

## Entrance requirements

navigare is open for female early career researchers aiming for a career in science and who belong to one of the supporting institutions.

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

- strong commitment to developing your career in science.
- high motivation to learn with in a group.
- sufficient resources of time and binding participation.
- an interest in and the willingness to reflecting gender biases in science.

Upon completion of the program, you will receive a certificate, provided you have attended at least 75% of the workshops.

## Application procedure

1. Clarify if the costs for your participation can be covered by contacting:
  - Dr. Hanna Lührs (MAPEX): [mapex@uni-bremen.de](mailto:mapex@uni-bremen.de)
  - Dr. Christina Klose (MARUM): [cklose@marum.de](mailto:cklose@marum.de)
  - Dr. Hagen Langer (EASE): [hlanger@uni-bremen.de](mailto:hlanger@uni-bremen.de)
2. Apply for participation in the half-day kick-off workshop until January 14<sup>th</sup>, 2022 via the MAPEX or MARUM website.  
For EASE-members via: [hlanger@uni-bremen.de](mailto:hlanger@uni-bremen.de)
3. Attend the half-day kick-off workshop on 25<sup>th</sup> of January 2022 where you have the chance to meet the trainer as well as the other participants. You will learn more about the aims and topics addressed in the navigare program.
4. Register bindingly for the navigare program until February 2<sup>nd</sup>, 2022. For the final enrolment contact Dr. Lisa Spanka.  
E-Mail: [lisa.spanka@vw.uni-bremen.de](mailto:lisa.spanka@vw.uni-bremen.de)

## Supporting Institutions

The navigare career-coaching program is offered by the Office for Equal Opportunities and is a joint initiative of the following institutions:



## University of Bremen

### Office for Equal Opportunities

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

Dr. Lisa Spanka

**Tel.** 0421 218-60186

[lisa.spanka@vw.uni-bremen.de](mailto:lisa.spanka@vw.uni-bremen.de)

[www.uni-bremen.de/navigare-career-coaching](http://www.uni-bremen.de/navigare-career-coaching)