

Concept for the promotion of scientists in early career phases at TU Dortmund University



Scientists in early career phases are the foundation of sustainable scientific excellence. TU Dortmund University therefore establishes the best conditions to support early scientific independence, to create visibility and to enable mobility by offering a comprehensive qualification, networking and support program. In this way, it opens up diverse and tailored career prospects for the target group.

Scientists in early career phases

TU Dortmund University accompanies researchers in early career phases from scientific qualification to a permanent position, i.e. the career phases from master students interested in a doctorate to established researchers holding a lifetime professorship. Despite all the differences, these career phases have in common that researchers must respond to high performance and distinction requirements in a competitive research field. In order to provide tailored support, TU Dortmund University offers a variety of needs-based services coordinated by the Graduate Center. Additional offers are available through the Research Academy Ruhr (RAR), the support platform established jointly with the partner universities in Bochum and Duisburg-Essen as part of the University Alliance Ruhr.

Offering comprehensive advice, information and qualification

A successful research career requires not only subject-specific expertise but also essential interdisciplinary knowledge and skills. The subject-specific qualification takes place at the 17 departments, where young researchers pursue forward-looking questions with state-of-the-art methods and instruments. Common standards such as the framework doctoral and habilitation regulations, the principles for good doctoral supervision and the guiding principle of good teaching are the object of university-wide guidelines and apply in all departments.

In addition to a wide range of advisory services and information events, the Graduate Center provides comprehensive, centralized and free-of-charge support in the qualification fields of (1) project, time and self-management, (2) presenting, communicating and teaching, (3) researching, writing and publishing, (4) careers within and outside academia, and (5) transfer and entrepreneurship. Doctoral students and postdocs can earn the Academia & Research and Management & Leadership career certificates along the way. Researchers of the Junior Faculty receive support by an analogous offer in the form of the target group-specific programs JProfTU, Tenure-Track Academy and fuTUre.

Strengthening scientific independence and visibility

In order to strengthen early scientific independence and visibility, the TU Dortmund Young Academy offers the opportunity to acquire funding for independent research projects and to gain application experience through internal university project funding. A research award and a high-quality accompanying program complete bonuses of the Academy. The exchange between current and former members creates a stable, long-term network for the members of the Young Academy and TU Dortmund University. The offer “Antragswerkstatt – in one semester to a DFG Individual Research Grant” in the line for postdocs also aims to support early proposal experience and the acquisition of own research funds.

For junior professors, TU Dortmund offers a tailored framework program JProfTU with the elements onboarding, qualification, networking, consulting and visibility.

Promotion of networking and mobility

Personal networks are a decisive career factor and an important source of valuable system knowledge. Within TU Dortmund University, various formats offer opportunities to network within one's own target group: for doctoral students, DocNet and DocDay; after the doctorate, Postdoc & Junior Faculty Impulse, Tenure-Track Academy, and the TU Dortmund Young Academy. The UA Ruhr formats – Career Forum, Spring & Fall Academy, Business College, Summer Evening, Career Days – provide networking opportunities across locations and career phases. Diversity-sensitive offerings for doctoral students and postdocs, such as mentoring³ for female researchers or the DocNet exchange for first-time academics round off the range of services.

To strengthen international networks, the formats TU.hosts, Research Explorer Ruhr and Gambrinus Fellowships support doctoral researchers and experienced researchers in inviting international guests to Dortmund with the aim of scientific exchange or longer-term cooperation. The Rudolf Chaudoire Award is available to postdocs to fund research stays abroad.

Opening up a wide range of career prospects

With the permanent position concept, TU Dortmund University broadens the opportunities for highly qualified scientists to conduct excellent research with a permanent career perspective. In addition, it raises awareness at an early stage of the wide range of career options open to young scientists and their strategic preparation, for example through career certificates, orientation consultations or exchange formats such as the RAR-wide Career Forum and Business College. This not only effectively supports research careers, but also provides a universal, reliable basis for other career plans outside of academia.

With this comprehensive support, TU Dortmund University ensures the framework conditions for training, attracting and retaining excellent young scientists. In this way, it simultaneously enables the best possible success of the individual research career and the foundation for sustainable top-level research. All offers are regularly evaluated and continuously developed.