

CERTIFICATE PROGRAMME FOR JUNIOR PROFESSORS

With the Certificate Programme for Junior Professors, Heidelberg University accompanies its new junior professors in a structured and individual way during the whole of this six-year career phase. This applies regardless of whether they have tenure track status or not. It enables an optimum support for the junior professors and well-founded preparation for a full professorship (W3-Professur).

The programme consists of a basic module and an advanced module. After regular participation in the modules the junior professor receives a certificate. The participation is optional.



BASIC MODULE

The basic module focuses on early planning of the "junior professorship" career phase. The first stage, i.e. arriving and settling at the university, is supported on the basis of individual needs. Soon after junior professors take up their position, staff members of the Personnel Development Department offer them a personal entrance meeting about career planning.

The entrance meeting has the following content:

- tailoring the programme to the personal situation of the junior professor
- making an individual selection of topics to cover in the advanced module

ADVANCED MODULE

Component I: Training

GOAL: Structured, transferable skill development as preparation for a W3 professorship

Training options build on the selection made during the entrance meeting on career planning during the basic module. They are based on personal needs, prior knowledge and requirements at the institute or department.

The junior professors put together their own individual "package" from the courses on offer in the topic areas of transferable skills and personal development, research and teaching.

In order to obtain the certificate, the participant must attend at least 60 hours of training during the six years of the programme, including at least one course per topic area.

Component II: Events & Networking

GOAL: Learning about internal structures and networks at Heidelberg University

Attending the events from the range on offer at Heidelberg University enables the junior professors to gain insights into internal structures and networks. That guarantees that they are well oriented and can position themselves in a way conducive to successful work at Heidelberg University. They can also set up personal networks beyond their subject area, which will facilitate interdisciplinary activity and research.

To obtain the certificate, the participant must attend at least six coordinated events during the six years.

Component III: Consultation

GOAL: Clarifying individual issues in the work context

Individual Coaching

On request, the Personnel Development Department can arrange referrals to external coaches. That gives junior professors, as appropriate, the opportunity to work through work-related issues with a professional coach, e.g. clarifying roles, leadership skills or conflict management etc.

Peer Coaching

Junior professors are introduced, as necessary with professional support, to the method of founding a group for peer coaching. The objectives of this are to resolve professional issues with the aid of colleagues, interdisciplinary exchange and networking.

REVIEW

To help shape the transition to a W3 professorship, programme participants can take advantage of supportive personnel development offers, such as individual coaching to clarify roles or workshops to prepare for upcoming leadership tasks. In a personal review meeting with a human resources developing employee, individual needs can be worked out and next steps can be planned. The review also serves to reflect on the "tenure-track professorship" career phase. The experiences of the junior professors will be included in the further development of the programme.

Contact

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