



Contact data:

Director: Personnel and
Organizational Development

Dipl.-Päd Julia Kettelhack
Tel: 0711 459-22862
Julia.Kettelhack@verwaltung.uni-hohenheim.de

Personnel Development in
Scientific Areas

Irena Rathgeb
Tel: 0711 459-23099
Irena.Rathgeb@verwaltung.uni-hohenheim.de

www.uni-hohenheim.de/en/personnel-organizational-development
www.uni-hohenheim.de/en/early-career-researchers

Common Goals

Professors, Doctoral Candidates and Postdocs

- ✓ **Motivation**, to think about possible career paths intensively and at an early point in time.
- ✓ Making a **conscious decision** for a university or non-university career path.
- ✓ Planning **specific steps** on the career path and persistently following this plan.
- ✓ Developing a **culture of feedback and discussion**.

“What is expected of”

Doctoral Candidates and Postdocs:

- ✓ Independently advance their career,
- ✓ Analyze and reflect on their personal goals, competences, potentials,
- ✓ Realistically assess their motivation and the situation,
- ✓ Want to continue to develop.

Professors:

- ✓ Actively take on their management tasks,
- ✓ Give regular feedback on personal strengths and areas of development,
- ✓ Support their doctoral candidates' and postdocs' strategic career planning,
- ✓ Give insights into the diverse roles and tasks of a professor.



Guidelines for
Doctoral Candidates,
Postdocs and
Professors

Successfully Conducting Career Discussions



