

## BENEFITS FOR PARTICIPANTS

- strengthened career motivation and improved career planning
- preparation for appointment procedures in Germany and in selected international higher education systems
- development of management, leadership and strategic competencies
- conveyance of in-depth knowledge of structures, processes and the rules of the game in academia
- expanded network within the scientific community and in further relevant fields
- training and guidance of female international participants in English

## PREREQUISITES FOR APPLICATION

The ProFiL Programme addresses female scholars with a habilitation, habilitation candidates, junior professors, leaders of junior research groups and postdocs of Freie Universität Berlin, Humboldt-Universität zu Berlin, Technische Universität Berlin and Wissenschaftszentrum Berlin für Sozialforschung, who pursue a professorship.

The programme is offered in German and in English. The German programme line requires a very good command of German and the English line a very good command of English (C1 level). The English programme line is intended for international female scholars. International researchers based at the Charité – Universitätsmedizin Berlin may apply for the English programme line. If you wish to participate, you should be prepared to:

- actively engage in building a mentoring relationship
- participate in the programme's seminars and the evaluation

A **fee of 150 Euro** is charged.

## APPLICATION & SELECTION PROCEDURE

Acceptance to the programme ensues via a two-staged process: A written application and a selection interview. Your written application should contain:

- your letter of motivation, in which you explain your motivation to participate in the programme and your goals
- an outline of your current research project or the topic of your habilitation (max. 1 page)
- details regarding the (planned) completion of the habilitation, or the current phase of your qualification
- your CV including the grade for the doctoral thesis
- a complete list of your academic accomplishments (publications, teaching, lectures, third-party funding, prizes, etc.)

**Deadline for applications is 25 February 2022.**

## CONTACT & FURTHER INFORMATION

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**PROFESSIONALISIERUNG FÜR FRAUEN  
IN FORSCHUNG & LEHRE:  
MENTORING – TRAINING – NETWORKING**

Photo: David Ausserhofer



Inter-University Programme for  
Female Scholars Preparing for  
a Professorship

**September 2022 to October 2023**

SPONSORED BY THE



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The Governing Mayor of Berlin  
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**Berlin University Alliance**

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## FEMALE PROFESSORS FOR UNIVERSITIES OF THE FUTURE

The ProFiL Programme for female researchers pursuing a professorship is successfully run by Freie Universität Berlin, Humboldt-Universität zu Berlin and Technische Universität Berlin since 2004. ProFiL supports high-achieving female researchers in the further development of their careers and prepares them for the future leadership tasks of a professor. From 2019, as a result of the successful consortium proposal within the Excellence Strategy, the three cooperating universities together with the Charité – Universitätsmedizin Berlin, as *Berlin University Alliance*, can substantially extend the number of programme participants and can offer an English programme line.

International competition for talent, current higher education reform processes and demographic change constitute profound challenges for universities in Germany. To ensure their long-term performance and competitiveness, universities need to attract young talent.

Simultaneously, university reform processes change the requirement profile for professors. No longer are outstanding research accomplishments the sole important factor for academic success. In addition, professional management capabilities and leadership abilities, engagement in shaping higher education policy and strategic competencies are required to successfully shape reform processes.

To date, universities have not tapped the entire pool of available young talent. Qualified women still have only limited access to academia since their entry into and promotion within the academic system remain impeded by traditional role expectations as well as highly male-dominated role models, professional cultures and work-time schedules.

With the ProFiL Programme, the *Berlin University Alliance* aims to overcome these barriers and to implement modern methods of leadership development. The targeted promotion of female researchers contributes to increasing the proportion of women holding professorships. Commitment to strategies promoting diversity and equal opportunities is thus not only a matter of social justice, but also an important principle of higher education policy and a success factor for competitiveness.

## THE PROGRAMME

The 16th ProFiL round, offered in German and in English, is scheduled from September 2022 to October 2023, admitting a cohort of 66 female researchers. The programme combines mentoring, seminars and training sessions on issues of specific interest to scholars as well as strategic networking within the ProFiL network.

Each programme round is launched by an official kick-off event.

## MENTORING

The programme offers its participants two forms of mentoring:

- **one-to-one mentoring** with a professor
- **group mentoring** with several participants and one or two professors

The mentors are experienced professors from universities or non-university research institutes, or leaders of companies and other relevant organisations where appropriate. Mentoring for international participants will be conducted in English.

The mentors counsel the mentees on career planning and provide them with constructive feedback about their academic profile, accomplishments and skills. They share important information on fulfilling leadership requirements and on structures and processes in research and academia, explain unwritten rules and facilitate access to networks.

The mentoring is prepared and continuously supported by workshops and one-to-one conversations. Besides clarifying the appropriate mentoring form, a profile for selecting a mentor is created with each participant, or the participant names specific persons of her choice.

The Head of the ProFiL Programme and the coordinator of the English programme line arrange the contact and are continuously available as contact persons. The mentors can choose between personal and phone conversations, which are adapted to their time restraints.

## TRAINING

Over the course of the programme, six seminars are organized. Their content is adjusted to the needs and interests of the participants.

- **“Potential Analysis & Career Planning”** (2 days)
- **“Appointment Procedures in Germany”** (3 days)
- **“Appointment Procedures in Selected Higher Education Systems”** (2 days)
- **“Leadership Demands in Academia”** (3 days)
- **“Higher Education Management & Higher Education Policy”** (2,5 days)
- **“Acquisition of Third-Party Funding”** (1 day)

## NETWORKING

The ProFiL Network and the ProFiL Network Association, funded in 2013, offer the participants stable and sustainable supporting structures. They promote networking and the exchange among researchers and support the exploration of potential collaborations with:

- events with discussion rounds and “networking dinner”
- annual networking conferences
- informal personal contact

Furthermore, a dialogue with leaders in science, politics and other fields is promoted in order to discuss future requirements and innovative reform models for higher education and the science system from a broader perspective.

## COACHING

For participants in particularly challenging and in conflict situations, professional coaching is offered, the costs of which may be covered in whole or in part.