



Academic and non-academic career options for marine scientists. - Support measures for early career scientists offered at MARUM – Center for Marine Environmental Sciences, University of Bremen, Germany

Dierk Hebbeln and Christina Klose

MARUM - Center for Marine Environmental Sciences, University of Bremen, Bremen, Germany (dhebbeln@marum.de)

Early career scientists at MARUM cover a wide range of research topics and disciplines including geosciences, biology, chemistry, social sciences and law. Just as colourful as the disciplinary background of the people, are their ideas for their personal careers. With our services and programmes, we aim to address some important career planning needs of PhD students and early career Postdocs, both, for careers in science and for careers outside academia.

For PhD students aiming to stay in science, MARUM provides funding opportunities for a research stay abroad for a duration of up to 6 months. A range of courses is offered to prepare for the first Postdoc position. These include trainings in applying for research funding, proposal writing and interview skills. Following MARUM lectures which are held once a month, early career scientists are offered the opportunity to talk to senior scientists from all over the world in an informal Meet&Greet. Mentoring and coaching programmes for women in science are offered in cooperation with the office for equal opportunities at the University of Bremen. These programmes offer an additional opportunity to train interpersonal skills and to develop personal career strategies including a focus on special challenges that especially women might (have to) face in the scientific community.

Early career scientists aiming for a non-academic career find support on different levels. MARUM provides funding opportunities for placements in industry, administration, consulting or similar. We offer trainings in e.g. job hunting strategies or interview skills. For a deeper insight into jobs outside the academic world, we regularly invite professionals for informal fireside chats and career days. These events are organised in cooperation with other graduate programmes in the region to broaden the focus of both, the lecturers and the participants.

A fundamental component of our career programmes is the active involvement of alumni of MARUM and our partner institutions. Alumni are invited regularly for presentations and informal communication. Feedback shows that early career scientists especially benefit from the experiences shared by their former colleagues since the latter are perceived to have gone through the same education.