



Winter Newsletter of the PostDoc Network

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Editorial

Dear PostDocs,

As usual, this newsletter is meant to update you on our recent activities and future plans. Many of you attended the recent PostDoc Retreat (see below) and learned more about the PDN committee and our goals. The retreat theme this year was social and scientific networking and learning more about career options in the academia or elsewhere. Among others, the scientific session featured a presentation of the office of Technology Transfer. To learn more about the technology transfer at DKFZ, see page 4.

Those of you interested in a career path in academia probably saw a recent article in the Intern magazine, written by members of the PDN based on the interviews they conducted with young group leaders. Our Academic Career group will continue to provide you with more information in the form of interviews and seminars.

In our first feature series we will cover “Women in Science”. The article on page 3 is the first one in a series of

articles about women working in science, their career paths and the options women have to combine work and family life. We hope that you will find this topic useful and we encourage contributions with a male perspective.

For those thinking about a career outside academia: we are happy to bring to your attention the reports on the Publishing Career Day (page 5) and on the Naturejobs Career Expo (page 6).

Last but not least, we would like to learn more about our target group – you. By participating in our **annual survey**, you can help us identify the hottest topics that we should cover in our seminars and newsletter articles next year.

We wish you a Merry Christmas and a happy start in 2013!

Olga Ucar
Editor of the PDN Newsletter

Of future perspectives and medieval castles

This year’s PDN Retreat — the second in the history of our research centre being specifically dedicated to PostDocs — was held on October 25th and 26th in a historical yet modern youth hostel residing in the 11th century castle “Grafenschloss Diez”, near Koblenz. Despite this historical setting, the main theme of the meeting was centred on future perspectives for PostDocs in both industry and academia.

After arrival at castle Diez we immediately started the retreat programme with what every successful meeting should start: hard work. Indeed, we forced the participants, like villains in medieval Europe, to carry poster boards up to the conference hall on second floor of the castle (luckily not down to the dungeon). After catching our breath, we played a short ‘geographical’ warm-up game that helped us get to know each other and learning more about where PostDocs at DKFZ come from and where they intend to go; those wanting to stay in academia, those preferring industry and those that were still undecided were roughly comparable proportions, suggesting that a retreat programme taking into account different possible career perspectives is adequate.

The retreat’s main theme was immediately addressed by the first two invited speakers. Barbara Janssens, the Career Manager at DKFZ, presented the goals of the DKFZ Careers Service that aims to constitute a “trampoline” for both academic and non-academic careers. The three milestones consist of individual coaching and support, training & development (e.g. on project management) and career networks. Maybe most impressive was her illustration of how 95% of all job seekers tend to mostly send CVs in re-



sponse to published job offers, while actually about two thirds of all jobs are filled by candidates who contacted the employer in a different way by networking or unsolicited application.

Ellis Osabutey, a consultant and financial planner at Horbach, who also collaborates with the Careers Service, continued the first session with a short and insightful seminar on job interviews in industry. He emphasized the importance of social skills, apart from professional skills, for successful job applications. Body language, eye contact and a simple smile are essential for a positive first impression. Moreover, 75% of what you want to portray comes across without a word spoken. Some short role-plays involving the retreat participants helped in putting into practice some of the introduced concepts and to emphasize how important it is not only to know what you want but also how you can achieve it.

Later in the afternoon and evening scientific career perspectives were discussed with Hauke Busch and Melanie Börries who jointly lead a research group at the Freiburg Institute of Advanced Studies. They introduced their scientific work, which brings together computational modelling and experimental approaches and shared insights about their career development and experience in estab-

lishing of an own research group, emphasizing what you need to be successful: own projects and ideas, the capability to recognize and take advantage of “windows of opportunity”, the courage to do things you never did before, stamina and endurance, and of course some luck.

The career-centred sessions of the invited speakers was ideally complemented by the exciting scientific contributions of the retreat participants in form of nine oral presentations and two poster sessions to create new opportunities of collaboration between members from the different research programmes and groups of our research centre. In conclusion, we had a successful and inspiring retreat and hope that you will join us next year.

Rosario Piro and
Retreat Organizing Team



Advice from women to women scientists

The meeting of the Christiane Nüsslein-Volhard Foundation (usually named CNV-Stiftung) took place at the Max-Planck Institute for Developmental Biology in Tübingen early in July this year. The foundation is supporting mother-scientists during their PhD by giving them a fellowship that can be used to pay for help with household tasks, so that these scientists have as much time as possible to spend for top-level science.

The meeting is a special event. It takes place once a year and is the occasion for new fellows to meet former ones. The first part of the afternoon is dedicated to science, with short presentations and discussion on an impressive variety of topics ranging from black holes to riboswitches. After the scientific session, fellows are invited to Nobel laureate Christiane Nüsslein-Volhard's private home, where dinner is organized in her beautiful garden, a little paradise. This is the time for small talk, asking questions to other fellows and sharing experiences. All fellows have at least one child, but some have two or three and some are thinking about number four! They all manage to combine family with science at a very good level, sharing characteristics like determination, engagement and excellent organization.

The garden party is also the time to get advice from Christiane, Maria Leptin (EMBO director) and others. The most important, they say, is to concentrate on science and to get good results! At the same time, Christiane mentioned, "mother scientists should not forget to take care of the father, who could be lost on the way because he might not follow the rhythm." They both stated that being strong-minded and convincing is essential just as much as not forgetting to defend personal interests.

When we addressed the question of role models, Christiane mentioned that she does not consider herself a good model. She is not sure if women would like to be like her. But when you listen to her, she really is a model for strength and determination. Science is her passion, she developed her own ideas early and fought for them. "My main motivation is curiosity," she said.

Concerning women scientists, who decided to quit research to take care of their family, she stated, "that's their choice and that's fine. Why should we fight against this?" The most important is that women are happy with what they decided and in what they do, isn't it?

During the discussion, Christiane asked about what the foundation could do more for its fellows. Access to soft skills training was mentioned, but she was not really excited by this idea. For her, this is part of the role of the PI, to train and to advise people in the group on how to sell

Science is a girl thing!

Although in the last decades the gender balance shifted to a 50/50 at the undergraduate and graduate level, it still lags at higher steps of life sciences career ladder. Women are still under-represented in leading research positions and as authors of scientific publications. The PDN decided to publish a series of articles about women in science, discussing the potential reasons of this imbalance. The first article addresses some issues relevant for young mothers and work-life balance.

good scientific results.

Here at the DKFZ we are lucky to have an excellent advanced training program. Learning by doing is very effective, and female scientists can attend complementary skills training at any stage in their career to specifically become more aware of issues with presentation, voice, stress situations, gender communication, body language, etc. We also have great examples of successful women scientists and scientists in general. We PDN PostDcs "picked the brains" of some of these: if you are interested in their advice to PostDocs, keep in touch with us and read our upcoming articles!

<http://www.cnv-stiftung.de/en/goals>

Maiwen Caudron-Herger



Technology transfer at the DKFZ

Technology transfer aims to move novel and innovative therapies, diagnostics, technologies and research tools into products into the market place, thus creating added value from research for the benefit of the cancer patient, society and economy. As DKFZ is not able to market any medical device or drug by itself, it teams up with industrial partners. Therefore establishment, coordination and legal monitoring of such collaborations and licensing projects represent the core activities of the Office of Technology Transfer. It is important to point out, that one requirement for successful cooperation with industrial partners is the protection of inventions which is obtained through patenting. According to this, the first step towards innovation is to disclose your novel findings to the Office of Technology Transfer to learn if they contain an invention that can be patented.

What is a patent?

A patent can be granted for any invention which is NEW (i.e. unpublished), NON-OBVIOUS (i.e. entailing more than just a combination of existing knowledge), and SOLVES A TECHNICAL PROBLEM.

No novel drugs without patents stories

Patent protection is especially important for the development of new drugs, which have to undergo extensive clinical trials and withstand scrutiny by state regulators before they can be approved for use in humans. It takes more than ten years to develop a single new drug, and the costs are generally in the order of one billion euros and more. Only with patent protection and the temporally limited exclusive rights that come with it can the huge investments in pharmaceutical research be recouped. Without effective patent protection, industry and investors would think twice about following up an idea from cancer research and spending vast sums on developing new drugs on the basis of these findings. Patents are an essential business

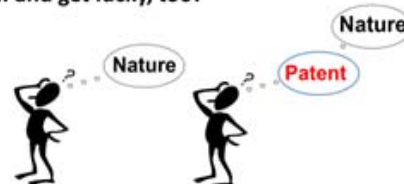
Patent your invention before you disclose it!

Bevor filing a patent application don't

- Publish in journals
- Give talks
- Present on posters
- Submit as abstract to conferences
- Tell non DKFZ researchers or other people
- Publish in social networks,....

Patent before others do

... and get lucky, too!



asset also for spin-off companies from DKFZ researchers. That is why the DKFZ seeks patent protection for many of its inventions as early as possible.

Dkfz researchers patent and publish in parallel

In order not to jeopardize an invention, the patent application is drafted in parallel to the preparation of the manuscript for publication in a scientific journal. Both documents are then submitted simultaneously: the patent to the patent office and the manuscript to the publisher. Same procedure is applied for abstracts, discussion papers, posters and presentations.

If you think that your project might be suitable for commercial application please do not hesitate to contact the technology transfer office at the DKFZ. Contact persons are listed below.

Christian Schuster



Christian Schuster
Research projects A, C, G



Martin Siepmann
Research projects B, E



Natalie Watzke
Research projects D, F

Publishing Career Day

Changing your pipettes for a notebook? Reviewing the articles instead or writing them? During the “Publishing Career Day” on September 7th, organized as a joint initiative and collaboration between the DKFZ PDN/Careers Service and University HBIGS International Graduate School, we offered you different views about career opportunities in publishing for scientists working in wide areas like biology, chemistry or physics.

In this one day career event divided in two sessions, we learned about the reasons to become an editor or choose a career in publishing for schools, companies, marketing, free-lancing, as well as what the daily tasks in these areas are. Furthermore, many PostDocs had the opportunity to meet the speakers in a round table lunch. We noticed that publishing is a very interesting topic for PostDocs at the DKFZ. There were more than 100 participants and 6 outstanding speakers, which resulted in lively discussions and positive feedback. Many thanks to the participants, the speakers and the organizing team: Barbara Janssens and Larisa Condurat from DKFZ Careers Service, Sandra Martini from HBIGS International Graduate School,- for the great environment and excellent team work during the organization.

This year in our career seminar series we gave you some ideas of alternative career options outside academia. For next year we are preparing more exiting seminars . If you are interested in actively participating in the organization of our next events, this is the chance for you to get hands-on experience and primary contacts with interesting scientists and we will be happy to have you in our team. For those interested in publishing, join the PDN Newsletter team and bring your ideas to PDN. See you in 2013!



Career Seminar Team
 Inés Fernández Ulibarri
 Timo Kehl
 Elizabeth Pavez Lorié

PDN Survey 2012

It is getting colder, the Christmas markets are open, and the annual PostDoc survey is starting again. Please help us find out who the PostDocs at the DKFZ are, what information is useful and how we can help them make the most of their PostDoc time here at the DKFZ and beyond.

The anonymous survey takes up approximately 12 minutes of your time – so please, take this time to let us get to know you better.

Sarah Mang

Naturejobs Career Expo — London 2012

20 September 2012, The Business Design Centre, London, UK

Since 2006 the *Naturejobs* Career Expo is the UK's largest career fair and job expo for the scientific community. It was originally initiated by the Nature Publishing Group to introduce researchers to potential employers in the fields of life sciences, chemistry and medical sciences. During the Expo it became clear that the Nature Publishing Group favours global career opportunities in science; nevertheless, also local heroes were present, like Cancer Research UK. Job opportunities come from all potential sides: academia, industrial research and private sector. Beside stunning international companies and universities, a delegation from 16 German universities, graduate schools and research organisations has been present thanks to the coordination of the DAAD (German Academic Exchange Service). All exhibitors offered detailed information about their institutes and research groups, PhD and PostDoc programmes as well as junior professorships. The DKFZ was also present upon an initiative of the Graduate School and Careers Service. Representatives from the PhD graduated School/ Careers Service, the PostDoc Network of the DKFZ and a dedicated junior group leader were present to answer 1500 Jobseekers' hot questions. Beside academia, the Jobseekers met with potential employers from industry offering hundreds of genuine vacancies. Additionally,

the Naturejobs Career Expo provided a viable framework program with the conference plenary and workshop sessions. Jorge Cham, creator and writer of the PhD Comics, held the keynote lecture. The workshop sessions were characterized by career advice, self-marketing strategies and networking tips and tricks. Beside the career path and necessary transferrable skills, the workshops also tried to deliver useful information for publishing in high impact journals and how to write better grants. In total the portfolio was set widely and offered great opportunities for everyone, from students to experienced researchers all over Europe and beyond. For me as a PostDoc and a member of the PostDoc Network of the DKFZ it was a great pleasure and honour to represent our institution and deliver its outstanding position in the field of life science to interested young and experienced scientists from all over the world. As a result of this successful career expo day, another presentation of the DKFZ in 2013 is planned in cooperation with the DAAD. If you are interested to attend this event and represent the DKFZ postdocs next year, contact careers@dkfz.de.

Timo Kehl



Upcoming events:

PDN at Christmas market:

17th of December, 19:00, meeting point: Käthe Wohlfahrt shop (Hauptstraße 124)

PDN committee meetings:

18th of December in BioQuant (room 655), 17:00

7th of January in Dokumentation (room D0.02.079), 12:00

Get-together: Bellini's Bistro, 18:30, 5th of February

(every first Tuesday of the month)

Project management career day: 1st of March 2013

