

navigare – Career Coaching



Promoting Gender Equity in
International Research Careers

What is navigare about?

navigare – Career Coaching is designed for women, trans, inter, and non-binary researchers considering a career in science.

Within the program, our main objective is to support you formulate your own career goals and to help you prepare and position yourself for a career in an international academic context.

Throughout the program, you will develop key career management skills and reflect on the science system itself and the gender and diversity specific demands it places on you as a researcher.

In an international and interdisciplinary group of participants, you will have the opportunity to learn with and from each other as well as:

- develop your own skills profile and shape your career more strategically
- reflect on (in)formal barriers you might face in the academic system
- formulate your needs in terms of your work-life balance
- develop your own networking strategies
- explore your understanding of leadership and develop leadership skills
- learn how to establish constructive communication and conflict resolution
- learn how to foster collaboration in international team constellations

Planning a scientific career in an international context

Intensive research and teaching, collaboration with international partners from different disciplines, and a vivid, flexible, and intercultural working environment are important motivators for a rewarding career in science.

At the same time, you have probably experienced that working in an (foreign) academic system leads to many challenges. These include different (gender) role expectations, intercultural relations, the understanding of career perspectives, and structural differences in the higher education system. In the context of high mobility requirements, an academic career places special demands on researchers with family responsibilities or with special needs.

Furthermore, excellent scientific credentials alone are often not enough to succeed in an academic career. Networks and informal support still play a crucial role, but they are not available to everyone in the same way.

Throughout the navigare program, you will learn strategies for actively developing your academic career together with a group of peers from different faculties and research groups, and you will have the opportunity to build a strong network for mutual exchange and support with your fellow participants.

Program overview

Information & Orientation Workshop

- > Module 1: **Exploring Career Paths**
- > Module 2: **Aligning Self-Awareness**
- > Module 3: **Leading by Engaging & Empowering**
- > Module 4: **Building Conflict Resilience**
- > Module 5: **Networking & Tea Time**
- > Module 6: **Collaborating in International Teams**
- > Module 7: **Reflecting on Professional Growth**

Final Evaluation Workshop

Modules

Each module consists of a workshop part and peer group sessions.

Trainer

Dr. Christine Kohistani is a consultant, trainer, senior coach (DGfC) and partner of SAMIN.WORLD in Dueseldorf, Germany. She has extensive international experience working in academia and industry, and is dedicated to supporting change-makers in sustainable skills development.

Venue

After a half day online »Information & Orientation Workshop«, all further workshops will be held on site in barrier free seminar rooms.

Entrance requirements

navigare is open to women, trans, inter, and non-binary researchers who are in the PhD or postdoctoral phase and who are pursuing a career in academia in an international context.

To participate, we ask you to engage in the program with:

- commitment to develop your career in academia
- high motivation to learn within a group
- serious willingness to reflect on gender and diversity biases in science
- sufficient time resources for binding participation

Application procedure

1. Check with your program coordinator or Dr. Lisa Spanka to make sure your expenses are covered and complete the application form to attend the »Information & Orientation Workshop«.
2. Attend the »Information & Orientation Workshop« to learn more about the goals and content of the program and to meet the trainer, Dr. Christine Kohistani.
3. For a binding commitment to participate in the program, please register by contacting Dr. Lisa Spanka within one week after attending the »Information & Orientation Workshop«.

Visit our website for more program details and information on the application process:

www.uni-bremen.de/en/navigare-career-coaching



Contact

Dr. Lisa Spanka, program coordinator navigare

Phone: +49 421 218-60186

lisa.spanka@vw.uni-bremen.de

University of Bremen

Equal Opportunities Office

Administrative Unit 04 | navigare – career coaching

www.uni-bremen.de/en/navigare-career-coaching