



# navigare

**Career Coaching  
for International Women  
in Science**



## What is *navigare* about?

The coaching programme *navigare* addresses **international female early career researchers** (ECR) considering a **career in science**. The main objective of the programme is to support women in framing their own career objectives and helping them to prepare and position themselves for a successful (further) scientific career. The participants will acquire central competences for **career management in science** in an international context. The science system itself and its **gender-specific demands** for women will play an important role.

*navigare* is open to female ECR aiming for a **professorship or leadership position** in science and who belong to one of the supporting institutions (see reverse).

## Women in science

Intensive research and teaching, collaborating with international partners from different disciplines, as well as a vivid, flexible and cross-cultural working environment are important motivations for a scientific career. At the same time, working in a (foreign) academic system leads to many challenges. These range from different role-expectations (including gender roles), intercultural relations, to the understanding of career perspectives and structural differences in the higher education systems. In the context of high mobility requirements, an academic career places special demands on scientists with family responsibilities. In addition, outstanding scientific qualifications

alone are often not sufficient for a successful career. Women in particular therefore frequently ask themselves whether they should pursue a scientific career and take the stony path to professorship.

*navigare* focuses on challenges and informal obstacles that especially women in international working environments might face. With a group of peers, the participants will learn coping strategies to actively develop their own career in the international science context. During the one-year programme, they will have the opportunity to build the basis for a strong network for mutual exchange and support.

## Programme schedule

<b>Fri. 29.11.2019</b> 9:00 a.m. – 1:00 p.m.	Kick-Off Workshop
<b>Thu. 16.01.2020</b> 9:00 a.m. – 5:00 p.m.	Module 1: Science Compass. Working and Career Opportunities in German Academia
<b>Thu. 20.02.2020</b> 9:00 a.m. – 5:00 p.m.	Module 2: Self-Marketing. Strengthening Self-awareness and Skills
<b>Thu. 26.03.2020</b> 9:00 a.m. – 5:00 p.m.	Module 3: Career Paths. Career Perspectives Inside and Outside of Academia
<b>Thu. 14.05.2020</b> 9:00 a.m. – 5:00 p.m.	Module 4: Building Networks in International Environments and Teatime
<b>Thu. 09.07.2020</b> 9:00 a.m. – 5:00 p.m.	Module 5: Conflict Management and Resilience
<b>Thu. 24.09.2020</b> 9:00 a.m. – 5:00 p.m.	Module 6: Sustainable Dialogues. Effective Communication in Academic Settings
<b>Thu. 29.10.2020</b> 9:00 a.m. – 5:00 p.m.	Module 7: Cross-Cultural Collaboration. International Teamwork in Academia.
<b>Fri. 03.12.2020</b> 9:00 a.m. – 1:00 p.m.	Final Evaluation Workshop

Further details on the programme are available on the websites of the equal opportunity office, MAPEX and MARUM. If you require childcare during the seminars, please contact Dipl. Psych. Susanne Abeld, coordinator.

## Entrance requirements

To participate in the *navigare* programme, we ask you the following:

- > a strong commitment to develop your career in science,
- > sufficient resources of time and binding participation,
- > an interest in reflecting gender biases in science.

Upon completion of the programme, you will receive a certificate, provided you have attended at least 75% of the seminars.

## Trainer

Dr. Christine Issa is advisor, trainer, coach (DGfC) and partner of SAMINWORLD in Düsseldorf. She has a long-standing working experience in industry and cross-cultural project management in science.

## Application procedure

1. Clarify if the costs can be covered in your case by contacting:
  - > Dr. Hanna Lühns (MAPEX): [mapex@uni-bremen.de](mailto:mapex@uni-bremen.de)
  - > Dr. Christina Klose (MARUM): [cklose@marum.de](mailto:cklose@marum.de)
2. Apply for participation in the half-day kick-off workshop until 11 November 2019 via the MAPEX or MARUM website.
3. Attend the half-day kick-off workshop (29 November 2019) where you have the chance to meet the trainer as well as the other participants. You will learn more about the aims and topics addressed with the *navigare* programme. During the week following this workshop, you are asked to finally decide whether you want continue.
4. Binding registration until 6 December 2019. For the final enrolment for the *navigare* programme, please contact Dipl. Psych. Susanne Abeld, E-Mail: [chancen4@uni-bremen.de](mailto:chancen4@uni-bremen.de).

## Contact

For any questions concerning the *navigare* programme please contact Dipl.-Psych. Susanne Abeld, coordinator:



University of Bremen | Office for equal opportunities  
Phone: 0421 218 60183  
E-Mail: [chancen4@uni-bremen.de](mailto:chancen4@uni-bremen.de)  
[www.uni-bremen.de/chancengleichheit.de](http://www.uni-bremen.de/chancengleichheit.de)

## Supporting institutions

The coaching programme *navigare* is offered by the equal opportunities office and is a joint initiative of the following institutions:

