

CAREER PROGRAM FOR FEMALE SCIENTISTS

Are you interested?

Please apply directly for an advertised position at a Fraunhofer Institute or with an unsolicited application. Applications for the TALENTA program are then made jointly with the institute. To go to the Fraunhofer-wide job market, please click here www.fraunhofer.de/career

Find more information about TALENTA here www.fraunhofer.de/talenta

Fraunhofer shapes the future.

High-level research requires top performers. That's why we offer our 26,600 employees at our 72 institutes and research establishments more than just a first-class environment in terms of technical resources. By also providing excellent education and training opportunities, the freedom to implement creative ideas, tolerance in word and deed, and practical experience, we not only attract the best and the brightest – we also stay true to our reputation as one of the most beloved employers in Germany.

Together, we achieve a research volume totaling more than € 2 billion each year.

www.fraunhofer.de/en

CAN A BIG COMPANY OFFER ME
INDIVIDUAL SUPPORT?

YES.

With the TALENTA career program for female scientists.





Fraunhofer TALENTA is a program for women in research. No matter if you're just starting out on the career path, already on your way or a well-established leader – we provide support at every step. TALENTA offers scope for your own career development, a comprehensive accompanying program covering a variety of topics and the opportunity to network with other women at Fraunhofer.

Fraunhofer TALENTA offers top female talents guidance tailored to their chosen career path. We can offer women a personalized program running 2 years. At the core of the program is “career time”, which grants scientists the opportunity to concentrate on their own professional development. The women receive targeted support in the advancement of their careers. An accompanying program specially laid out to match individuals’ specific life and career phases covers many exciting topics, such as project management, performing scientific work and getting published, intercultural skills, strategic self-management, and leadership skills.

The program is split into three levels in order to best meet the needs of different career development phases:

Begin your career: Fraunhofer TALENTA *start*

TALENTA *start* is the program for all university graduates embarking on a career in applied research at Fraunhofer. The aim is to support candidates as they begin working at Fraunhofer, provide orientation about careers in applied research, and facilitate the acquisition of the necessary general professional skills.

Advance your career: Fraunhofer TALENTA *speed up*

TALENTA *speed up* is designed for scientists, both within Fraunhofer and beyond, who already have professional experience (with or without management experience). The aim is to support each candidate’s development at her respective career stage and to prepare professional training that matches her individual career path.

Perfect your career: Fraunhofer TALENTA *excellence*

TALENTA *excellence* responds to the needs of established scientists, both within Fraunhofer and beyond, in management positions. The aim is to provide tailored career support for each candidate, geared towards her specific situation.

The support program offers

- Assessment and profile development in a common event format.
- Career and individual support: professional training to promote your respective development phase and competencies, such as scientific work, project management, etc.
- Support network: TALENTA.net is a virtual platform for exchanging ideas about various topics relevant to your career.

Who can apply?

The focus is on STEM subjects, especially scientific engineering or technical subject areas, such as mechanical engineering and process engineering, electrical engineering, computer science and physics. All applications must be made together with the respective Fraunhofer Institute.