Postdocs welcome!

19 March 2020

Academic Association of Scientific Staff at ETH Zurich (AVETH)
Office of Research
Human Resources
Overview

• ETH Zurich
  overview and information resources

• Being a postdoc
  roles, functions, social aspects

  Services and infrastructure
  benefits, research, careers

• Time for questions

• Networking
ETH Zurich

Overview and information resources
ETH Zurich: three sides

1. An excellent university

- 13th in THE ranking
- 6th in QS ranking
- 21 Nobel Prize winners

- CHF 1.8 billion, comprising
  - CHF 1.3 billion core funding
  - from the Federal Government

- 109 patent applications p. a.
- 437 spin-offs since 1996
ETH Zurich: three sides

2. A Swiss institution

Founded 1855 (shortly after 1848 constitution), central for Switzerland’s federal identity

ETH’s core values are Swiss:
- freedom and liberalism
- mutual trust
- political participation
3. An international hub

- 21,400 students from over 120 countries
- 530 professors from ~30 countries
- ~9000 research collaborations around the globe
Organisation

Groups / professors
Institutes
Departmental Conference
Head of Department
Department Coordinator

Executive Board
President
6 other EB members
University Assembly
DVK

Balance of power

16 departments
Central structures
Respect campaign and Respect Code of Conduct

AT ETH ZURICH WE WILL NOT TOLERATE:
- DISCRIMINATION
- SEXUAL HARASSMENT
- BULLYING
- THREATS & VIOLENCE

RESPECT. FULL STOP.

More information and some important contacts at
www.ethz.ch/respect

Guideline for how members ETH should treat each other:

Read it. Live it.
Being a postdoc

Roles, functions, social aspects
1063 postdocs in figures

gender ratio

years spent at ETH

countries of origin
Information to get you started

Welcome Center

For everything non-academic:

- living in Switzerland
- employment
- taxes
- family
- …
A postdoctoral researcher ("postdoc") is an individual holding a doctoral degree who is engaged in a temporary period of mentored research and/or scholarly training for the purpose of acquiring the professional skills needed to pursue his or her chosen career path.
Reflecting on where you want to go is key!

Career paths following a doctoral degree in the UK.

Things to learn

- Academia
  - Teaching
  - Fundraising
  - Project management

- Industry
  - Reflect
  - Make contacts
  - Transferrable skills

- Social aspects
  - Being led
  - Leading
  - Dealing with conflicts
Your employment at ETH I

- ETH’s postdoc policy:
  - stay mobile
  - become independent

- Consequences:
  - employment cap of 6 years (for most HR categories incl. „Postdoktorierende“)
  - relatively few permanent positions („Postdoktorierende“ are never permanent!)
  - Assistant Professors cannot be older than 35 years at the time of appointment
What is a „Postdoktorierende*r“?

• Academic categories ≠ employment categories!

• But: categories are important, they determine things such as
  • salary
  • employment caps
  • permanency

• Most of you are employed as „Postdoktorierende“ (English „Postdocs“).

• However, some of you might consider themselves a „postdoc“ but belong to a different employment category!
Your employment at ETH II

- **terms** (for “Postdoktorierende“):
  - first-term contract with standard probation period of 3 months
  - fixed-term contracts for periods of 1 or 2 years with renewals
  - no notice period by law

- **salaries** (for “Postdoktorierende“):
  - fixed amounts, same for all
  - increasing during the first 3 years: CHF 88,600 > 93,050 > 97,600

- **working times** (for all scientific staff):
  - 5 weeks of vacation, 2 to be taken in a row
  - only absences to be tracked (ETHIS)
# Your HR contact

<table>
<thead>
<tr>
<th>Your personnel manager</th>
<th>Your personnel assistant</th>
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<tbody>
<tr>
<td>D-ARCH Matthias Steiger</td>
<td>Pascale Käch</td>
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<td>D-BAUG Corina Niescher</td>
<td>Kana Scarantino</td>
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<td>D-BIOL Michael Wobmann</td>
<td>Remo Mazzoleni</td>
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<td>D-Bsse Jacqueline Braunschweiler</td>
<td>Kana Scarantino</td>
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<td>D-CHAB Hans Peter Freitag</td>
<td>Isabelle Romanelli</td>
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<td>D-ERDW Cynthia Kümin</td>
<td>Cornelia Jegge</td>
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<td>D-GESS Olivier Meyrat</td>
<td>Pascale Käch</td>
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<td>D-HEST Cynthia Kümin</td>
<td>Annick von Reding</td>
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<td>D-INFK Jacqueline Braunschweiler</td>
<td>Ursula Woldrich</td>
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<td>D-ITET Maja Bügler</td>
<td>Denise Siegrist</td>
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<td>D-MATH Cornelia Käppeli</td>
<td>Séverine Schneider</td>
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<td>D-MATL Matthias Steiger</td>
<td>Remo Mazzoleni</td>
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<td>D-MAVT Ueli Lott</td>
<td>Brigitte Jutz</td>
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<td>D-MTEC Olivier Meyrat</td>
<td>Ursula Woldrich</td>
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<td>D-PHYS Roland Munz</td>
<td>Catherine Arnold</td>
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<tr>
<td>D-USYS Dr. Cornelia Kutasi</td>
<td>Franziska Gasser</td>
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Career development

- **Personalgespräche** (“Appraisal interviews”)
  - once a year with your supervisor
  - assess performance and set new targets
  - this is a duty of your supervisor – remind them!

- **HR offers**, e.g.
  - Career planning workshops
  - Project management for postdocs
  - Lateral leadership
  - Tool “My Future”

- **Equal opportunities**
  - **Equal!** (ETH Zurich)
  - **Fix the leaky pipeline** (ETH Domain)

- **Career Center offers**, e.g.
  - Polymesse job fair
  - Career events

⚠ Does not mainly target postdocs!
Services and infrastructure

Benefits, research, careers
ETH supports you!

www.ethz.ch/support-services-studies-careers

<table>
<thead>
<tr>
<th>Housing Office of ETH Zurich and University of Zurich (UZH)</th>
<th>Welcome Center</th>
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<tr>
<td>International Student Support</td>
<td>Kibz – The Foundation for Childcare in the Zurich University Area</td>
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<td>Hello Kids! Service Point for Childcare at ETH Zurich</td>
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<td>Psychological counselling (ETH Zurich and UZH)</td>
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<td>ETH Zurich Financial Aid Office</td>
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<td>Ombudspersons</td>
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<td>Student Exchange Office</td>
<td>Centre for Continuing Education</td>
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<th>StS (Student Services)</th>
<th>Fix the Leaky Pipeline program</th>
<th>Tenure Support</th>
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<td>ETH Career Center</td>
<td>Dual Career Advice</td>
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<td>Courses offered by HR</td>
<td>Leadership courses and counselling offered by HR</td>
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<td>LET – Educational Development and Technology</td>
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<th>Equal! Office of equal opportunities</th>
<th>AVETH</th>
<th>ETH Women Professors Forum</th>
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<td>VSETH</td>
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<th>Alumni</th>
<th>ETH Zurich</th>
<th>Office of Research</th>
<th>EU Grants Access</th>
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<td>Trusted intermediaries (issues concerning integrity in research and good scientific practice)</td>
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<td>Spin-Off and Patent Right Advice (ETH transfer)</td>
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<tr>
<th>prospective students</th>
<th>Bachelor students</th>
<th>Master students</th>
<th>Doctoral students</th>
<th>Early Postdocs, Senior Postdocs</th>
<th>Assistant Professors</th>
<th>Established researchers</th>
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<td>Support for personal issues (arriving in Switzerland, personal problems)</td>
<td>Support for research (grants acquisition, projects life cycle)</td>
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<td>Support for studies, scientific and other careers</td>
<td>Support for tech transfer issues</td>
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<td>Associations (studies, scientific staff and professors)</td>
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Research funding opportunities for postdocs I

Bread and butter: national funding

OFFICE OF RESEARCH

Swiss National Science Foundation

Innosuisse

Spark Innovation Projects
Ambizione
PRIMA
Eccellenza

The high end: EU funding

European Research Council
Established by the European Commission

ERC Starting Grants
ERC Advanced Grants
ERC Consolidator Grants
Marie Skłodowska-Curie Fellowships
Research funding opportunities for postdocs II

Foster independence: ETH-internal funding

**ETH Fellowships**: 2 years salary + allowance for excellent postdocs. Mainly incoming but also possible until 6 months after arrival @ETH!

**ETH Career Seeds**: CHF 30,000 to kick-start your independent career with an innovative project

**Branco Weiss Fellowships**: make free use of CHF 500,000 over 5 years for a project that crosses borders and engages society

**ETH Pioneer Fellowships**: CHF 150,000 + training and mentoring for your own start-up business

Also check out our overview of funding opportunities for young researchers!
Scientific infrastructure

**Interdisciplinary structures**
- Technology platforms
  - platforms for shared equipment
- Competence Centres
  - as research networks

**ETH Library**
- Access to publications
- ETH Research Collection and ETH Data Archive
- Digital data services: digital curation, DOI Desk
- Advice on open access, publishing, archivation...
  - Website ETH Library

**Scientific IT Services**
- Scientific computing and access to softwares
- Software development
- Support for data science, visualization, data management
  - Website Scientific IT Services
Employee benefits

- **Cycling**
  - parking spaces, pumps, charging points
  - bike rental stations

- **SBB rail passes**
  - Free half-fare travelcard, or
  - 15% contribution towards the cost of a GA travelcard

- **mobility car sharing**
  - free 4-month trial
  - discount on annual subscription

- And many more: insurance, education, sports… see the [online overview](#)
Zoom-in: families at ETH

- **Central service point** for all questions about children and pregnancy
- Financial aid for day nursery
- Coaching

- **Daycare** for parents at ETH/UZH
- Flexible solutions for busy academics
Where to turn in case of trouble

Counselling tailored to scientific staff

Ombudspersons for workplace conflicts and general compliance

Persons of Trust for suspicions of scientific misconduct
Where to turn for fun

More than 18,000 offers from 120 different sports in and around Zurich
How do I get to know people?

- **Events**
  - ETH events calendar
  - AVETH events
  - @bQm (pub quiz, live music, pint of science)

- **AVETH**
  - association for doctoral students and postdocs
  - lots of activities
  - become a member at aveth.ethz.ch/joinus/

- **Clubs and associations**
  - at your department / institute
  - in Zurich

- **Language Center**
AVETH

- We represent you at ETH Zurich.
- Our mission: make ETH a better place to learn, teach, and do research!
- Lots of different offers and activities
We are here for you!

- What support do you need to be successful?
- What events would you like us to organize?
- Which political topics are important to you?