

# “Meet Your Future You” – Women in Science

for international early career researchers

Live Event via Microsoft Teams  
23rd October 2024, 4pm CEST



Federal Ministry  
of Education  
and Research

Research in  
Germany

Land of Ideas

Please  
respond to the  
first two  
questions,  
while waiting.



[www.mentimeter.com](https://www.mentimeter.com)  
Code: 5770 7342

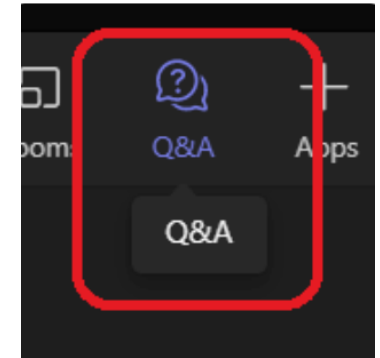


# Webinar tools



Kindly use:

1. **Raising Your Hand** (**ONLY** at the end during our Q&A session)
2. **Q&A Box** (anytime, for upcoming questions)
3. **Chat Box** (**ONLY** technical problems)
4. **Reactions** (anytime)



→ The event is being recorded.



Federal Ministry  
of Education  
and Research

Research in  
Germany



Land of Ideas



[www.mentimeter.com](https://www.mentimeter.com)  
Code: 5770 7342



# Today's agenda



- Dr. Claudia Seldin (10min presentation)
- Dr. Natacha Mahutin Aivodji (5min interview)
- Aylin del Moral Morales (5min interview)
  
- Q&A session (30min)
- Short survey





# Dr. Claudia Seldin

Brazil - Urban Studies, Urban Planning, Urban History

Center for Metropolitan Studies - Technische Universität Berlin

Urban Management Program - Technische Universität Berlin

Apoena Network of Brazilian Scientists in Germany (Rede Apoena)



Federal Ministry  
of Education  
and Research

Research in  
Germany

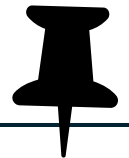


Land of Ideas



# My Background and Funding

- Bachelor's in Architecture and Urbanism – Federal University of Rio de Janeiro (UFRJ)  
→ Scholarships: [Brazilian Ministry of Technology \(CNPq\)](#)
- Master's in Urbanism – UFRJ with research stay at the Bauhaus-Universität Weimar  
→ Scholarships: [Brazilian Ministry of Technology \(CNPq\)](#), [Deutscher Akademischer Austauschdienst \(DAAD\)](#)
- PhD in Urbanism – UFRJ with research stays at the Bauhaus-Universität Weimar  
→ Fellowships: [Brazilian Ministry of Technology \(CNPq\)](#), [Brazilian Ministry of Education \(CAPES/PDSE\)](#)
- 1<sup>st</sup> Postdoc in Urban Planning – UFRJ  
→ Fellowship: [Rio de Janeiro Research Foundation \(FAPERJ\)](#)
- 2<sup>nd</sup> Postdoc in Urban History – CMS/Technische Universität Berlin  
→ Fellowship: [Brazilian Ministry of Education \(CAPES\)](#), [Alexander von Humboldt Stiftung \(AvH\)](#), [IRS Leibniz Erkner](#)
- Current: Wissenschaftliche Mitarbeiterin – CMS/Technische Universität Berlin  
→ Small fundings: [Technische Universität Berlin](#)



- Green = Brazil  
All funding comes from the government  
Pro: strong history of state support for research in all levels  
Con: low pay and weak infrastructure
- Red = Germany  
Funding comes mostly from private institutions or “third-party funding”  
Pro: better pay, better infrastructure and more diversity of funders  
Con: too temporary, more internationally competitive, privileges the so-called “hard sciences”





# Benefits - Germany

- (More) respect and equality for **women in science** (if compared to other countries) - e.g., fixed salaries
- Quality of life: for a **single woman or a family**, including welfare benefits (e.g., Kindergeld, public schools)
- Good work vs. personal life balance
- Possibilities of research in both academia and the industry (field-dependent)
- Possibilities of conducting research and working in English (while you learn German)
- Most German institutions are well-perceived and well-known internationally
- Good possibilities of cooperation with partners from other EU countries due to regional funding schemes
- Wonderful funding landscape for early-career researchers and temporary research stays:
  - Use **Research in Germany** to find the best information for your level: <https://www.research-in-germany.org/en.html>
- Great lab/university infrastructure (if compared to other countries)





# Challenges - Germany

- Cultural adaptation (personal and at the workplace)
- Language... yes, German is hard!
- Lack of a family/service support network for **women with duty of care = double work with less help**
- Excessive institutional bureaucracy
- Visa issues, dealing with immigration → your passport matters and so does your family status
- Fixed-term contracts after the PhD + lack of permanent positions in academia after the PhD, but a current focus on hiring **female staff and minorities → incentive for equal opportunities**
- Gaining professional visibility in a new country, **especially as a woman**





# Developing Your Career in Germany

## Lessons learned: from a personal perspective

- Be open minded about the cultural differences: nothing is right or wrong
- Invest in learning the language: mastering German takes time, but it opens (a lot of) doors
- Build your support network: there are many expats in Germany (probably from your world region) → **help with duty of care**, provide advice... don't isolate yourself → **many groups centered on foreign women on Facebook, Instagram**
- But... do not limit your network to expats and people from your own country: find activities that put you in touch with the locals. Integration in Germany is not easy, but it is essential for success
- Be patient with the bureaucracy and the formality... there is nothing you can do about it!







# Developing Your Career in Germany

## Lessons learned: from a professional perspective

- Mix and match from early on: a diversity of funding bodies and institutions is important for your CV
- Do not be a tourist at your institution: networking for future opportunities, contact the International Office of your institution
- Visit other institutions in other states (e.g., through conferences): it could be hard to build a career in the city where you are now
- Learn about the academic/higher education system in Germany: it is very specific
  - Important: talk to your PhD/postdoc colleagues about the challenges they face at your department, learn about the law WissZeitVG (law on fixed term contracts): <https://www.postdocnet.mpg.de/joint-statement-wisszeitvg-2024>
- Create a publishing strategy from early on: build collaborations for publishing with recognized names, look for highly-ranked Scimago journals in your field: <https://www.scimagojr.com/journalrank.php>



# Developing Your Career in Germany

- Be proactive (i.e., offer to teach, participate in organizing events, take further education courses...): proving your competence and enthusiasm is the best way to get noticed – EARN your place
- Work on your research visibility through specific portals and social media, but **BE CAREFUL to not mix professional and personal life** – these boundaries are strong here
  - [Orcid](#), [LinkedIn](#), [Web of Science](#), [Scopus](#), [Research Gate](#), [X/Threads](#)...
- Look for your scientific diaspora: opportunities for international cooperation, visibility and strengthening professional ties. If it doesn't exist formally, create it:
  - [Rede Apoena \(Apoena Network of Brazilian Scientists and Researchers in Germany\)](#): [@rede.apoena](#) on IG
- Take advantage of mentoring opportunities, **many target women** (e.g., AvH Females Forward, BUA's ProFiL)
- Establish career goals and actively pursue them!





# Vielen Dank!

## **Claudia Seldin**

**E-mail:** [claudia.Seldin@metropolitanstudies.de](mailto:claudia.Seldin@metropolitanstudies.de)

**LinkedIn:** <https://www.linkedin.com/in/claudia-s-130493150/>

## **Apoena Network of Brazilian Scientists and Researchers in Germany (Rede Apoena)**

**Website:** [www.redeapoena.org](http://www.redeapoena.org)

**LinkedIn:** <https://www.linkedin.com/company/rede-apoena/>

**Instagram:** [@rede.apoena](https://www.instagram.com/rede.apoena)





# Dr. Natacha Mahutin Aivodji

Cellular Physiology and Pharmacology  
University of Abomey-Calavi, Benin



Federal Ministry  
of Education  
and Research

Research in  
Germany

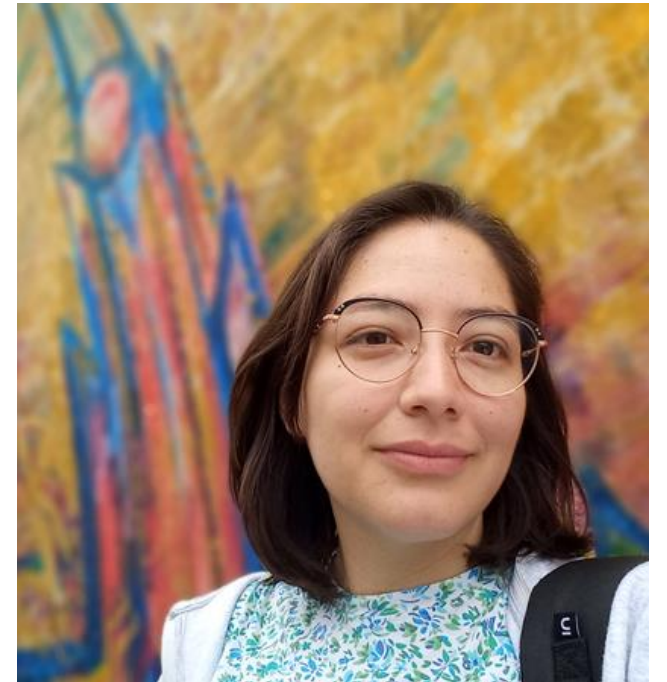


Land of Ideas



# Aylin del Moral Morales

Biochemical Sciences at the National Autonomous  
University of Mexico (UNAM)



Federal Ministry  
of Education  
and Research

Research in  
Germany



Land of Ideas



# Contacts

**Claudia Seldin**

E-mail: [claudia.Seldin@metropolitanstudies.de](mailto:claudia.Seldin@metropolitanstudies.de)

**Dr. Natacha Mahutin Aivodji**

E-mail: [natacha.aivodji@gmail.com](mailto:natacha.aivodji@gmail.com)

**Aylin del Moral Morales**

E-mail: [aylindmm@gmail.com](mailto:aylindmm@gmail.com)



Federal Ministry  
of Education  
and Research

Research in  
Germany

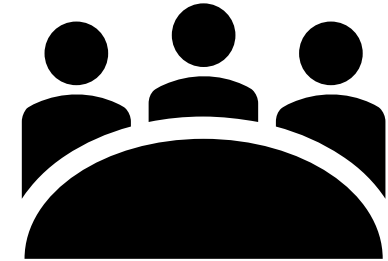


Land of Ideas



# Q&A session

Your turn! 😊







# Thank your for your attention!

Stay with us for our online survey.



<https://www.menti.com/aln95t83awmp>

Code: 5770 7342

Facebook



Instagram



X



LinkedIn



Website



Newsletter



Federal Ministry  
of Education  
and Research

Research in  
Germany



Land of Ideas





# Thank you for your attention!



See you at our next event, bye! 😊

Facebook



Instagram



X



LinkedIn



Website



Newsletter



Federal Ministry  
of Education  
and Research

Research in  
Germany



Land of Ideas