



Essential Elements for a Successful Career in Industry or Science Management

IR-group Retreat
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Definition of „Career“

The word career for some people has a negative sound, a bad aftertaste. As a scientist one might not intend to make career, just to do something interesting.

Wikipedia:

“**Career** describes an individuals' journey through learning, work and other aspects of life.”

“Career is also understood to relate only to the working aspects of an individuals life.”

“A career can be seen as a sequence of related jobs usually pursued within a single sector.”

“**Career management** describes the active management of a career by an individual.”

- Increase your awareness of the fact, that you are allowed to manage your career.
- Managing your career is something absolutely positiv.



Personal Background of Markus

- 1997 Industrial training as an electronic technician
- 2001 Studies of Electrical Engineering at technical college
- 2002 Studies of Electrical Engineering at TUM
- 2006 Project Engineering in Space Industry (Kayser-Threde)
Electronics Development
- 2007 PhD at TUM in cooperation with Kayser-Threde
...development of space-based laser systems...
- 2010 Project Management at Kayser-Threde
...project management -> systems engineering -> predevelopment & studies
- 2013 Electronics Engineering at MPE

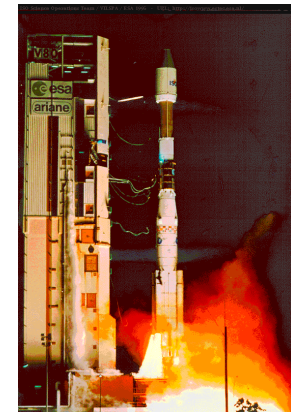


Markus's guiding principle:

The stress of today is the good old
days of tomorrow!

Personal Background of Joseph

- 21. July 1969 (childhood dreams)
- 1988
Letter of application to ESO/MPIA
- 17. November 1995
ISO Launch (the dream became true)
- 1997
SOFIA DLR/Adlershof (there must be more)



Personal Background of Joseph

- 2000
PACS/Herschel MPE (learned a lot)
- 2005
Space Industry/KT (a lot to learn, sparkling)
- Nov. 2011
Last Ringberg IR-Retreat
Coming Home





Josef's guiding principle:

Don't dream your life,
live your dream!

DER SPIEGEL 8/1950



Erni

Wenn Ernst Pfannenschmidt nicht bald eine Stellung gefunden hat — er hofft in der optischen Industrie unterzukommen, denn in der Astronomie sieht es selbst für Fachleute finster aus —, wird er auch nicht nach Bonn fahren können. Dort wollen sich die einzelnen Sektionen des „Bundes der Sternfreunde“ in wenigen Wochen endgültig zusammenschließen.

„DER SPIEGEL“, Donnerstag, 23. Februar 1950

ASTRONOMIE

AMATEURE

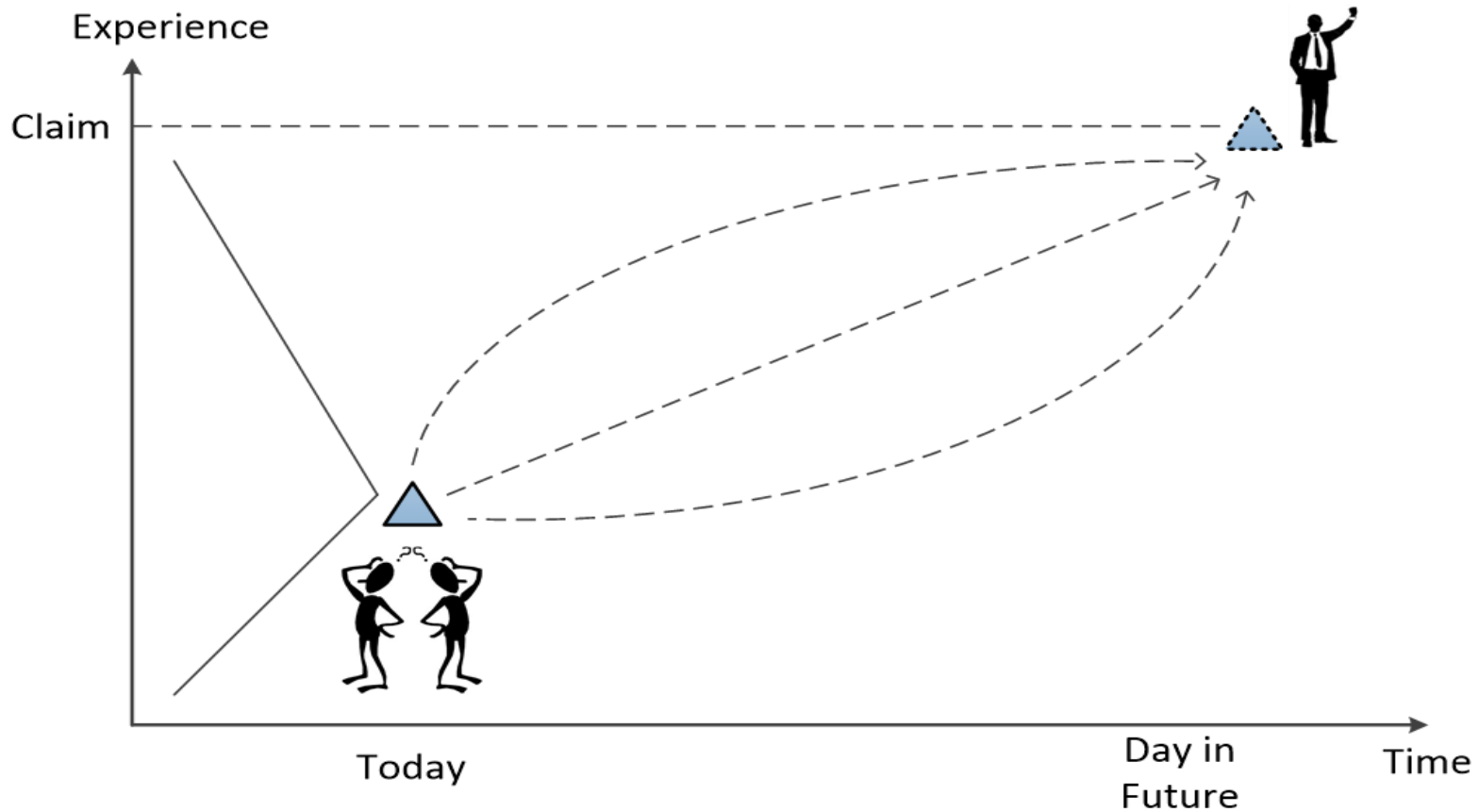
Den Sternen treu
(s. Titel)



The Situation

- I became a scientist, because I want to understand the world and not to get rich (Idealism)
- Permanent positions are extremely rare for Astronomers
- Many PhD students might be worried to take the jump

A way of Planning





Skills a Scientist has

- Professional competence: working at the frontiers of knowledge
- Understanding the language of science
- Goal-oriented working: knowing how to attack/solve problems
- Work independently
- Untiring perseverance (Ausdauer)
- Capability to understand new contexts fast
- Self-motivated
- Fascination, Curiosity
- Multiplexing Information Management
- Creativity
- Being able to make communication package – giving an elevator speech
- Working to deadlines under stress
- Take part in discussions



Skills that might be needed

It depends on what you are looking for:

Junior manager

- A view of the “Big Picture”
- Managerial responsibility , setting priorities, capable of making decisions
- Soft skills: personal, methodic, communicative, social
- Loyalty, obligations towards company/department head
- Work in a team, work for a team, lead a team. At once!

Technical career (Expert)

- Should have a unique selling point and enough competence in the field required
- Analytical skills
- Work in a team, for a team
- Able to share your knowledge / information
- Able to translate science needs

- Maintaining effective performance under pressure or adversity
- Being able to communicate efficiently



Facts a Scientist should accept

- You are part of the company you work for. The main goal of any company is making profit.
- In large companies, the assignment of tasks is given. It basically depends on your role. You are not supposed to do something, that is not part of your role.
- working in a company is also stressful, personnel costs are the dominating cost factor, completion on time is mandatory
- 80% of the day might be seen as „non-exciting work“
- your career path is also uncertain and less idealistic than a career in science.
- usually there are NO “astronomical” salaries



Key Points for Success

- Think ahead: Gain the experience you are going to need in future before it becomes present!
- Evolve pleasure, inspire yourself about the work you are confronted with.



How to apply for a Job?

- Get a picture of who they are looking for
 - Decide if their work is interesting for you
 - Customize your CV and motivation letter
 - Target your speech; you are capable of fulfilling their desires
 - Reduce their fear to scientists
 - Dress slightly better than they do
- Practise Job Applications and Job Interviews, gain experience!
Apply for jobs you don't want to have before you apply for your dream job.



Thank you for your attention!