

Pilot Program TUM Science Manager | CareerDesign@TUM

Information for Supervisors

Who is the target audience of the pilot program?

The pilot program TUM Science Manager represents the second level of the qualification path in the field of science management of the new qualification program for mid-level academics, CareerDesign@TUM.

The pilot program is designed for mid-level academics (temporary/permanent employment) with at least 3 to 5 years of professional experience and (usually) with a completed doctorate. The program is also suitable for scientific staff with more professional experience. The professional experience should have been gained after the doctorate and should include activities in science management. Relevant work experience during the doctorate might also be considered as professional experience. Hence, the target group primarily includes persons at the interface of research/teaching and administration and individuals who mainly perform coordination and management tasks at the faculties/schools and their chairs, in central (scientific) institutions or in administrative fields that are academically oriented.

How is the program structured and how long will it take?

The duration of the program is usually 12 months and a maximum of 24 months. The program includes a formal course program (10 modules of about 8-10 hours each), self-study and career coaching, and various elements to support transfer of training to work. These transfer-enhancing elements include 10 days of job shadowing (usually in another organization), peer mentoring, and a transfer project. Previously obtained competencies and prior participation in trainings or workshops can be considered.

What effort does the program require of the participants?

Participation usually takes place during working hours. Still, the commitment of the participants to contribute their free time is partly required and desired. The scope of the program amounts to about 300 hours in total, of which only about 1/3 are spent on the course program, 1/3 on self-study, job shadowing and career coaching, and 1/3 on transfer of training to the work context.

Which benefits does the program bring for me as a supervisor?

The program strengthens your employees in mastering the complex tasks of science management so that they can support you even more effectively. The program ensures the transfer of training and the application of what has been learned in everyday work, so that your employees and you already benefit during the program. In the program, your employees will get to know new perspectives and best practices in science management. Understanding cross-departmental and cross-organizational processes and gaining a more complete picture of the science system will promote the effectiveness of your employees and TUM as a whole. The program can also open up new career options for your employees. In this way, the motivation of your employees can be further promoted. In the long term, the opportunity to gain further qualification in science management also helps to attract the best talents to TUM and to your own department.

What is my role as a supervisor in this program?

You can support your employees by making them aware of the program and enabling them to participate. For their application, employees need a letter of recommendation from their formal supervisor and another letter of recommendation from a second supervisor at TUM. We kindly ask for your support when receiving requests from potential applicants!

Participants are expected to spend a total of 10 days (usually divided into 2x 5 days) in another organization in order to get to know new perspectives. Please let your employees gain these new insights. Certainly, your unit can benefit from it! We would also greatly appreciate if you are willing to host participants in your unit.

You can also take an active part in the program, e.g., as a speaker in the course program or as a mentor for participants.

When will the pilot program start?

Applications for the pilot program will be accepted from March 1st to March 28th, 2021.

The program will start on April 26th, 2021.

Who can I contact if I have further questions about the program?

Please do not hesitate to contact us:



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