



EXECUTIVE SUMMARY POSTDOC SURVEY 2023

Conducted by the Career Center & Postdoc Office

MAIN STATEMENTS OF THE POSTDOC SURVEY

- ▶ **91%** of all Postdocs would recommend the FZJ as an employer.
- ▶ Response rate **59%** (N=207): Compared to 2019, significantly more postdocs took time to complete the survey.
- ▶ In 2 years, about half of the participants still see themselves in research, in 5 years, a good third still do and 27% in industry.
- ▶ **69%** have heard of the Career Center and 42% made use of the offers. It is an important task for the Career Center as well as for other departments, to strengthen the visibility of the internal services.
- ▶ **87%** think networking with other postdocs is important and **79%** want a postdoc community.
- ▶ Compared to 2019, more postdocs talked with their supervisor regarding career planning (79% at least once a year). This is a positive trend.

POSTDOC SURVEY 2023

METHODOLOGY

Aim of the survey



The survey is intended to identify further needs regarding career development related topics of the Postdocs and to adapt the offers of the Career Center & Postdoc Office accordingly.

Target group



All Postdocs of Forschungszentrum Jülich (~350)

Type of survey & Survey period



Online survey (Duration approx. 10 minutes)
09.01.2023 – 03.02.2023

Survey responses



207 Total, (Of which 150 fully*, 57 partially),
[Comparison: Full responses 2019: N=113]

* fully ≠ all questions answered (given that not every question is mandatory to complete)

7 main sections of the Postdoc Survey

- ▶ Career Prospects
- ▶ Internal Offers of FZJ
- ▶ Career Center & Postdoc Office
- ▶ Communication with Supervisors
- ▶ Networking of Postdocs
- ▶ FZJ as an employer
- ▶ Information on sample

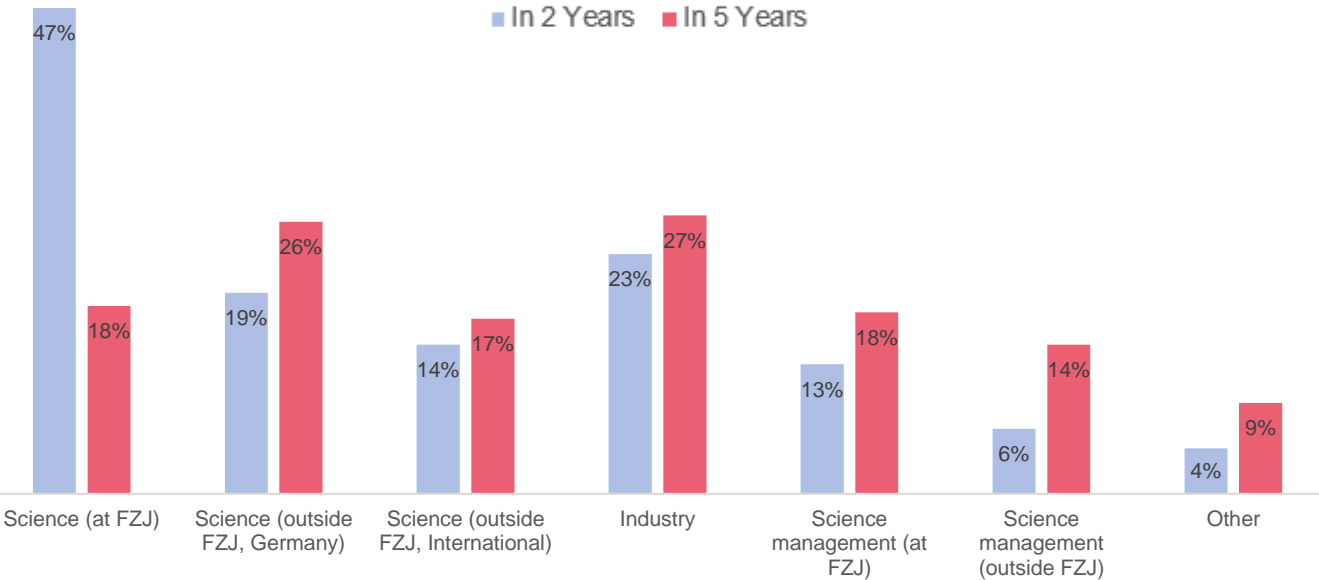
- The Postdoc survey is collected every 2 years by the Career Center & Postdoc Office (2023: 3rd survey).
- The response rate lies at approx. half of the addressed target group.

CAREER PROSPECTS

What career prospects do you envisage for yourself in 2 or 5 years` time?

n=159 (multiple choice possible)

■ In 2 Years ■ In 5 Years



Additional Information: Leadership

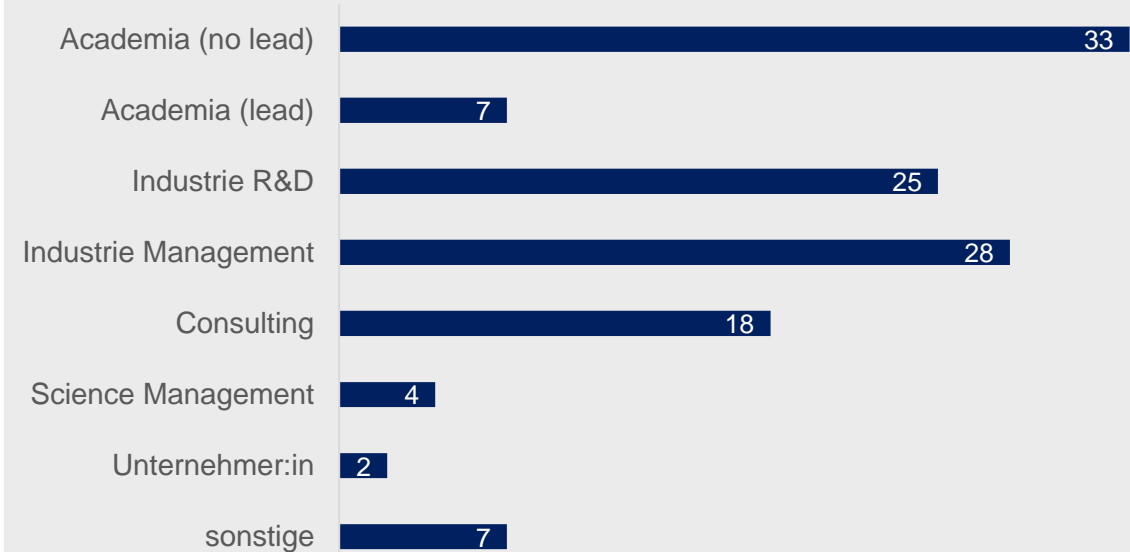
Almost a third (29%) of the participants are aiming for a professorship in the future and slightly more than half (57%) for an executive position.

SUPPLEMENT

Overview of the annual Career Tracking 2023 conducted by the Career Center & Postdoc Office

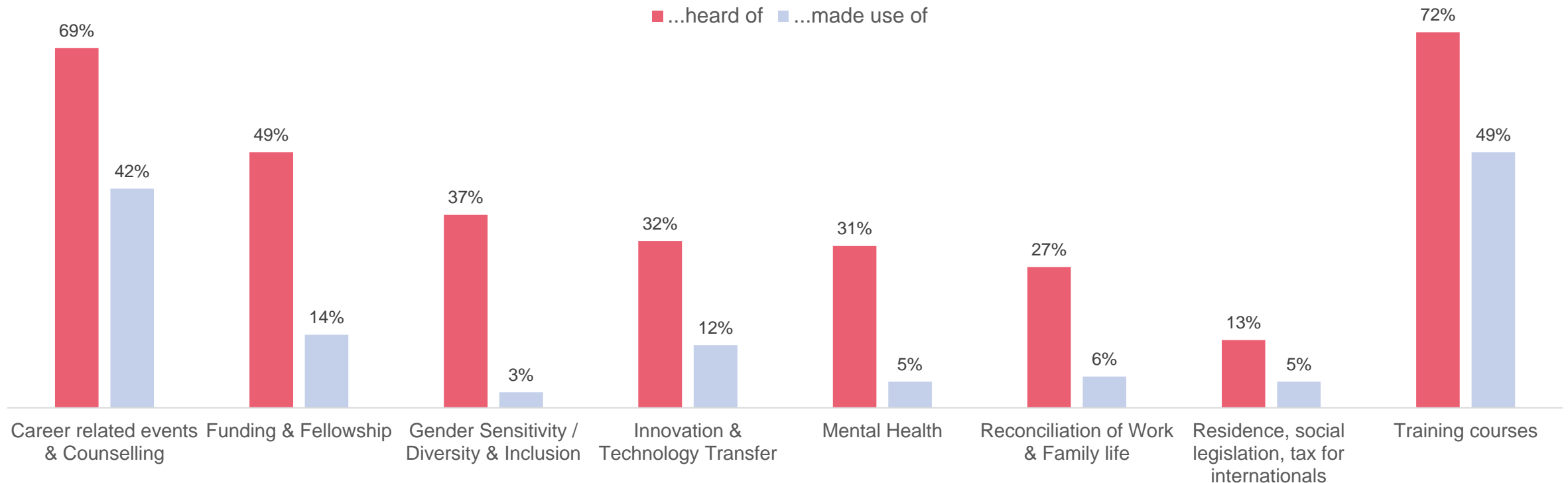
Analysis from all consultation clients between 2018-2022

Alumni positions: n=124



INTERNAL OFFERS OF FORSCHUNGSZENTRUM JÜLICH

Which of the following internal offers for scientists of FZJ have you...



n=173 (multiple choice possible)

CAREER CENTER AND POSTDOC OFFICE

The majority of the participants heard about the Career Center & Postdoc Office via

- ▶ the Postdoc Mailinglist (69%)
- ▶ the Newsletter of FZ Jülich (60%)
- ▶ the Internet/Intranet (45%)

For what reasons did you contact the Career Center & Postdoc Office?

Most mentioned

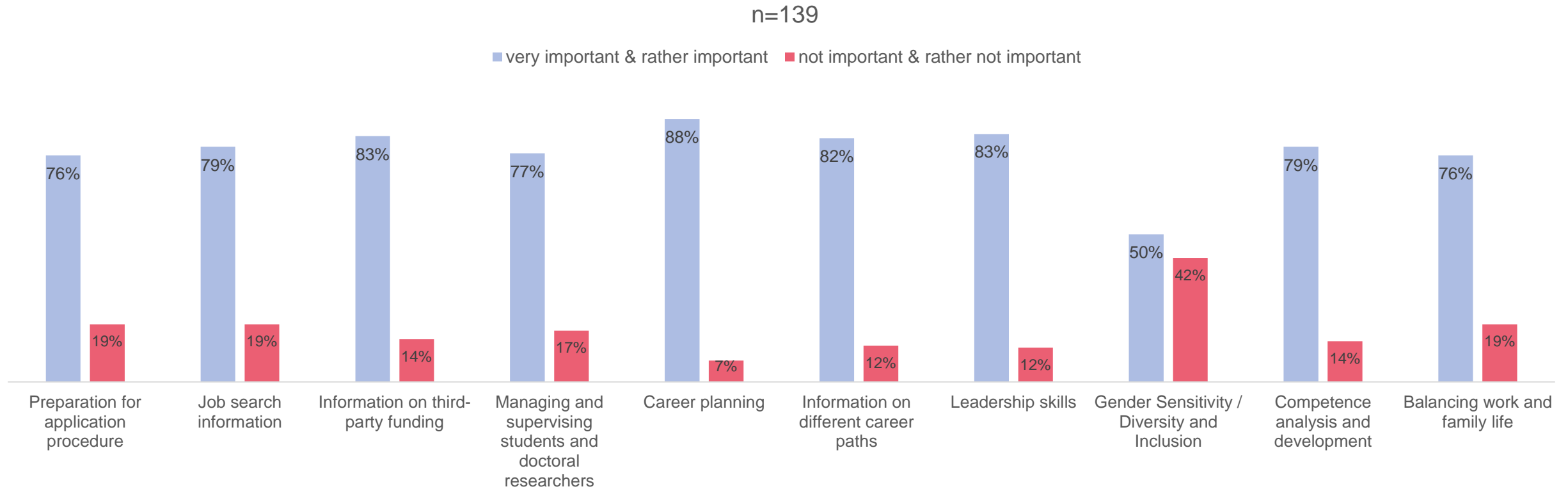
- Career planning (55%)
- Preparation for application procedure (28%)
- Leadership skills (27%)

Least mentioned

- Information on third-party funding (9%)
- Balancing work and family life (4%)
- Gender sensitivity / diversity and inclusion (1%)

CAREER CENTER AND POSTDOC OFFICE

How important is it for you to have the following offers?

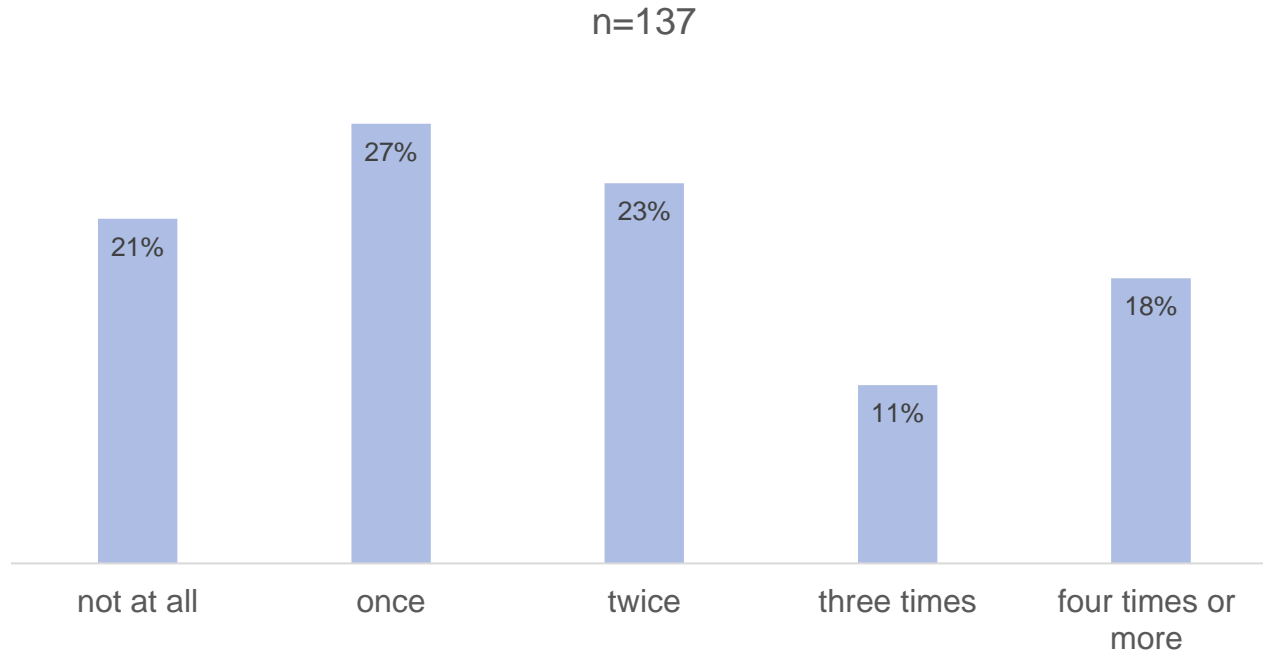


Additional information: Type of format

The majority of participants (61%) prefers **shorter workshops** compared to full-day seminars, **counselling sessions** and **E-Learning** formats. Additionally, the ratio between online and presence preferences is quite balanced.

COMMUNICATION WITH SUPERVISORS

How often have you talked to your supervisor / superior about your career in the past year?

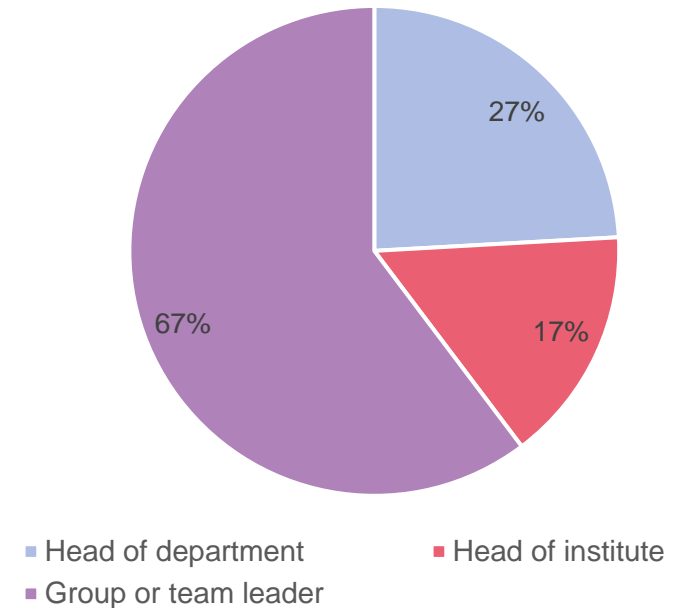


Additional Information: Change since 2019

Compared to the last survey, a positive trend can be identified. **From previously one third, only about one fifth have not talked to their supervisor.** The main reason why the participants have not had a talk with their supervisors, is because they did not offer such an opportunity.

Who did you have this talk with?

n=127 (multiple choice possible)



The group or team leader is the main contact person.

COMMUNICATION WITH SUPERVISORS

What topics were included in the discussion?

n=127 (multiple choice possible)

- 69%** Status of scientific work and plans for continuing this work
- 64%** Career prospects / career opportunities
- 24%** Opportunities for acquiring soft skills
- 5%** Other (Entrepreneurship, Career potentials and planning, Advanced trainings, Training courses, Salary)

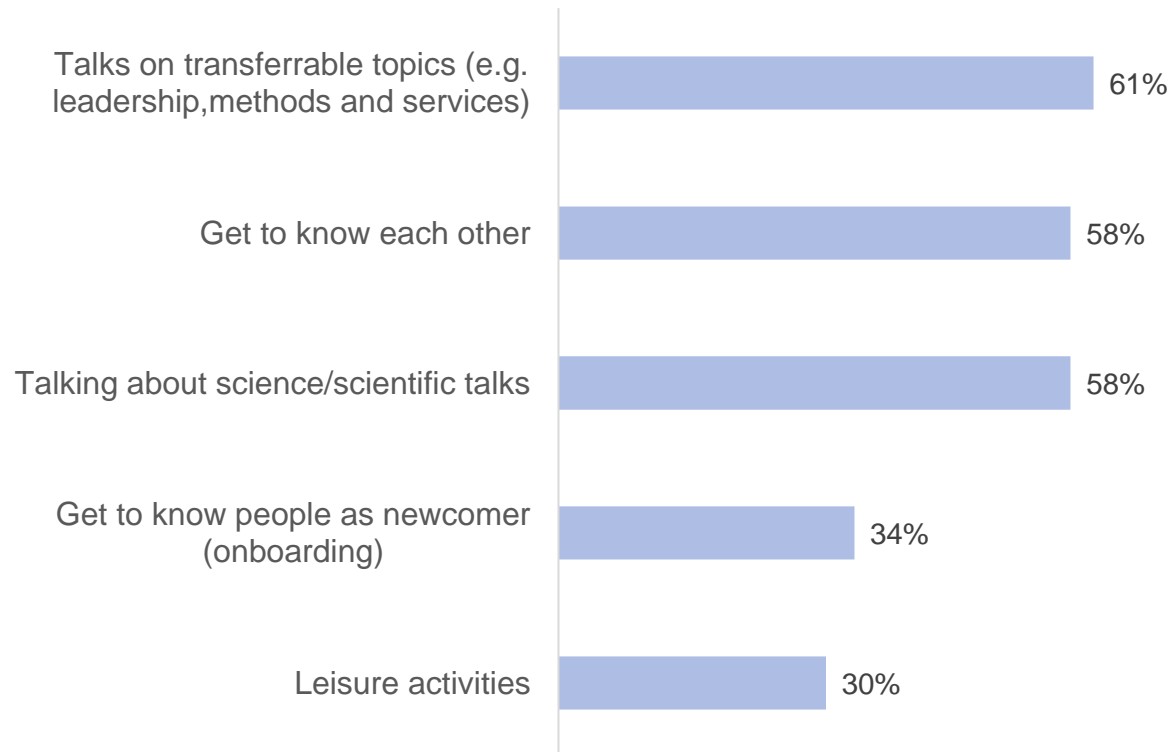
Additional information: Record of the results

Of the talks, around 89% of the results are not recorded at all or only verbally. Compared to the last survey, this is even less than in 2019 (65%).

NETWORKING OF POSTDOCS

For what reasons is it important to you to network with other Postdocs?

n=155 (multiple choice possible)



How important do you consider networking with other Postdocs at FZJ to be? (n=115)

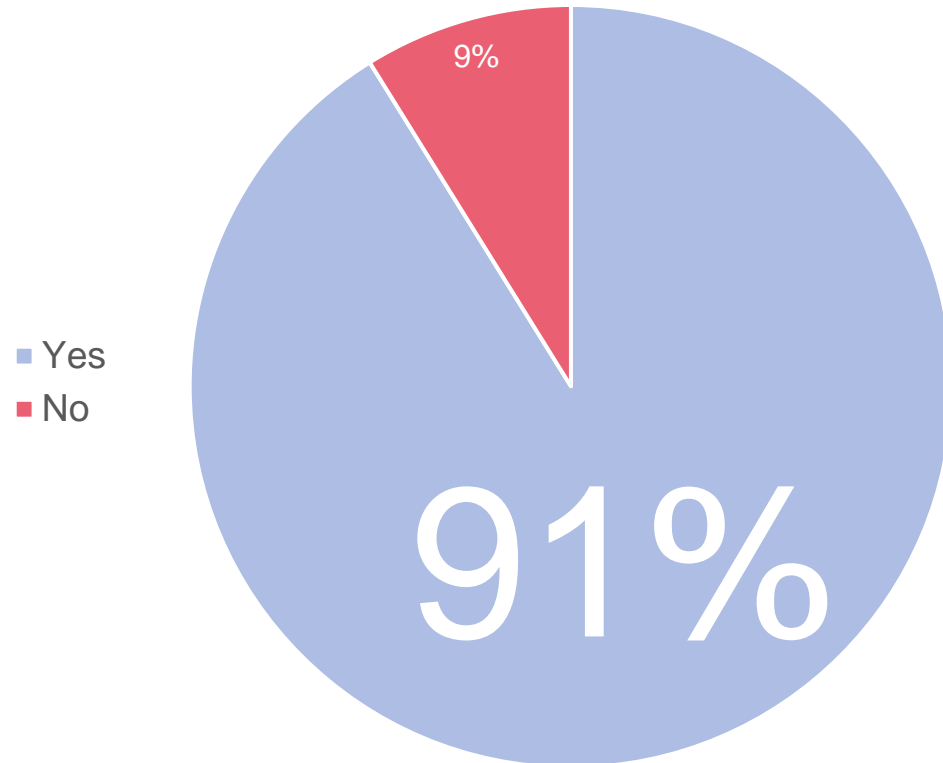
87% consider it as important

How important is the existence of a Postdoc community for you? (n=108)

79% consider it as important

FORSCHUNGSZENTRUM JÜLICH AS AN EMPLOYER

Would you recommend Forschungszentrum Jülich as an employer for Postdocs? (n=113)



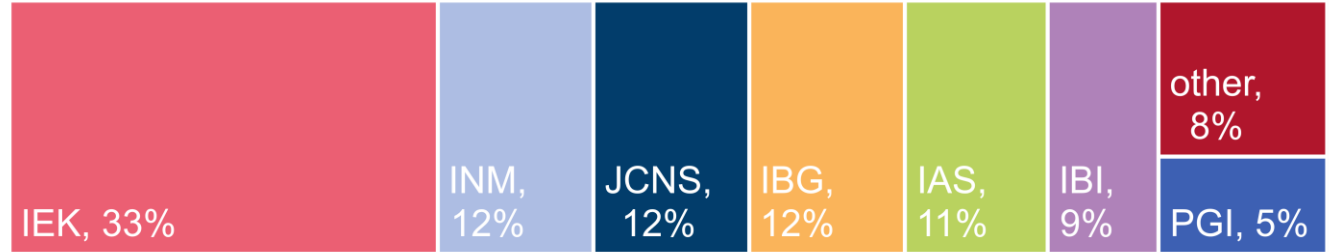
Almost all participants of the survey would recommend FZJ as an employer.

INFORMATION ON SAMPLE

Gender



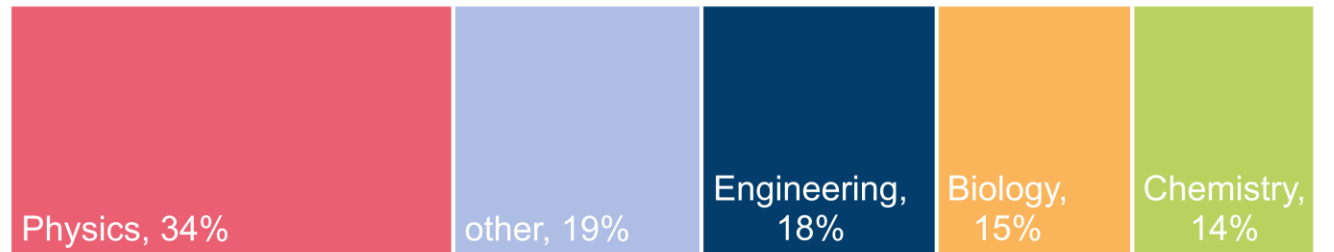
In which institute are you working at the moment?



Responsibility for Family



In what subject did you take your doctoral degree?

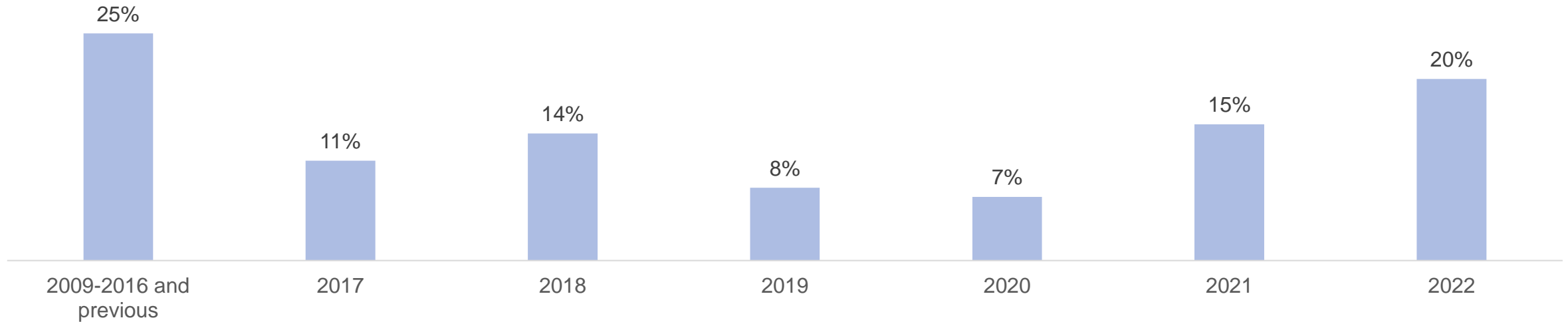


Nationality

52.2% of the participants are German. Among the international participants Indians (8.1%) and Chinese (5.9%) build the largest group.

INFORMATION ON SAMPLE

When did you complete your doctoral degree? (n=132)



What type of contract do you currently have? (n=136)

- 47%** have a fixed-term contract up to two years
- 39%** have a fixed-term contract more than two years
- 11%** have a permanent contract.

Additional information:

68% did not get their doctoral degree in cooperation with Forschungszentrum Jülich