



Postdocs welcome!

25 September 2019

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



11th in THE ranking
7th 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.
407 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



ETH Zurich: three sides

3. An international hub



21,400 students from
over 120 countries



530 professors from
~30 countries

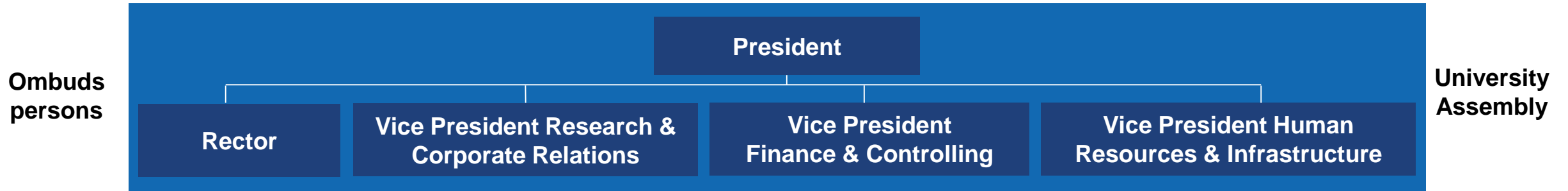


~9000 research
collaborations around
the globe

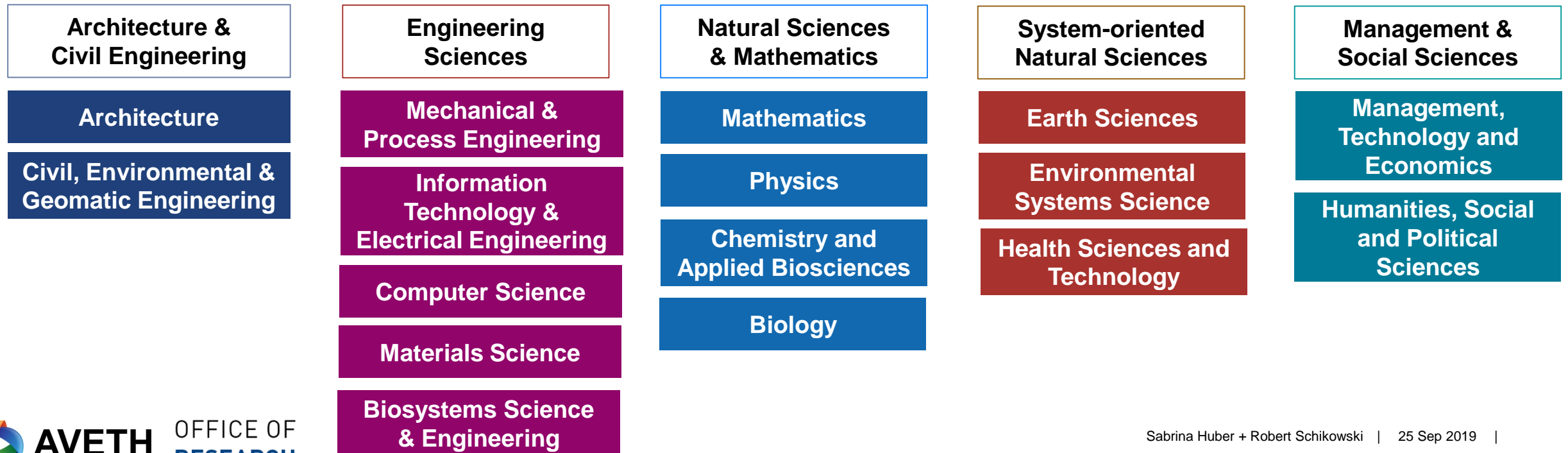


Organisation

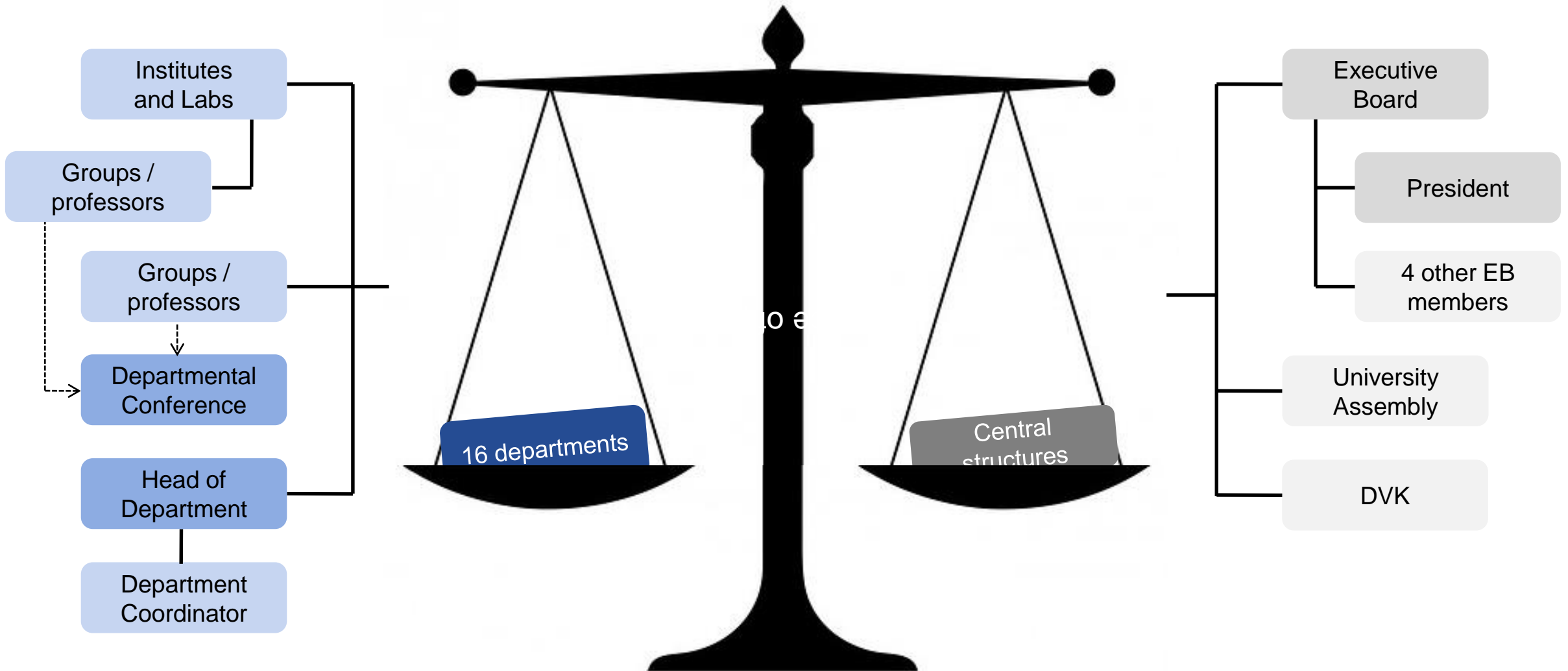
Executive Board



16 departments



Organisation



Respect campaign and Respect Code of Conduct

**AT ETH
ZURICH WE
WILL NOT
TOLERATE:**

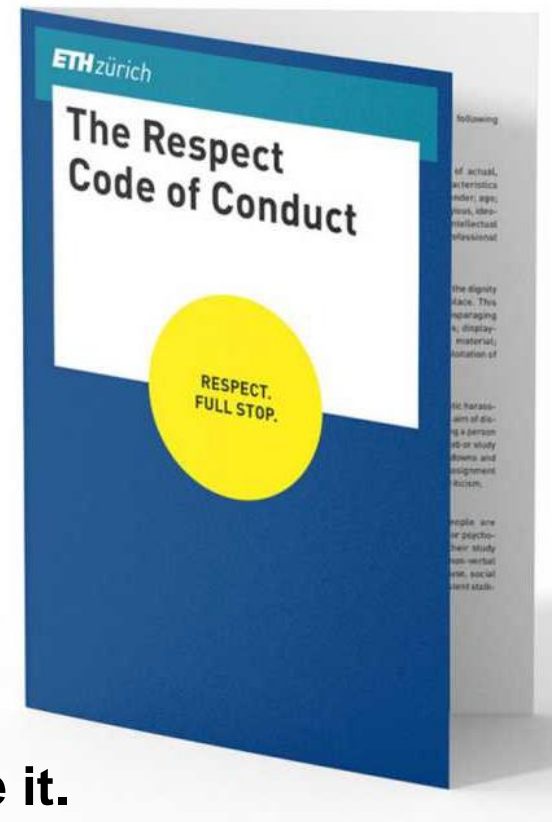
DISCRIMINATION ●
SEXUAL HARASSMENT ●
BULLYING ●
THREATS & VIOLENCE ●

**RESPECT.
FULL
STOP.**

More information and
some important
contacts at

www.ethz.ch/respect

Guideline for
how members
ETH should treat
each other:



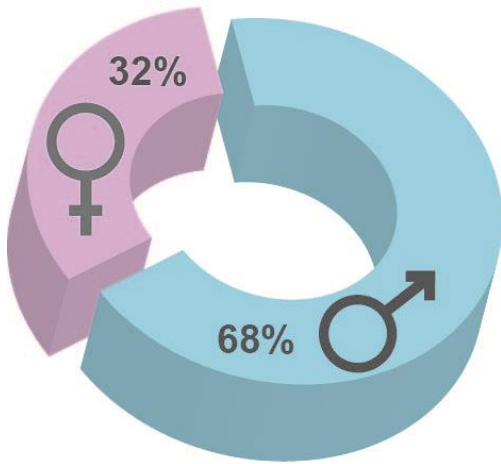
Read it. Live it.

Being a postdoc

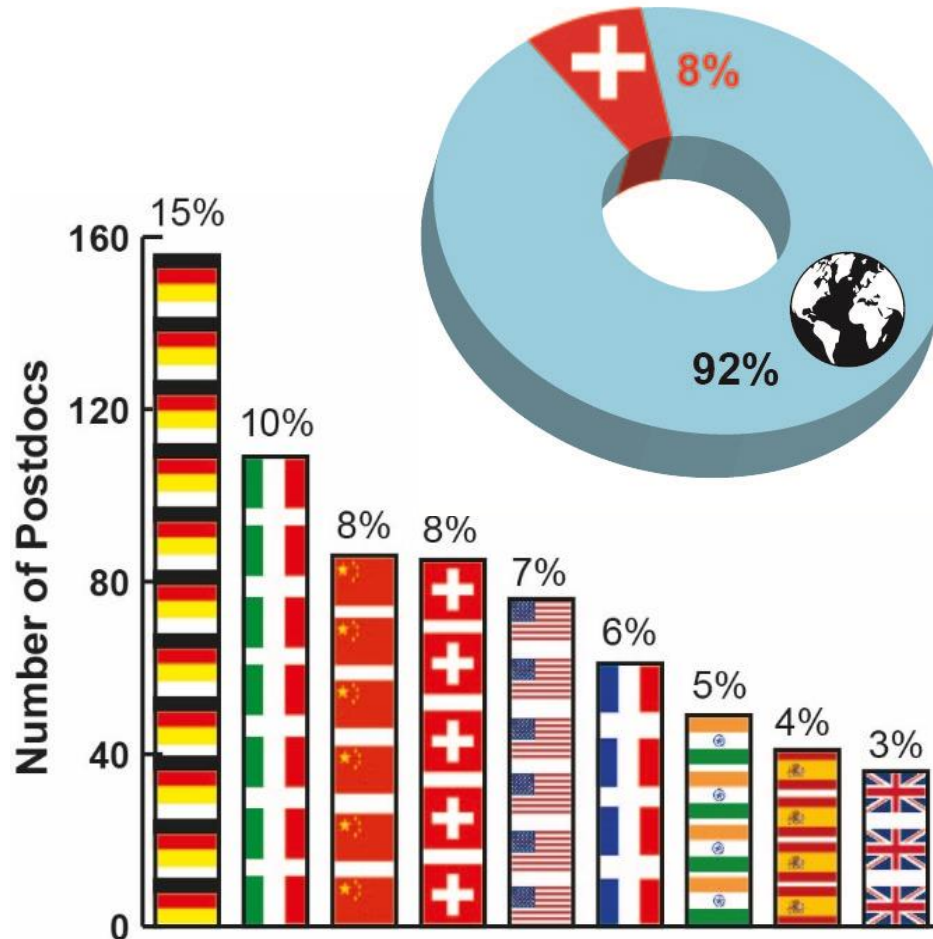
Roles, functions, social aspects

1063 postdocs in figures

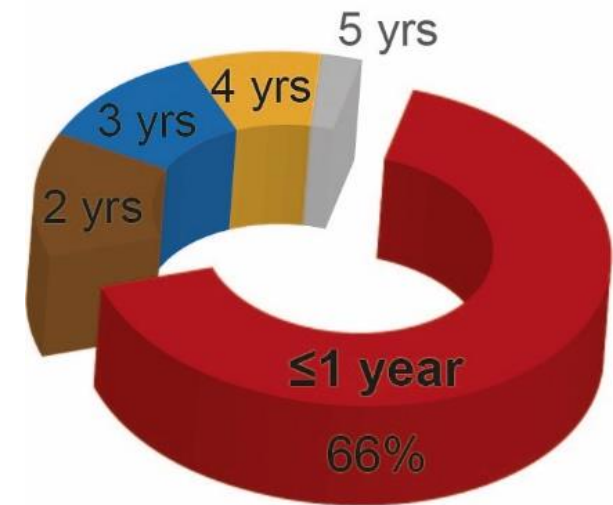
gender ratio



countries of origin



years spent at ETH



Information to get you started



[Welcome Center](#)

For everything non-academic:
living in Switzerland,
employment, taxes, family...

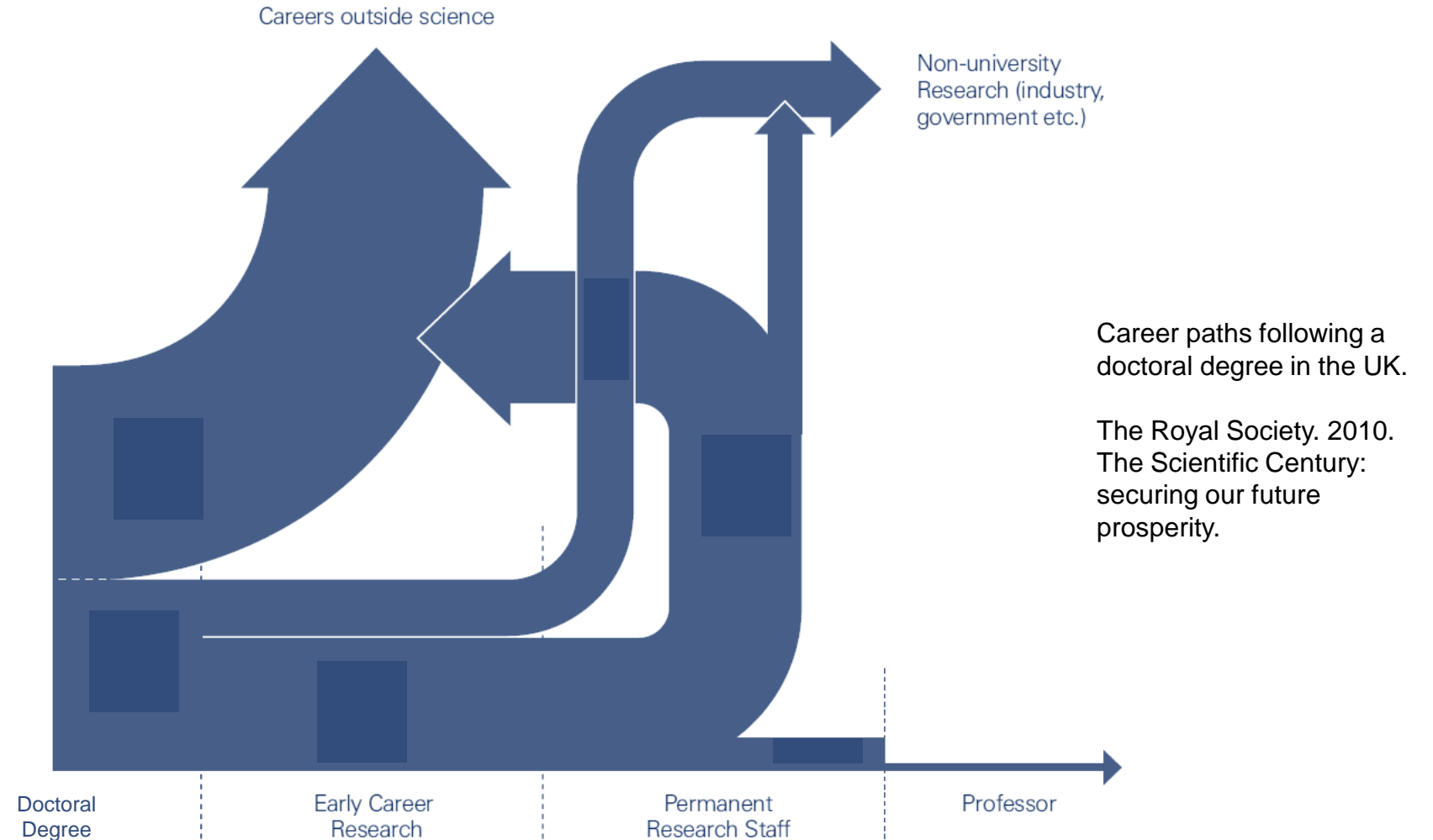
WHAT IS A POSTDOC?

Definition

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**.

Between PhD and Professor

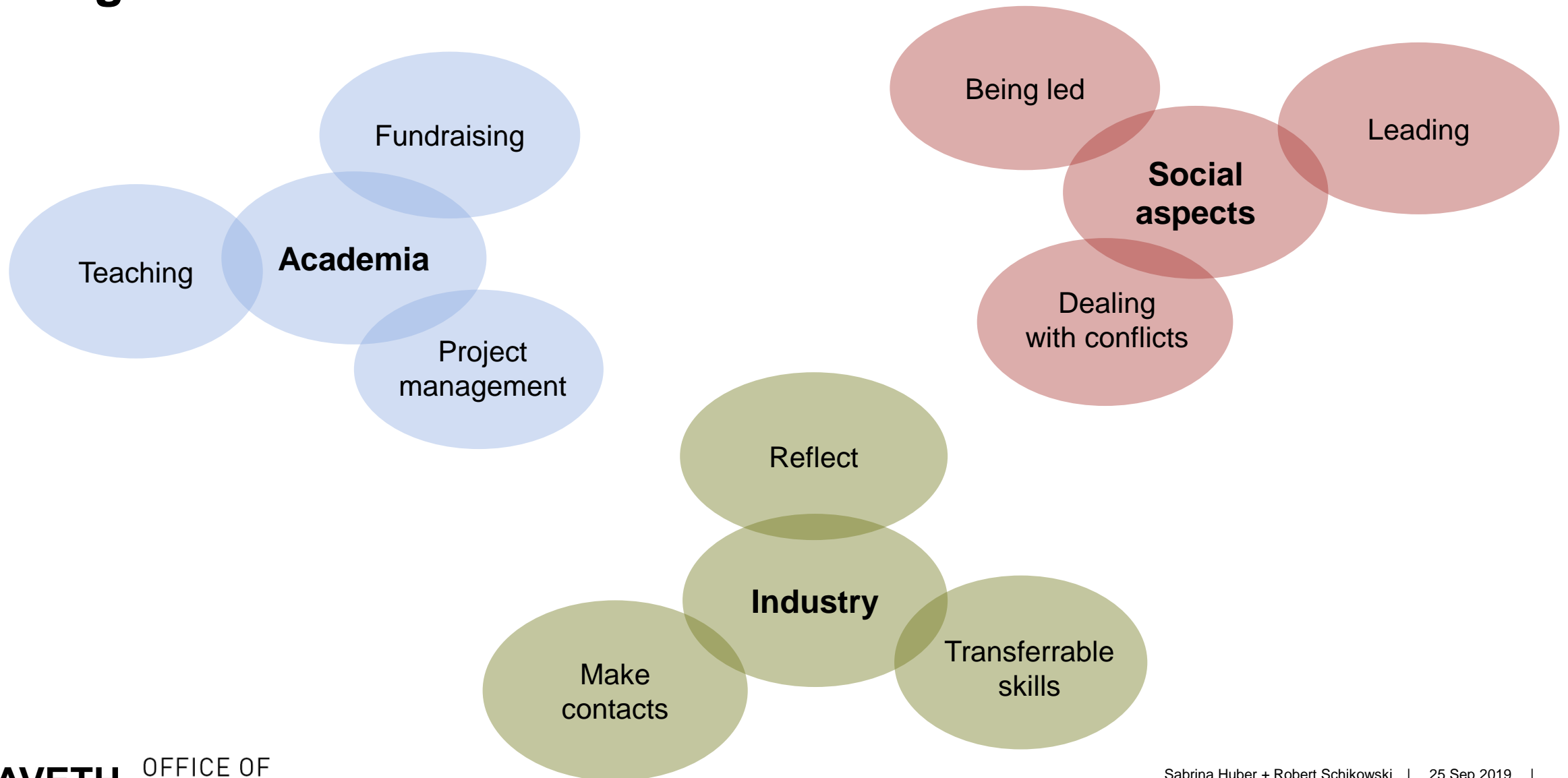
Reflecting on
where you want
to go is key!



ETH's employment policy

- ETH encourages postdocs to **stay mobile** and **become independent**
- **time caps** for employment:
 - most: **6 years** (employment categories Postdoktorand, (Wissenschaftlicher) Assistent I/II, Oberassistent I/II)
 - some: 9 years (employment category Wissenschaftliche Mitarbeitende I/II)
 - a few: permanent (employment categories Leitender Wissenschaftlicher Mitarbeitender I/II, Senior Scientist I/II)
- Assistant Professors cannot be older than **35 years** at the time of appointment

Things to learn



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
- **Career Center** offers, e.g.
 - [Polymesse](#) job fair
 - [Career events](#)
- **Councelling and Services**
 - [Fix the leaky pipeline](#) – for women only
 - [Equal!](#)

Services and infrastructure

Benefits, research, careers

Research funding opportunities for postdocs

**Bread and butter:
national funding**



Swiss National
Science Foundation



Innosuisse

[Spark](#), [Innovation Projects](#),
[Ambizione](#), [PRIMA](#)

OFFICE OF
RESEARCH

[Eccellenza](#)

**The high end:
EU funding**



European Research Council

Established by the European Commission

ERC [Starting](#) – [Advanced](#) –
[Consolidator](#) Grants, [Marie
Skłodowska-Curie Fellowships](#)...



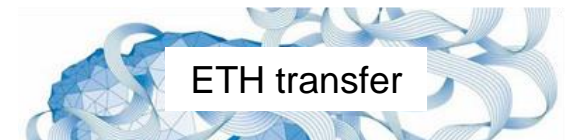
Finding funding made easy.

**Foster independence:
ETH-internal funding**



Eidgenössische Technische Hochschule Zürich
Swiss Federal Institute of Technology Zurich

OFFICE OF
RESEARCH



Scientific infrastructure

Interdisciplinary structures

- [Technology 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](#)

Benefits for ETH employees

- [SBB rail passes:](#)
 - Free half-fare travelcard, or
 - 15% contribution towards the cost of a GA travelcard
- [mobility car sharing:](#)
 - Free four-month trial
 - Discount on annual subscription
- [child care:](#)
 - General support by Hello Kids! service point
 - Financial aid for daycare
- [Language Center](#)
- [More offers and benefits](#)



Where to turn in case of trouble



[Counselling tailored to scientific staff](#)



More than 18,000 offers from 120 different sports
in 48 sport centres in and around Zurich



For brain, body and soul.



AVETH

Make ETH a better place to learn, teach and do research!



AVETH

Make ETH a better place to learn, teach and do research!



... **become a member**, get active and get involved!



aveth.ethz.ch/joinus



@AV_ETH

How do I get to know people?

- **Events**

- [ETH events calendar](#)
- [AVETH events](#)
- [@bQm](#) (pub quiz, live music, pint of science)

- **Courses**

- e.g. for transferable skills

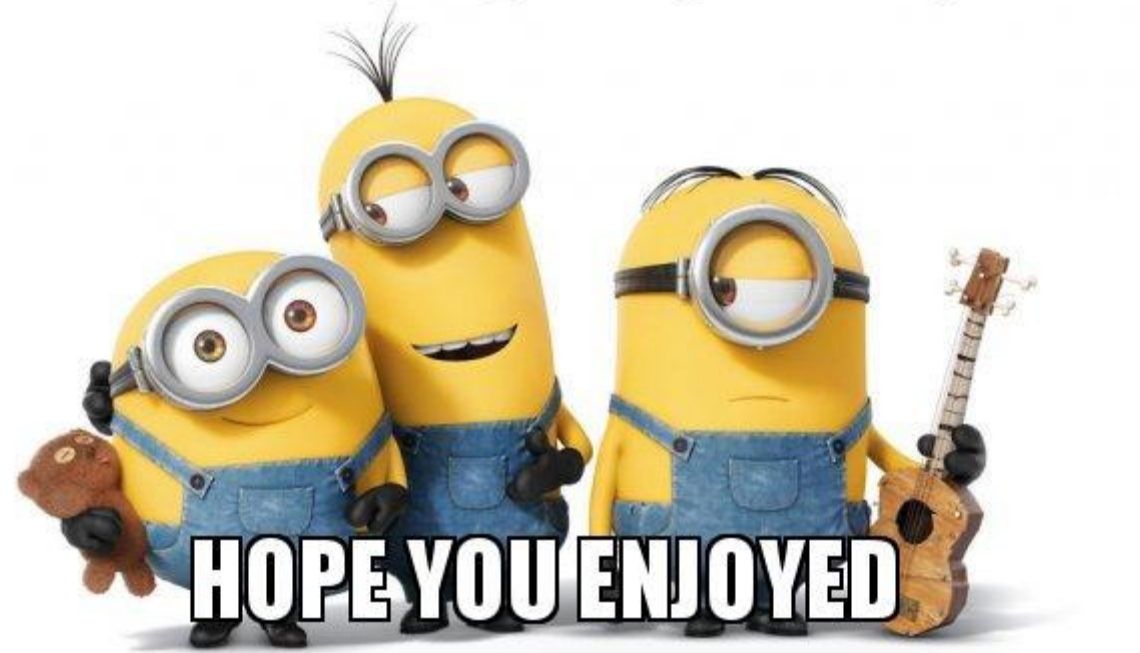
- **Clubs and associations**

- at your department / institute
- in Zurich

We represent you at ETH...

- What support do you need to be successful?
- What events would you like us to organize?
- What topics would you like to be discussed in politics meeting?

THANKS FOR LISTENING





23.10.2019, 17:15



ETH Main Building

ETH Career Center & University of Zurich

Working in Switzerland - what is possible?

Att.: Postdocs please register as Alumni to attend this event
This event is for international students with a special focus on non EU/EFTA citizens to learn more about working permits and processes on the Swiss labor market.