

Keeping an eye on skills for the non-university job market during the doctoral phase

Welcome!

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Today's Topics

Profile building during the doctorate: Strategic use of scientific skills

Looking at your scientific profile

Requirements of the non-university job market

Interdisciplinary skills as the key to the non-university job market

Overview of a skills profile

Support services offered by the Career Service

Workshop offers and individual advice

Today's Topics - Disclaimer

What we will do today in this 1 h session:

We will provide insight into requirements of the non-university job market

We will give an insight and practice how to derive these qualifications from your academic work

We will provide information of further relevant topics and where to address them in the Career Service

Topics for individual advice:

A guide on how to find jobs outside academia

- In certain industries
- With specific interests

There is no patent remedy for a transition to the non-university job market!
You are unique and so is your career path.

Short activation

In which areas do you need information?

Get up and stand in the room in the right place for you

I know my
competencies and
can name them

I know what
applications for
non-university
fields of work look
like

I have a plan for
the transition after
the doctorate

I know where I can
bring them to the
job market

Career decisions
are easy for me

Insight into the scientific profile

Research

- Research profile
- Presentations
- Publications
- Int. Cooperations
- Prizes & Awards
- Mentors and supporters

Management

- Acquisition of third-party funding
- Science Management
- Committee work
- Management tasks

Teaching


- Lectures
- Supervision

Insight into the scientific profile

**UNIVERSITÄT
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Career Service

Individual Career Program

My academic profile

| | | |
|---|--|--|
| Management of scientific projects _____ _____ _____ | Research profile _____ _____ _____ | International cooperations _____ _____ _____ |
| Committee work _____ _____ _____ |  | Prizes and awards _____ _____ _____ |
| Third party funding _____ _____ _____ | | Mentors and Supporters _____ _____ _____ |
| Lectures _____ _____ _____ | | Publications _____ _____ _____ |
| Supervision _____ _____ _____ | | Presentations _____ _____ _____ |

Based on:
Mirjam Müller, Promotion-Postdoc-
Professur – Karriereplanung in der
Wissenschaft, Campus Verlag

Take a quick inventory of your profile

7 min

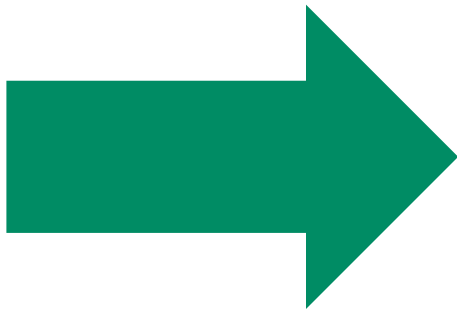
Non-university job market

Requirements and special features

| Academic job market | Non-university job market |
|---|---|
| Doctorate required | There is no exclusive non-university job market for doctoral graduates |
| Excellent scientific achievements (third-party funding, publications, awards) as a benchmark | Doctorate usually not expected, must be listed as relevant work experience |
| The path to a permanent position/professorship often requires a series of temporary employment and (international) mobility | Identification and translation of competencies from science into the language of the non-university labor market necessary, including soft skills as a qualification feature |
| For internationals: You can get by with limited German language skills | For internationals: German language skills at C1 level are a widespread requirement |

Why is it important to look at competencies?

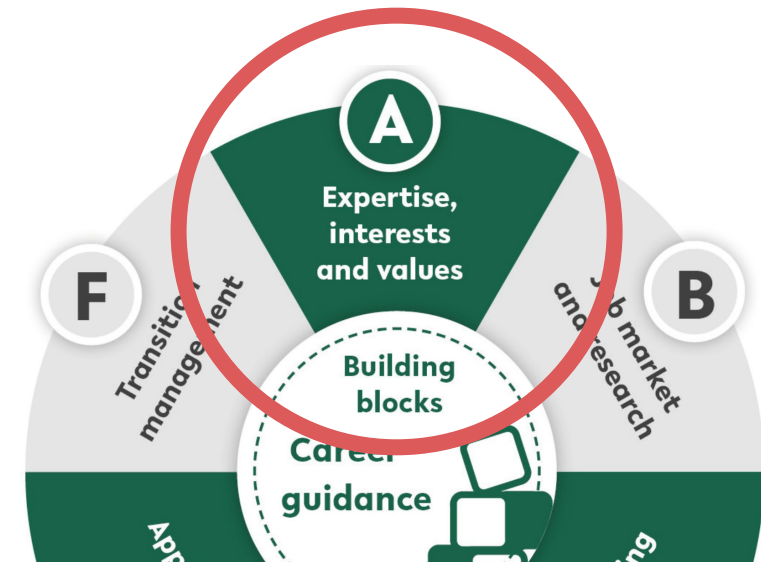
- What can I actually do?
- What can I do beyond my research skills?
- What do I enjoy doing?
- In which areas would I like to develop?
- What can I apply in other contexts?



Find answers on:

- What am I good at?
- What interests me?
- What is important to me?

Define your skills profile and find out where this profile is needed



First look at competencies

Academic-Specific Skills

- Deep theoretical expertise
- Research methodology & publication experience
- Teaching and supervision
- Critical reading of academic literature
- Long-term project autonomy

These are essential for success in universities or research institutes but may be too narrow for some industry roles without additional experience.



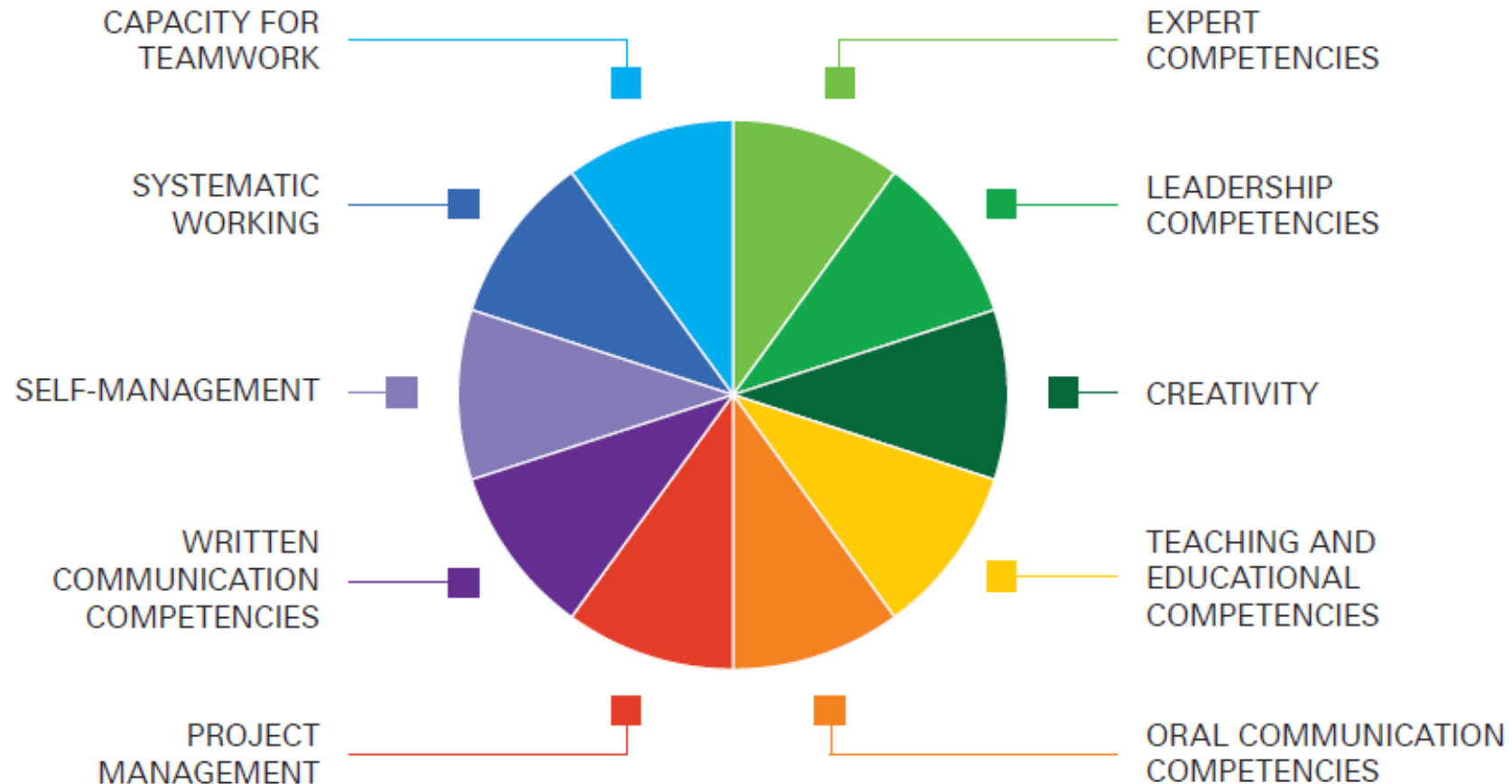
Non-Academic-Specific Skills

- Project and stakeholder management
- Business and industry awareness
- Team leadership & cross-functional collaboration
- Networking and self-marketing
- Results orientation & short-term delivery
- Commercial or client-oriented thinking

Often underrepresented in academia, these skills can be acquired through internships, side projects, or professional development.

Intro: Interdisciplinary skills

THE TEN COMPETENCY CLUSTERS at a glance



Introduction to interdisciplinary skills – an example

Oral communication competencies

Typical PhD situations:

Presentations & Talks



Lectures & tutorials



Introducing your research to supervisors, undergraduates, media, colleagues from related disciplines



Typical relateable non-university job situations:

Presenting information incl. visualisations

Trainings & meeting moderation

Debating, Negotiating and asserting oneself, target group-oriented communication, raising interest & transporting the crucial point

Intro: Interdisciplinary skills

THE COMPETENCY CLUSTERS and sub competencies

EXPERT COMPETENCIES

- Continual extension and adequate application of subject knowledge
- Information competence
- Methodological competence
- Firm command of terminological peculiarities
- Knowledge and consideration of the rules of good research practice
- Familiarity with one's own scholarly community and funding landscape

LEADERSHIP COMPETENCIES

- Management
- Strategic thinking and action
- Controlling team processes
- Conflict management

CREATIVITY

- Generating ideas
- Converting ideas into creativity outcomes (problem solving, inventions, and the like)
- Implementing creativity outcomes

TEACHING AND EDUCATIONAL COMPETENCIES

- Discipline-specific teaching and the Shift from Teaching to Learning
- Teaching and learning: Planning and designing courses
- Learning guidance / academic advising
- Examinations
- Evaluation
- Development and innovation
- Supervision (of degree theses / research papers)

ORAL COMMUNICATION COMPETENCIES

- Presentation and fundamental aspects of communication
- Argumentation / debating / asserting oneself
- Negotiating
- Facilitation / Moderation
- Meta-levels of communication

PROJECT MANAGEMENT

- Work and project management: Planning and monitoring
- Time Management in projects
- Resource management
- Project management methods
- Project communication
- Conflicts in projects
- Coordinating / leading projects

WRITTEN COMMUNICATION COMPETENCIES

- Work organization / knowledge of the writing process
- Planning and preparation
- Selection and structuring
- Addressee orientation
- Subject knowledge and knowledge of methods
- Reference to other authors
- Text type competence
- Knowledge of ways of communicating within a community
- Visualization of content
- Gender-appropriate language

SELF-MANAGEMENT

- Capacity for self-reflection and self-knowledge
- Resource management and self-care
- Self-efficacy expectations, motivation and commitment
- Dealing with criticism and opposition
- Sense of responsibility and ability to make decisions
- Flexibility and openness to change
- Self-marketing and networking

SYSTEMATIC WORKING

- Collection of information and knowledge management
- Independent Thinking
- Analytical thinking / capacity of judgement
- Time management and prioritization of tasks
- Transferability
- Discipline

CAPACITY FOR TEAMWORK

- Motivation and commitment to engage in teamwork
- Willingness to exchange information
- Capacity for collaboration and integration
- Acceptance and promotion of a diversity of opinions / diversity
- Consensus and solution orientation

Supplementary card to all competency registers:

**INTERNALIZATION OF VALUES AND CROSS-CUTTING ISSUES OF
GENERIC COMPETENCIES IN RESEARCH CONTEXTS**

Intro: Interdisciplinary skills

Competencies for doctoral candidates

What skills can I acquire during my PhD?



The doctorate is not only the phase of deepening expertise in a subject area. Interdisciplinary methodological skills are also acquired in the context of academic and university operations. The German University Association of Advanced Graduate Training (UniWiND/GUAT) identifies ten core competence clusters¹ that can be acquired in individual forms during the doctoral and postdoctoral phases. These are shown in the overview with example skills.



The aim of this exercise is to assess your interdisciplinary methodological skills, in a way that is relevant to the non-university job market.



10 min



Mark the skills in the overview that you acquired/ would like to acquire in particular during your doctoral phase. In which contexts could you practise them?

□ **Capacity for teamwork**

Willingness to exchange information,
Capacity for collaboration and integration,
Consensus and solution orientation

□ **Systematic working**

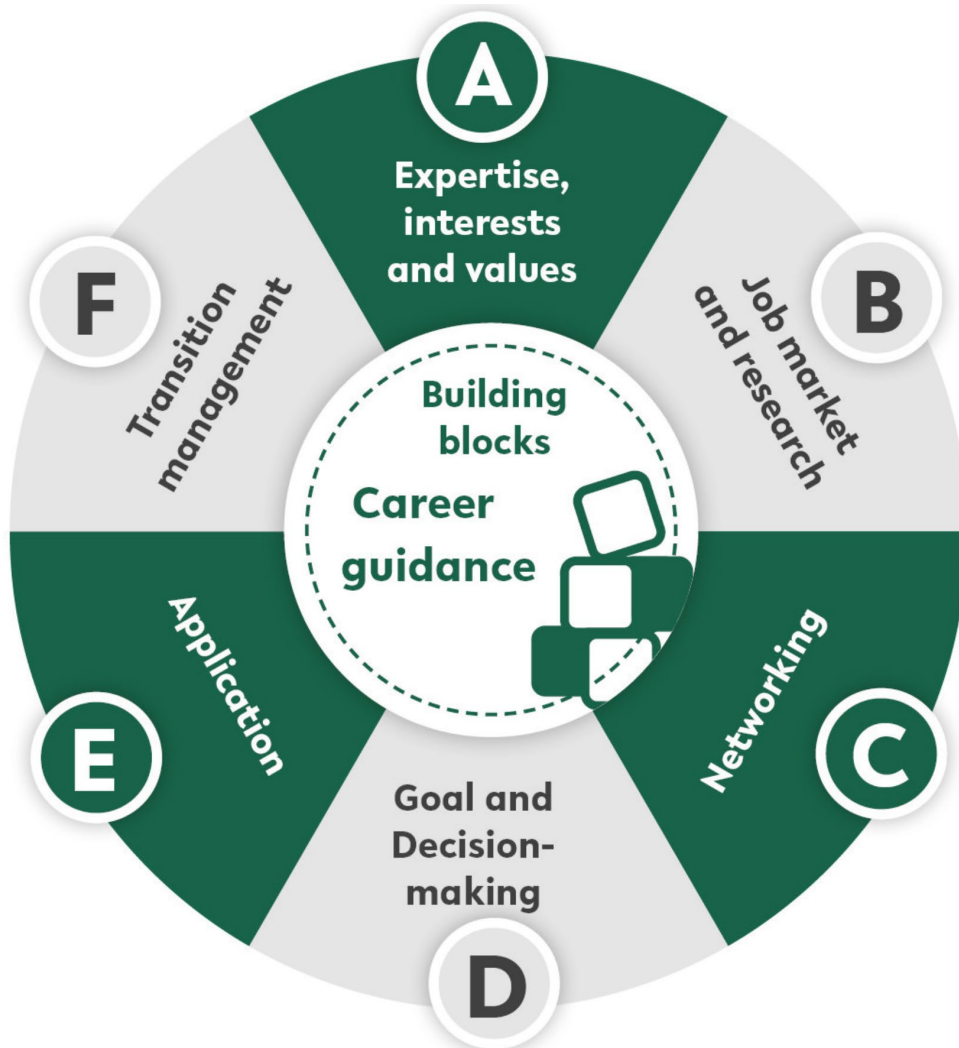
Collection and management of information,
Analytical thinking / capacity of judgement,
Time management and prioritization of tasks

Exchange ideas:

- Choose a competence cluster and take a look at your everyday work
- Where can you recognize these competencies?
- Evaluate your skills: Beginner – Intermediate – Expert
- Ideas for transferring those skills to other fields?

10 min

Support services offered by the Career Service



Our events at a glance:

- **Individual Career Programm** (deutsch) always in the winter semester
- Career Entry Fair <**perspektive**> 30.10.2025
- **Woche der Berufsorientierung** 17.11 bis 21.11.2025
- **Peer Mentoring Programm** with a focus on non-university always in the summer semester
- Regular **Bewerbungsunterlagenchecks**
- Basics **Bewerbungsunterlagen** und **Stellensuche**
- **Methodenworkshops** with companies
- **Networkingevents** with companies

Support services offered by the Career Service



Individual advice

- Here, all topics can be clarified individually
- Appointments can be booked via the Career Service Portal

Thanks for your attention

Time for your questions!