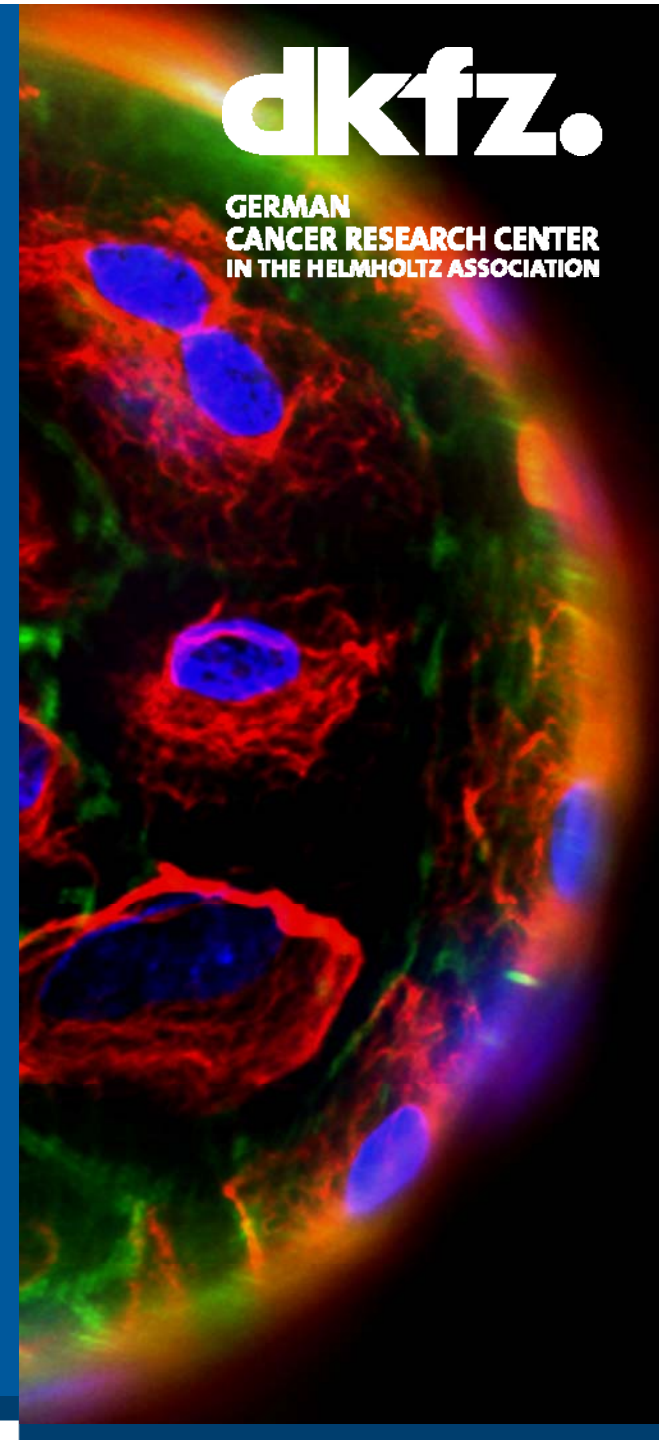
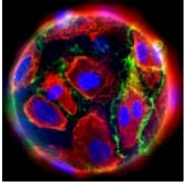


Helmholtz International Graduate School for Cancer Research

Dr.Lindsay Murrells

*13th Israeli-German Administrators'
Conference*
Munich, 15th September 2011





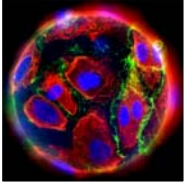
Concept of the Graduate Program

The Helmholtz International Graduate School unifies Ph.D. student education at the DKFZ and creates an internationally visible program for Cancer Research

Education, Training and Mentoring	Strong Partnerships	Recruitment and Selection
<ul style="list-style-type: none">• Peer-reviewed projects• Thesis advisory committee• Career development advisor• Collection of Credit Points	<ul style="list-style-type: none">• Common standards with Heidelberg Univ.• To achieve supervisor status for group leaders• International Collaborations	<ul style="list-style-type: none">• International advertisement• Selection occurs twice per year• Preselection with Helmholtz Offices• On-site interviews

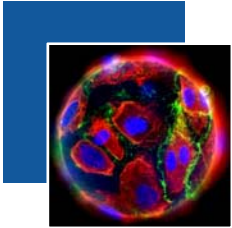
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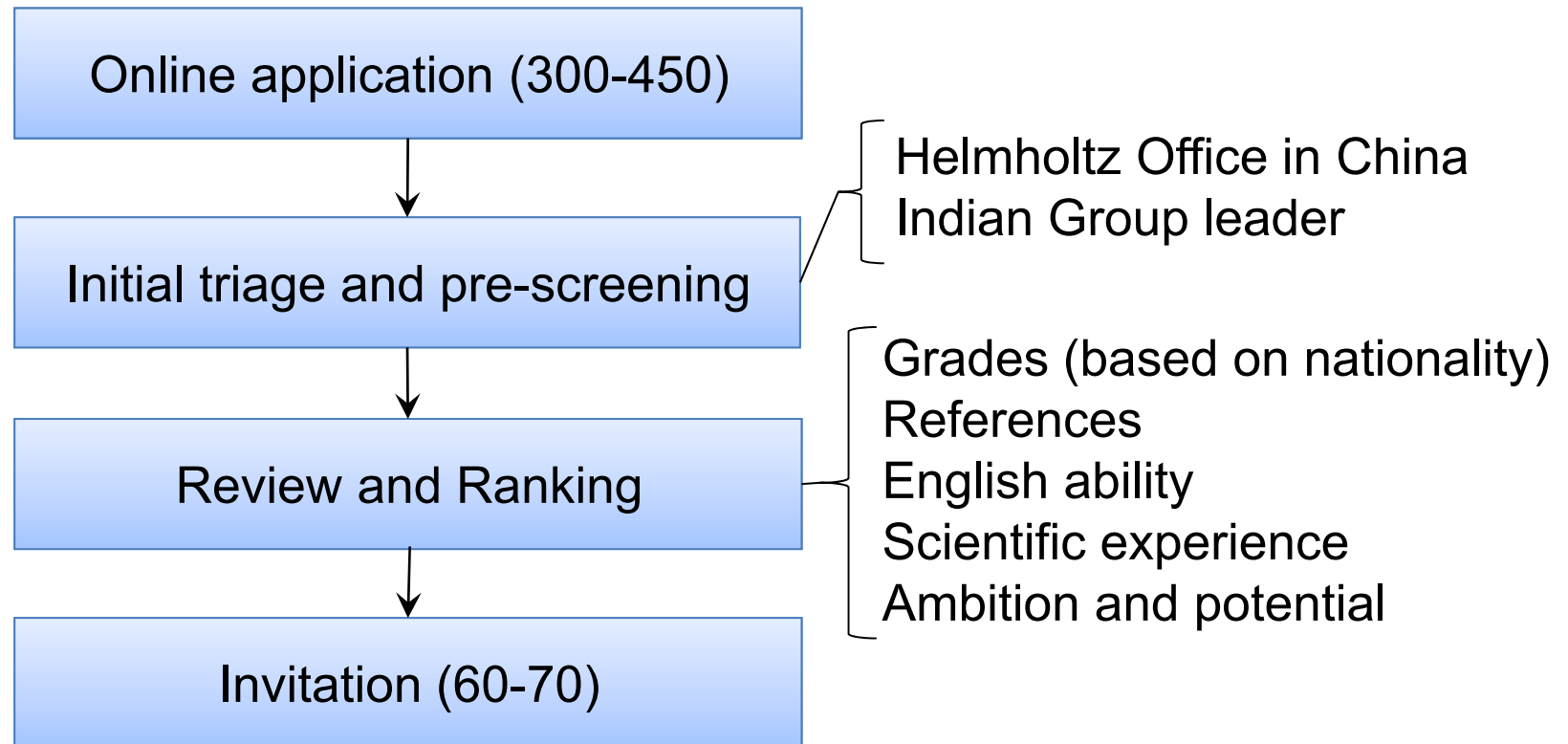


Part 1: Candidate Selection

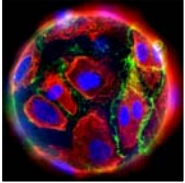
- 450 PhD students
- Turnover of ≈ 100 PhD students per year
- Two routes to enter the DKFZ:
 - “Front Door”
 - ≈ 70 PhD students enter through candidate selection events
 - 2 X 20 Graduate School stipends per year
 - 2 X ≈ 15 additional positions through third party funding
 - “Back Door”
 - Additional ≈ 30 PhD students join the Graduate School by being recruited directly through the Division/Group



Application → Interview

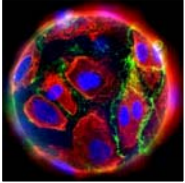


- Students select up to 5 PhD projects for the interviews
- PIs can select additional candidates from all applications

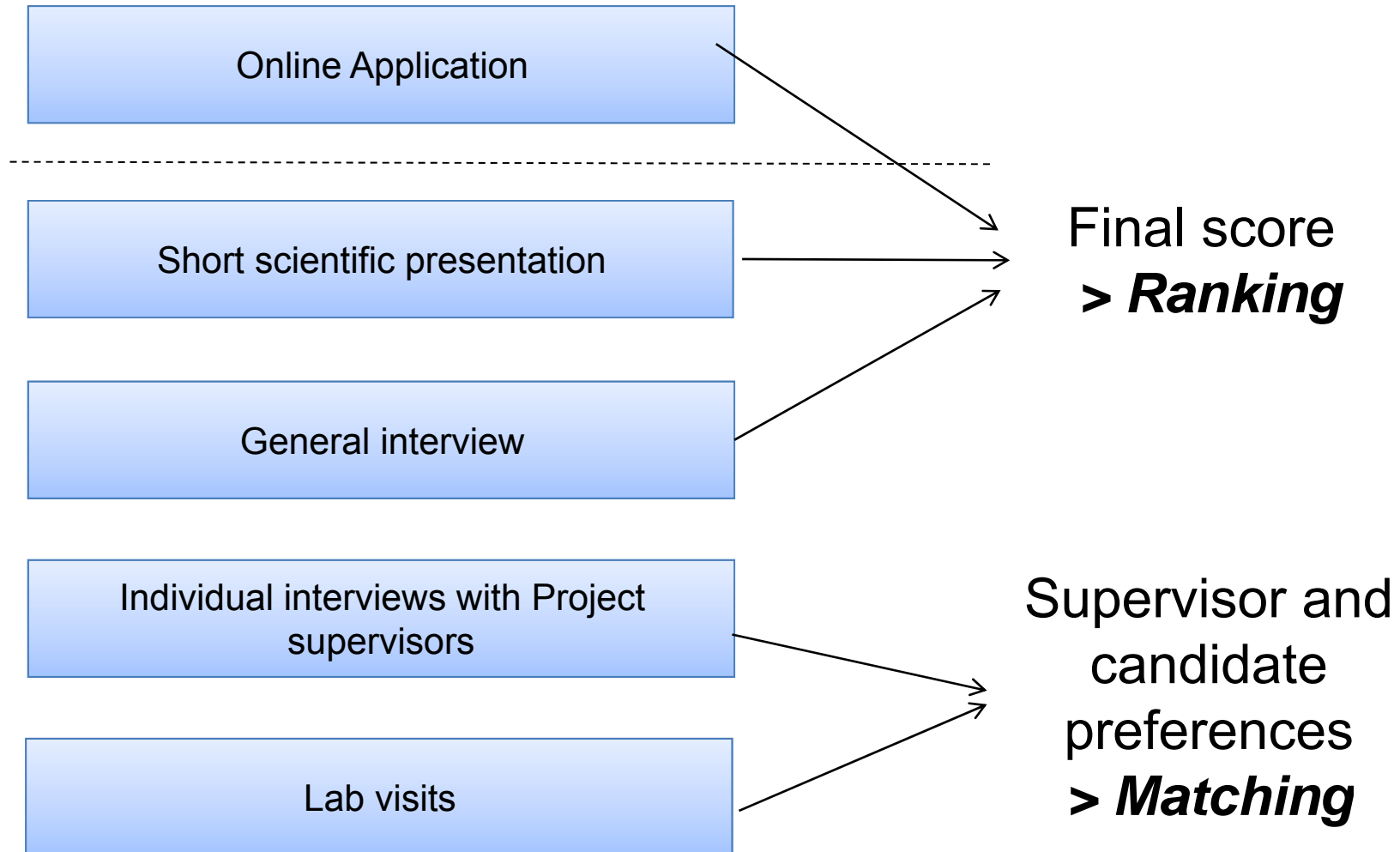


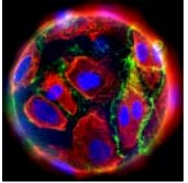
On-site Interviews (3 days)

	Day 1	Day 2	Day 3
9:00 – 10:00	Registration		Student Council
10:00 – 11:00	Welcome	General Interviews + Lab Visits	Lab visits
11:10 – 12:00	Candidate presentations		
12:30 – 13:30	Lunch	Lunch	Lunch
13:30 – 14:00	Candidate presentations	General Interviews +	Lab visits
14:00 – 15:00			
15:00 – 16:00			
16:00 – 17:00	Individual Interviews	Lab visits	Hand in preferences + Closing remarks
17:00 – 18:00		Evening in Altstadt	
18:00 – 19:30	Informal get-together with students and PIs		
19:00 - - -			



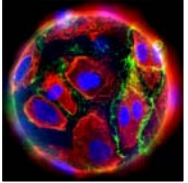
Ranking and matching the candidates





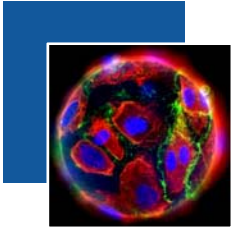
Part 2: How do we recruit our PhD students?

- PhD students = DKFZ “employees”
- Therefore, all DKFZ recruitment strategies serve to recruit PhD students...



International recruitment – advertising measures

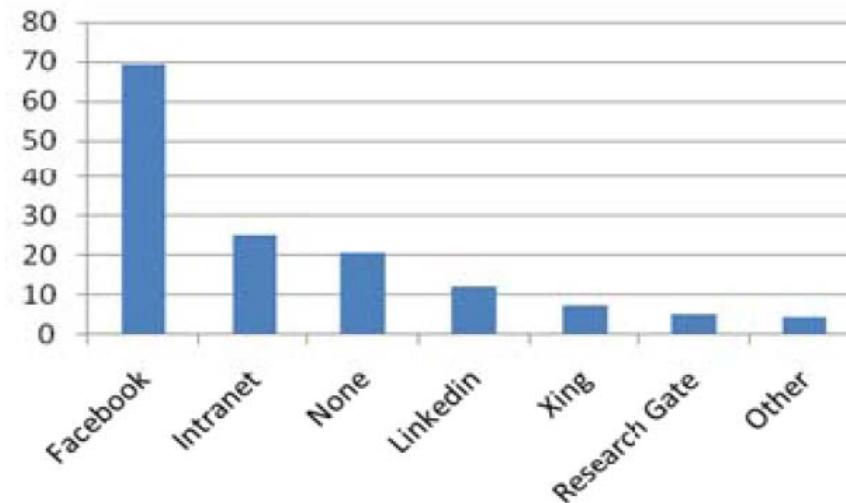
- Online advertisements (Nature Jobs, DAAD, Science...)
- Comprehensive database for dissemination of publicity material by email / post to „multipliers“
- Stand at careers fairs at e.g. NatureJobs Career Expo and The EMBO Meeting
- Summer internship at DKFZ for bachelors/masters students
- Stipends for Major Cancer Biology masters students

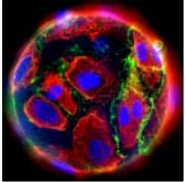


Additional advertising measures for the future

- Roadshow (e.g. China and EUROCAN partners)
- Graduate School Alumni
- More intensive use of social media (e.g. Facebook)

PhD student careers survey 2011: What social media do you use?





DKFZ Social Media

Search item...



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facebook

Search

Deutsches Krebsforschungszentrum (DKFZ)

Non-Profit Organization · Heidelberg, Germany

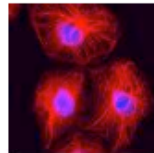


Wall Deutsches Krebsforschungs... · Everyone (Top Posts) ▾

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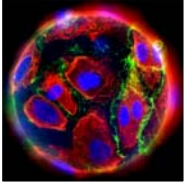
Write something...

dkfz. Deutsches Krebsforschungszentrum (DKFZ)
Pflanzeninhaltsstoff senkt Brustkrebs-Sterblichkeit



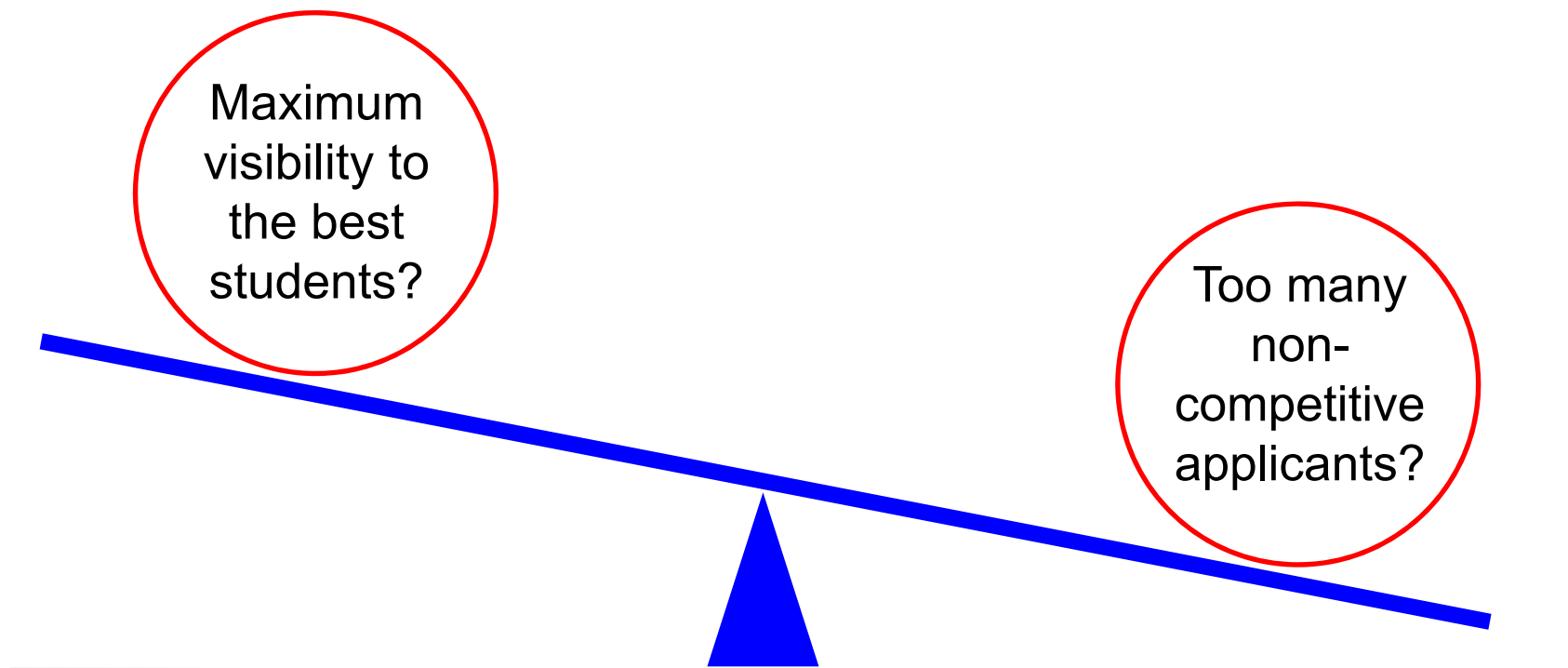
Pflanzeninhaltsstoff senkt Brustkrebs-Sterblichkeit
www.dkfz.de

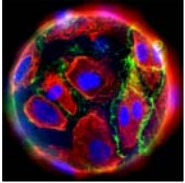
Viele Untersuchungen schreiben den Phytoöstrogenen, Pflanzeninhaltsstoffen mit hormonähnlicher Wirkung, krebshemmende Eigenschaften zu. Wissenschaftler im Deutschen Krebsforschungszentrum konnten nun erstmals nachweisen, dass die Substanzen bei Brustkrebs nach den Wechseljahren auch das Sterblichkei...



Future Challenges

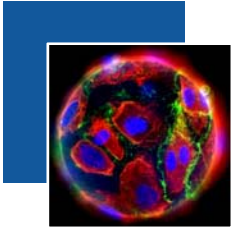
- **QUANTITY \neq QUALITY !!**
- Development of targeted advertising strategies to reach the best in candidates in a selective manner





Future Challenges

- QUANTITY ≠ QUALITY !!
- Development of targeted advertising strategies to reach the best in candidates in a selective manner
- Continual evaluation of our advertising material
 - Do we provide our “clients” with the information they require in an attractive manner?
- Evolve the current recruitment process to deal with increased applications
 - Implementation of „killer criteria“ to quickly discard non-competitive applications
 - More efficiently present the most relevant information to the reviewers to allow faster pre-screening and scoring



Thank you!

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