

A low-angle, upward-looking photograph of two men in dark suits shaking hands on a staircase. The man on the left is seen from the side, while the man on the right is seen from the back. The staircase has a metal railing and is flanked by walls with a repeating pattern of light-colored tiles and dark red horizontal bands. Security cameras are mounted on the walls. The lighting is bright, suggesting an indoor or well-lit outdoor space.

The Munich Dual Career Office as an Example for a Highly Networked Service Center

13th Israeli-German Administrators' Conference

DC-SERVICES – BENEFIT & PURPOSE

- 1) The answer to varied challenges in human resource management (demographic change, skill shortages, international competition)
- 2) Adaptions for changed conditions of living and working, career paths /-chances and needs → Realization of social responsibility towards other family members
- 3) Contribution to improving competitiveness / critical factor in the recruitment of high potentials
- 4) Investment for the future and important HR marketing instrument
- 5) Tool to promote excellent female scientists

OVER 3,5 YEARS MDCO



UNA
Universität
Augsburg
University



ifo



HelmholtzZentrum münchen
Deutsches Forschungszentrum für Gesundheit und Umwelt

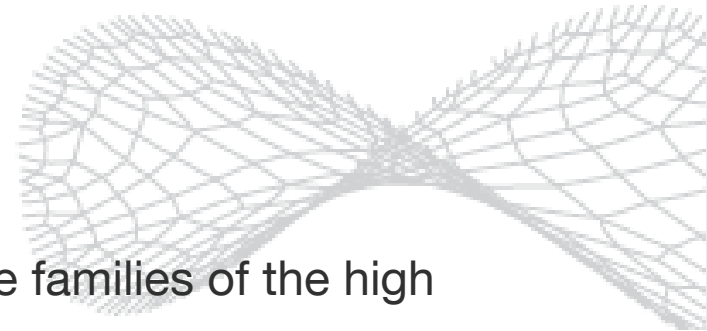


- Established January 2008 as service of the TUM Faculty Recruiting by the Exzellenzinitiative
- Formation of a well founded network with 22 institutions and several associated network partners– *ongoing*
- Development of new and innovative solutions at the industrial and science location Munich, well-directed and mutual recruiting of international top-talents
- Support of more than 230 Dual Career Partners from different professional backgrounds → presentation of numerous top-talents to scientific and economic network partners
- One among the first Dual Career Service Offices in Europe and due to its established network adopted as best practice.



MOTIVATION

- 1) Recruiting and retention of high potentials
- 2) Taking over societal responsibility towards the families of the high potentials (diversity management)
- 3) Fast integration of new personnel and their families
- 4) Build up a network in the metropolitan region
- 5) Provide optimal conditions for excellence in research



CONSTITUENCY

Partners of top qualified personnel, who either:

- Hold an offer of a professorship at the TU Munich
 - Hold an offer for a junior scientific position (academic counselor, Emmy-Noether group leader, miscellaneous group leader, post-doctorate position)
 - Take a position at a participating external research facility, company, university or institute (network partners of MDCO)
- Appointing authority (Appeal Committee Chairman, HR Manager, etc.).

SERVICE FOR TOP SCIENTISTS AND SPECIALISTS

Dual Career Service

- Application / CV screening / Interview training
- Formal / informal interviews
- Application strategies
- Information about the Munich labor market
- Further trainings / language courses
- Funding opportunities for scientists

⇒ DC Partner from the network

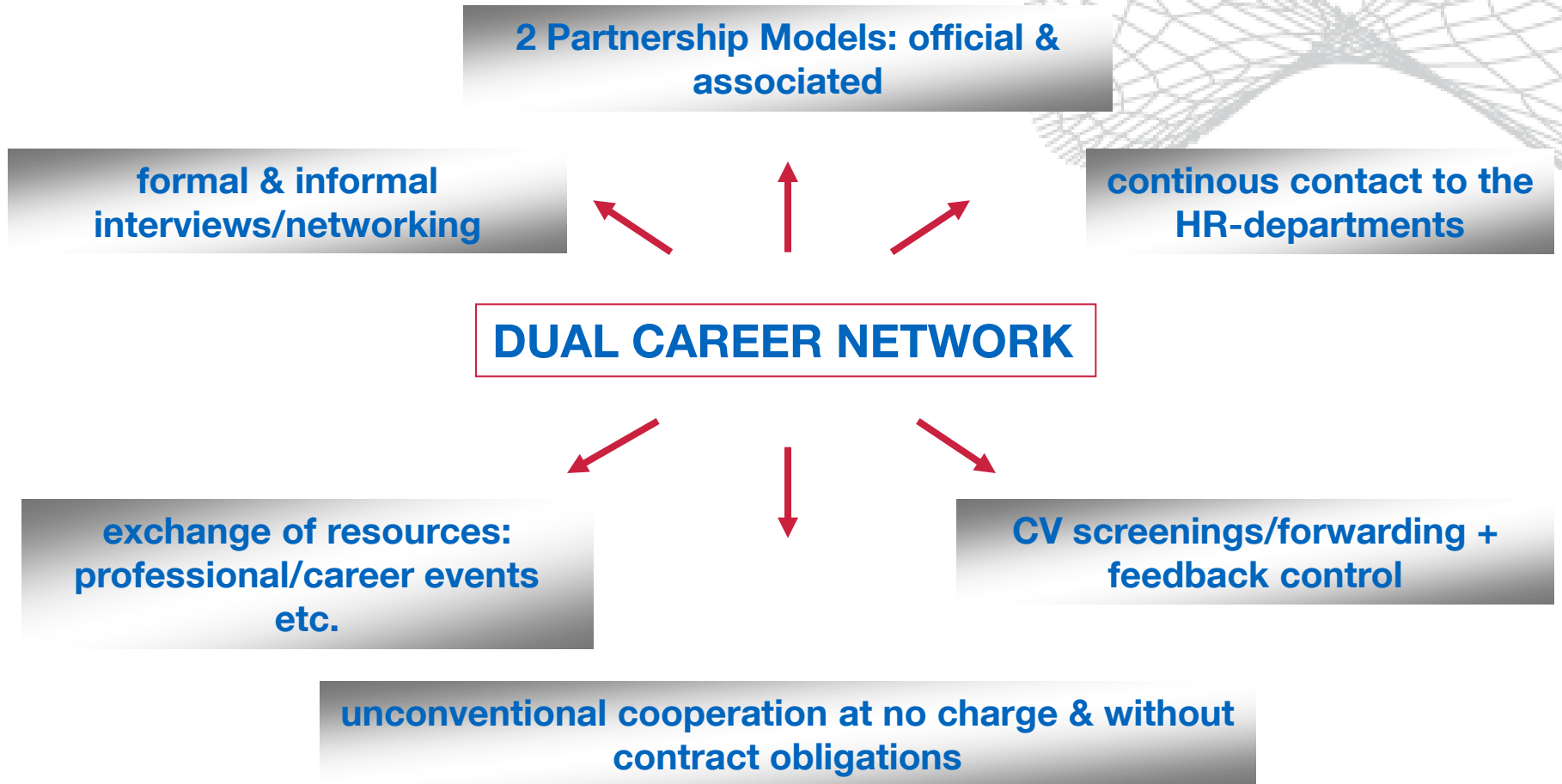
Relocation Service

- House hunting
- Child care, schooling options
- Finance, Assurance, Health insurance
- Visa, residents and work permits
- Freetime & recreation

Network

- TUM Prelude
- Dual Career Partner-Program
- Xing Dual Career Life in Munich
- Professional career networks

DESIGN OF THE NETWORK



BENEFIT FOR OUR NETWORK PARTNERS

- 1) Access to profiles of highly qualified Dual Career Partners of the MDCO
- 2) Great level of professional background / geographical, cultural, ethnic diversity, great flexibility and internationality
- 3) Profile screening in advance concerning the qualification and professional experience → Presentation & references of suitable candidates
- 4) Effective in terms of time and costs/ improvements within the recruiting process for all network partners

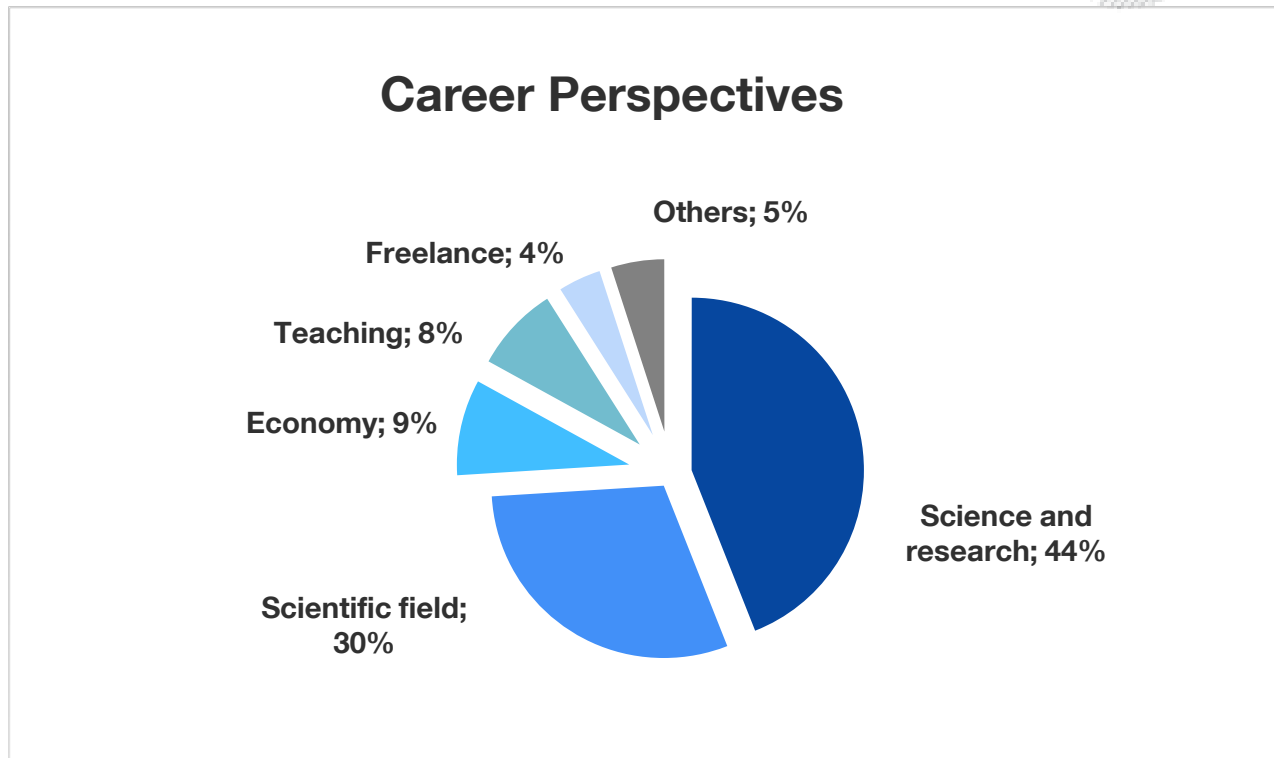
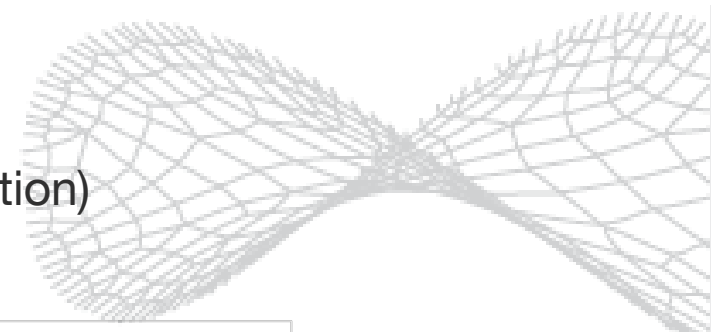
→ WIN-WIN-SITUATION AND COMPETITIVE ADVANTAGE FOR ALL PARTIES

TOOLS & METHODS

- Basics:
Internal process (in collaboration with the central administration), documentation system
- Service materials:
Flyer (clients and cooperationpartners), welcome package, contact form, bio-sketch-guide, electronic evaluation forms,
- Information materials:
Website, checklists for relocation/employment at TUM, company data base, other information handouts
- Networktools:
Dual Career Conference, networking buffets (incl. annual reviews), strategy team meetings
- Working instruments Dual Career:
Network analysis, informal and formal interviews, CV-screenings, recommendation letters, Bio-Sketch-Portal u.v.m.
- Networking instruments:
XING-Group, event newsletters, partner-programs

CAREER PERSPECTIVES

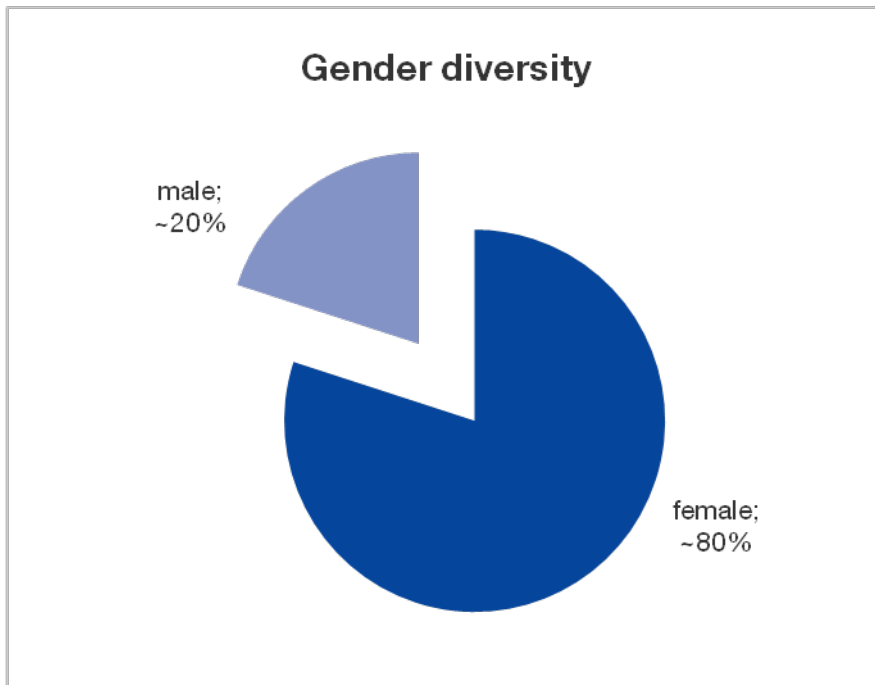
- 197 inquiries for job search support
- 131 successfully closed cases (career & integration)
- ∅ consulting period six month



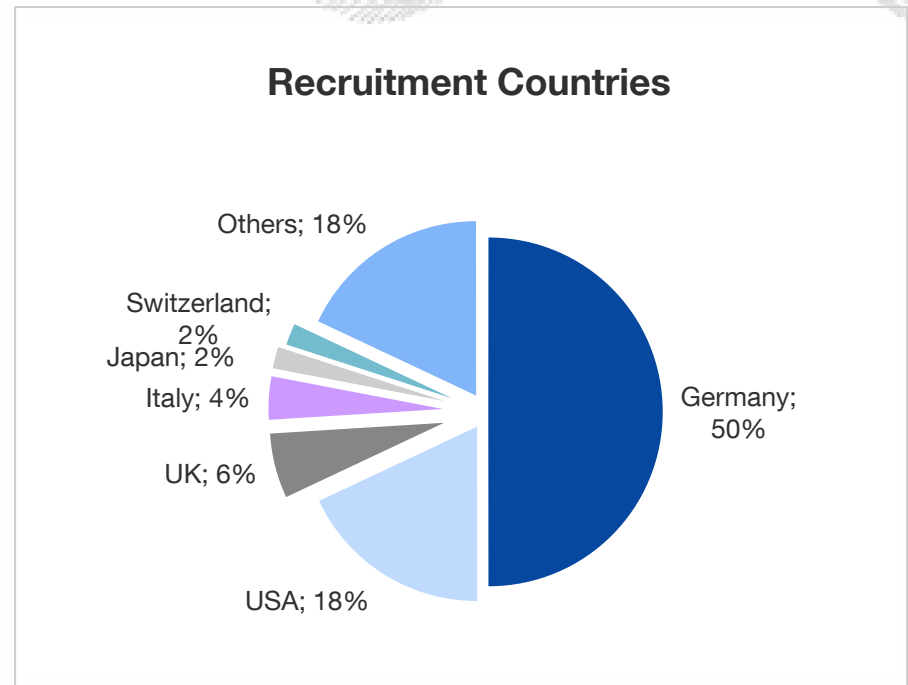
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DIVERSITY MANAGEMENT THROUGH DC-SUPPORT

- Mostly female DC Partners; but increasing tendency for males
- Consulting of DC Partners with strong cultural and geographical diversity.



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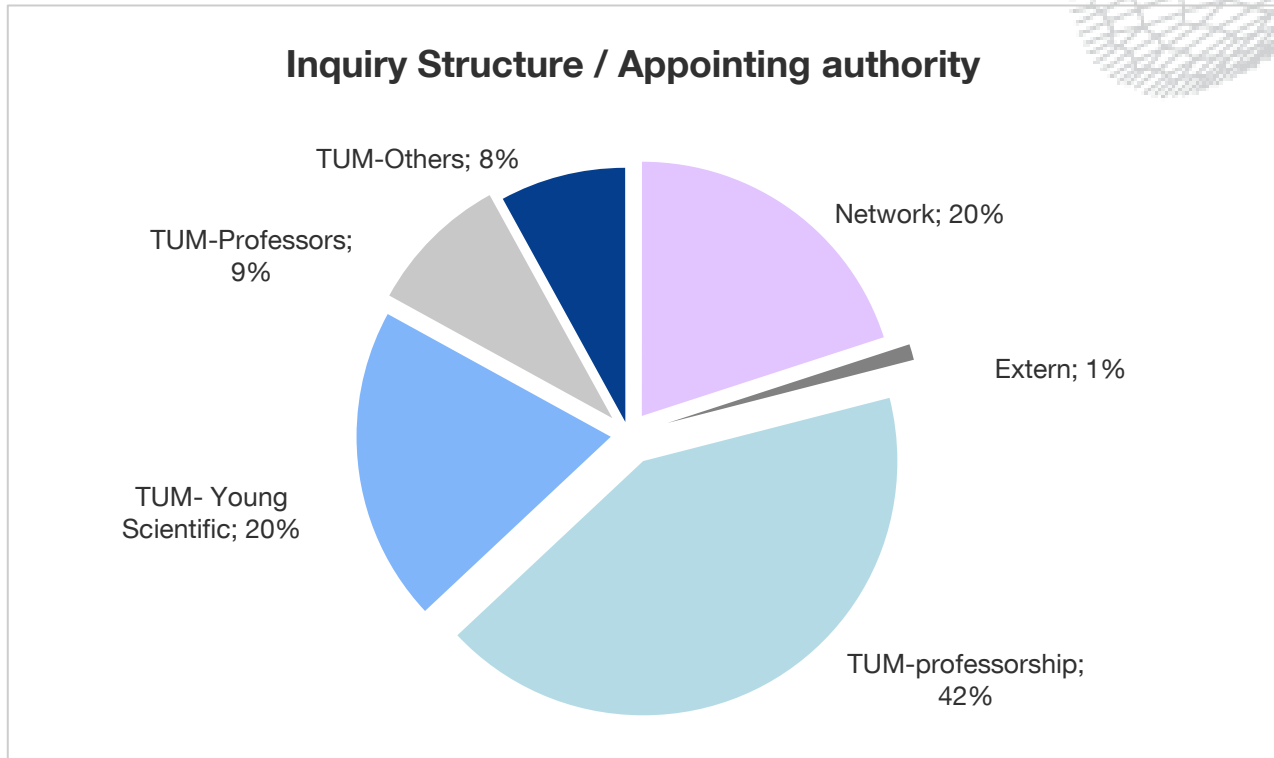
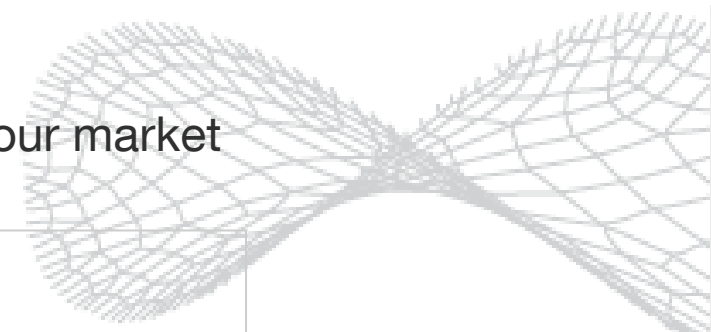
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DC-SUPPORT IS DIVERSITY MANAGEMENT

- 1) Connecting continents → Great level of professional / geographical background, cultural, ethnic diversity, great flexibility and internationality
- 2) Integrating Support → Taking over societal responsibility towards the families of high potentials
- 3) Support to increase the number of female professors / international researchers and specialists → Crucial factor during recruiting of especially female professors and researchers, ease moving willingness of their partners.

INQUIRY STRUCTURE

— Increased demand for DC-Partners on the labour market



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RESULTS

- 1) Over 230 Dual Career Cases ->195 job search requests ->30 integration requests
- 2) Crucial factor during recruiting of especially female professors and researchers, ease moving willingness of their partners
- 3) For almost 50 % of the new recruitings the Dual Career Service had a crucial impact
- 4) Larger internationality
- 5) Increasing requests for collaboration by institutions and companies.
- 6) High media interest
- 7) Favoured member of organisations (Gendera, DFG)

DCNG - DUAL CAREER NETWORK GERMANY



DCND
Dual Career Netzwerk Deutschland

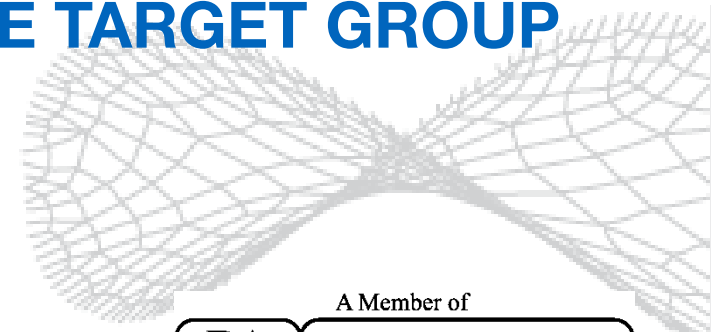


- Establishment of over 60 Services at universities throughout Germany
- Approx. 13 regional networks in the metropolitan areas
- Participated by research institutions and more and more companies
- Goal->professionalization and standardization of Dual Career work in Germany
- Possibility to exchange best practice examples and improving the international visibility of support programs for dual career couples in Germany



DUAL CAREER COUPLES – FUTURE TARGET GROUP

- 1) Professionalization of Services
- 2) Strength marketing / Best practise
- 3) Think & Act in networks
- 4) Dual Career support as a matter for the board
- 5) Connecting continents



Further Information

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www.dcmd.org

MATERIAL:
Dual Career – Make it Real!
(MDCO Guide – goes to press soon-)
Web material DCNG
Overview service offices and networks

