

Two-day Intensive Career Development Event for Early Career Researchers



WHY

Developing a new career in industry is time consuming and requires commitment.

We believe that early-career researchers should have access to the top-notch professional career guidance.

By providing our workshops, we aim to reduce the time necessary for academics to find a new career path in the industry by a year!

WHAT

Our full-day intense workshops include interactive lectures intertwined with individual and group exercises.

We also offer original aptitude tests dedicated to PhDs, created within Welcome Solutions in consultation with professionals working in multiple branches of industry.

HOW














We offer workshops that combine insightful information about the job market for PhDs with self-discovery exercise.

At the end of the day, everyone is different: you will need to dig into your mind and soul to find out which career path is best for you!

Two-day Intensive Career Development Event for Early Career Researchers



AGENDA DAY 1

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|---------------|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| 8:30 - 9:00 |  | Registration & Coffee |
| 9:00 - 9:30 |  | Introduction & Know Your Audience session |
| 9:30 - 10:00 |  | How to find your true calling? Nature versus nurture |
| 10:00 - 10:45 |  | Where to go next? The landscape of post-PhD career tracks, part 1 |
| 10:45 - 11:00 |  | Coffee break |
| 11:00 - 11:45 |  | Where to go next? The landscape of post-PhD career tracks, part 2 |
| 11:45 - 12:45 |  | Self-study #1: Aptitude tests |
| 12:45 - 13:30 |  | Lunch |
| 13:30 - 15:00 |  | How to land a dream job?
Finding / developing your transferable skills & core competences
Applying for jobs / approaching job interviews |
| 15:00 - 16:00 |  | Self study #2: Working on your resume |
| 16:00 - 17:00 |  | Exercise in pairs: Mockup job interviews |
| 17:00 - 17:30 |  | Homework / Q&A |
| 17:30 - 19:00 |  | Drinks, 1-1 consultations |

Career Development Training for Early Career Researchers



AGENDA DAY 2

8:30 - 9:00		Registration & Coffee
9:00 - 9:15		Recap, results from homework
9:15 - 11:00		Entrepreneurship session: Personal finances How to build a business as a scientist?
11:00 - 11:15		Coffee break
11:15 - 12:15		Group exercise: Let's do business!
12:15 - 13:00		Lunch break
13:00 - 14:30		Survival guidebook: How to manage yourself in industry?
14:30 - 14:45		Coffee break
14:45 - 15:45		Exercise in pairs: Negotiations at workplace
15:45 - 16:30		Final test
16:30 - 17:30		Wrap-up / Homework / Follow-up information / Q&A
17:30 - 19:00		Drinks, 1-1 consultations

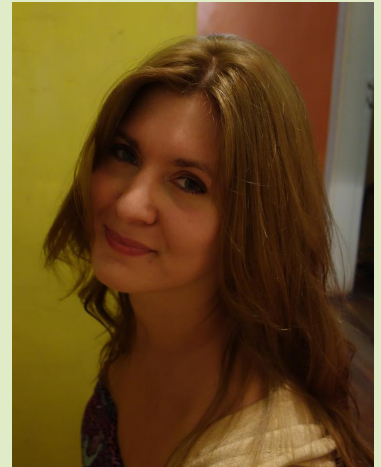
THIS WORKSHOP IS FOLLOWED BY:

1. Extensive set of (obligatory!) homework assignments (10 hours),
2. Post-training 1-1 online session to plan the individual job search strategy (1.5 hours).

THE COACH

Natalia Bielczyk, PhD

- Owner, Welcome Solutions, Nijmegen, the Netherlands
- Founder, Director & Chairperson @ Stichting Solaris Onderzoek en Ontwikkeling, Nijmegen, the Netherlands



Dr. Natalia Bielczyk has a background in Medical Physics, Applied Mathematics, Psychology (3 x MS) & Computational Neuroscience (PhD). In 2017-2019, she was working as a Career Development & Mentoring Manager in the Organization for Human Brain Mapping Student & Postdoc Special Interest Group. She was coordinating the OHBM International Online Mentoring Program and organizing international symposia dedicated to mentoring and career development.

In 2018, she established Stichting Solaris Onderzoek en Ontwikkeling, an international non-profit organization with ANBI status which helps researchers in transfers to industry. Natalia also has developed a broad personal network in industry. She also authored the book "What Is out There For Me? The Landscape of Post-PhD Career Tracks" listed on Amazon, she runs a YouTube channel dedicated to post-PhD careers, and she blogs about careers in general. Even though she chose to work in the open market, she is still a researcher in her free time and has a strong belief in the compatibility of science and entrepreneurship.

TESTIMONIALS FROM FORMER ATTENDEES OF THE WORKSHOP

Martyna Płomecka, PhD candidate, University of Zurich

This workshop is different from all the other classes I have been to before. It shows a lot of very different professional opportunities — above all that a successful career for a doctoral graduate is not always a tenure track. The course encouraged me to take an insight into myself, find my strengths and taught how to use them in professional life.

I am pleased that I took part in this course, and thank you for the inspiring time!

Christian Horea, PhD candidate, Massachusetts Institute of Technology

Natalia Bielczyk was one of our invited speakers at the Brainhack Zurich 2019 hackathon (a yearly event held at the ETH and University of Zurich). Her talk about job prospects for academics was thoroughly engaging and very informative, even for audience members who had their careers mostly planned out. The mix of frontal content presentation and open audience engagement made the points of her presentation relatable and stimulated productive conversations. I would recommend her highly as a speaker and workshop coordinator on topics regarding academic career planning.

Christian Bastiancich, PhD, Aix-Marseille University

This intensive course was well structured and filled with tips and self-observation exercises that I would have never found elsewhere. Working on myself made me realize that I could have a future in the industry, how to smoothly transition there, and look for the perfect position for me. However, it also made me realize that most of the things that I enjoy at work and I am better at are present in my daily activities in academia! As it does not only matter what you do but also in which environment you want to do it, learning about the different working attitudes, tribes and environments was really important for me.

And it made me realize that I am quite happy with my freedom and current tribe in academia and maybe I don't have to rush looking for something else! Lack of knowledge on your core competencies and future working environment can reduce your career possibilities, but a lack of knowledge on yourself and your relationship with your job might reduce your happiness for life! Take the time to discover yourself and evaluate where your natural talents and passions could fit, and let Welcome Solutions help you do that!

Daniel Borek, PhD candidate, Ghent University

I participated in the online version of the Intensive Career Development Event for ECRs. I enjoyed the pace and atmosphere of it. This workshop covers much more than simply how to do plan your future career. When you are stuck with your work it's really hard to grasp a broader perspective on your career. This workshop helped me to realize my motivations and what I could gain by pivoting to another kind of job ("to which tribe I want to belong" in Natalia's words). The practical part about job-seeking was also really engaging (which is not always the case, I have a comparison with another course organized by my university). The additional value of this course is a special block about personal finances and how to build your own business (as a scientist). These things are not something you could get often from such workshops. Last but not least, I liked the possibility to share experiences with other ECRs (and learning from them their solutions). Natalia covers some of those topics in her book — which is a recommended read — but the workshop dynamics offers so much more.

Joanna Szopińska, PhD candidate, Radboud University Nijmegen Medical Center

This career workshop differs from the ones I attended until now. Welcome Solutions really provides a lot of information, exercises, and homework. These gave me an opportunity to discover my likes and dislikes and it gave me a picture of what should be my next step in my career. Thank you, Welcome Solutions, for your spirit and uniqueness. Moreover, Natalia (the workshop organizer) is very natural, friendly, and intelligent. It was my pleasure to meet her in person. I have to add that I really like the idea of meeting 1-1 after the workshop (included in the price). This gave me a feeling of personal interest in my career — something unique compared to other workshops. Also, Welcome Solutions provides a recruitment solution to help in finding a job by matching you with a potential job. And at the end of the workshop, I got Natalia's book, "What is out there for me? The landscape of post-PhD career tracks." It is a great addition to the course :)

TESTIMONIALS FROM INDUSTRY

Jonathan Garcia, Professional Recruiter @ [solvism.nl](https://www.solvism.nl):

My name is Jonathan Garcia and I am a professional recruiter in the IT industry. I met Natalia because she is leading Stichting Solaris, a foundation with a purpose to help PhDs in finding jobs in the industry. Natalia has a genuine interest in looking for the best channels to place PhD graduates at good positions outside academia. I can tell that she is compassionate, she understands people and treats every case individually. I can highly recommend working with her.

Hugo Schoenbeck, Entrepreneur @ Renewable Energy, Trustee @ Energycoin Foundation:

I know Natalia Bielczyk from the Dutch blockchain communities. She helped me with papers, presentations and last but not least finding the right contacts and developers at the right moment. She is actively engaged in the blockchain scene in the Netherlands, she's always a recognized and welcome participant at conferences in the field, and very well connected. She well understands the rules of networking, entrepreneurship, and building teams. I can highly recommend working with Natalia.

Koen Smeets, Chairman @ Pecunia Causa 2018-2019:

Miss Bielczyk has been an active participant in Pecunia Causa, the investment-club of the Radboud University, since November 2018. Although she has a very different background from most participants, she has been well able to have detailed discussions on a wide range of economic topics with other members. Her insightful comments during these discussions, based on her knowledge in ICT, crypto-currency and the global economy, have proven to be very valuable in our buy/sell decisions. At the meeting of December 2018, she has given a detailed buy-pitch on the stock IBM. She has also been an active participant at Mercator Launch, the pre-startup incubator of Radboud University.

Rafał Samocki, Quality System Specialist @ Avio Aero - a GE Aviation Business (2007-14), Quality System Specialist @ Huf Polska (2015-present):

In 2009-2010 Natalia Bielczyk had the contract with Avio Polska for translation of Quality System documentation. Avio Polska was the company operating in the aviation industry, certified by AS9100 standard and needed to get additional NADCAP certifications. Natalia translated the full-length Quality Manual and five Procedures from Polish to English. The Quality Manual was a 95-page long booklet, a core document describing the organization and quality processes, while the five corporate procedures were required to prevent any violation in the quality of the products and/or processes within the company as well to manage some quality problems. Natalia demonstrated a very good understanding of the rules behind quality control and team management in corporations, and she delivered a high quality work to the company.

SYLLABUS

The workshop is highly interactive: we debunk certain myths related to the job market and encourage the discussion between participants with the use of polls, quizzes, and open questions. Participants are also encouraged to share personal experiences with the group.

How to find your true calling? Nature versus nurture

What makes us happy in our jobs? How do we choose our next job? Are we using the right criteria while making these choices? In this module, we take an insight into ourselves to answer the following fundamental questions:

- What types of jobs are we made for? CV, skills, experience, and external circumstances versus dreams, hopes, personality, and intuition,
- What is the secret of long-term success in professional life?
- What questions to ask yourself *before* looking for jobs in industry?

Where to go next? The landscape of post-PhD career tracks

There is a growing disparity between the number of new PhD graduates and the available faculty positions. Effectively, most of the PhD graduates need to find jobs outside academia. But the good news is: you have a lot of skills unique to the academics, and very useful on the open job market. You also have options outside academia! In this module, we discuss the following:

- On the right and the wrong reasons to leave academia. How to make sure that your motivation will lead to satisfaction from professional life in industry?
- The landscape of post-PhD careers. Safety or freedom? On the biggest dilemma that you need to face while leaving academia,
- Which tribe should I join? On the eight tribes that PhDs often choose, and the compromises you need to take in each one of them.
- How to sneak in? On the efficient strategies to land the job in each tribe.

The goal of the workshop is to give the participants the information and confidence so they can further search for relevant information on their own, and take the first steps towards finding the right career path in industry.

How to land a dream job? Finding your transferable skills & core competencies Applying for jobs / approaching job interviews

Once we discussed the scope of opportunities for PhDs on the job market, we focus on the process of landing a job. In this module, we discuss the following:

- The difference between transferable skills and core competencies,
- Learning the language of business and management,
- Your core competencies make you stand out among other employees. How to determine your core competencies?
- Personal branding — online and offline,
- Structuring your resume and writing a competitive motivational letter,
- How to approach the job interview? How to speak to the recruiter? How to negotiate the salary?

**Entrepreneurship
session: Personal
finances & How to
build a business as a
scientist**

Personal finance is an important aspect of building a career: a financial cushion positively influences the sense of stability and self-confidence while looking for jobs. In this part of the workshop, we discuss a few strategies for building financial stability as a researcher, and how we can make sure that we are financially stable regardless of the circumstances.

Entrepreneurs and researchers have a lot in common: they need to find new solutions to complex problems, sell themselves and their work, work in teams, and adapt very quickly. Yet, a few researchers consider building businesses as the potential career path after PhD. In this module, we discuss the following:

- Are you entrepreneurial? How to recognize this trait?
- What are the commonalities and differences between the working style and values of a researcher and an entrepreneur?
- What are the pros and cons of entrepreneurship?
- What are the different types of companies, and choose right?
- How to start? Should you write down the business plan and go to the startup accelerator at your university? What are the alternatives?

**Survival guidebook:
How to manage
yourself in industry?**

Researchers moving to industry need to adapt to the new working environment. It's often the case that work in industry is fast-paced, and the amount of deadlines and deliverables is much higher than in academia. How to adapt to such an environment?

Regardless of the circumstances, there is a number of everyday self-management strategies at work and at home that will help you adapt to the new environment faster, increase your overall work satisfaction, and positively influence your career opportunities in the long run. In this module, we will discuss the following:

- I am new in my workplace. Now what?
- Dealing with disagreements in the workplace,
- Bosses in academia versus bosses in industry. How to deal with a difficult boss?
- Goal setting and making your own opportunities,
- Managing your time optimally,
- Taking care of yourself and creating a positive spin around yourself,
- Networking and building personal impact,
- Predicting the evolution of the job market.

The aim of this module is to learn a range of self-management techniques useful in industry, share work-related experience, and discuss the probable scenarios for how the job market will develop in the next decade.

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