

DLR at a Glance

DLR is Germany's national research centre for aeronautics and space. Its extensive research and development work in Aeronautics, Space, Transportation and Energy is integrated into national and international cooperative ventures. As Germany's space agency, DLR has been given responsibility for the forward planning and the implementation of the German space program by the German federal government as well as for the international representation of German interests. Furthermore, Germany's largest project-management agency is also part of DLR.

Approximately 6,500 people are employed at thirteen locations in Germany: Koeln (headquarters), Berlin, Bonn, Braunschweig, Bremen, Goettingen, Hamburg, Lampoldshausen, Neustrelitz, Oberpfaffenhofen, Stuttgart, Trauen and Weilheim. DLR also operates offices in Brussels, Paris, and Washington D.C.

Published by **Deutsches Zentrum für Luft- und Raumfahrt e.V.**
in der Helmholtz-Gemeinschaft
German Aerospace Center

Design CD Werbeagentur GmbH,
Troisdorf

Printing Druckerei Thierbach GmbH,
Mülheim/Ruhr

Press date Cologne, July 2010

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DLR_Graduate_Program

**Exceptional
Opportunities
for Young
Researchers**



DLR



DLR_Graduate_Program

Have you always dreamed of working on a mission to Mars? Do you want to play a part in developing the next generation of aircraft? Are you interested in robotics, adaptronics or navigation and communications technologies? Perhaps you'd be excited about helping us find efficient ways to exploit new sources of energy? In short, do you want to work with us to shape the world of tomorrow through research and innovation? If this sounds like you, then be sure to read on. If you are motivated, eager to achieve, creative and share our vision, then what we have to offer is simply too good to miss.

DLR offers unique opportunities for young researchers. Our institutes model themselves as think tanks, preparing for the future in every major aspect of society. The chance to play a part in this can be a fascinating challenge, especially for the next generation of scientists. Doctoral students work in key research roles on many of our projects. These projects are generally run in collaboration with partners from both Germany and further afield. This gives students the chance to expand their personal horizons and gain access to the international research community in their chosen disciplines, opening doors to interesting prospects for future careers.

In order to provide doctoral students with intensive, high-quality supervision, we created the DLR_Graduate_Program. This qualification route teaches knowledge and capabilities extending beyond the boundaries of a narrow specialism, providing important tools for producing a thesis and moving onto the next stage of a career. Whether you are currently studying or have already finished your first degree, I invite you to take a closer look at the DLR_Graduate_Program and consider applying for a position at the German Aerospace Center.

Not even the sky is the limit ...

Prof. Dr.-Ing. Johann-Dietrich Wörner
Chairman of the DLR Executive Board

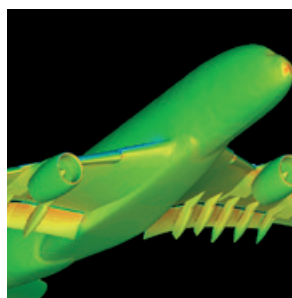
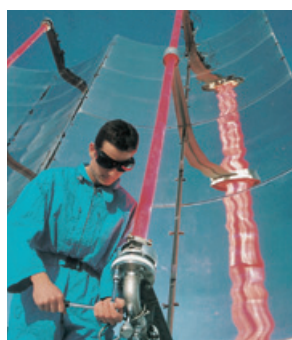
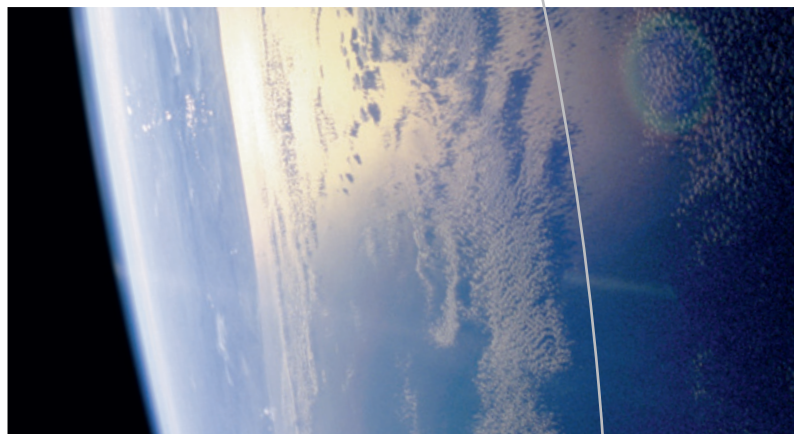
A handwritten signature in blue ink, reading 'J. Wörner'.

Fascinating Subjects and a Valuable Qualification

The opportunities on offer to the new generation of researchers at the German Aerospace Center (DLR) are exceptional in many ways.

This is thanks in part to the diversity of fascinating projects that DLR researchers are involved in. Our work is divided into four major fields of study – Aeronautics, Space, Energy and Transportation – dealing with everything from the search for extraterrestrial life to the development of low-emission propulsion systems, from the future of the “mobile society” to the vision of an environmentally friendly energy supply. Opportunities to be a part of this research and development work are not only available to doctoral students but also to undergraduates, for example in the form of student placements and Master’s projects. The research topic need not only be of personal interest to the student but may also make a valuable contribution towards helping to answer the burning questions of our time – be it climate change and the responsible use of natural resources on our “blue planet” or a technological advance that raises our quality of life.

Another key feature of this high-quality approach to research and qualifications is that it has been designed by us with the specific needs of doctoral students in mind. All the participating DLR institutes provide intensive supervision and the opportunity for additional subject-related and interdisciplinary learning beyond the narrow scope of an individual research topic, with students also benefiting from an ambitious personal development program focussing on core skills. These numerous advantages have been drawn together into a specially designed scheme for doctoral students: the DLR_Graduate_Program. This combines a variety of training sessions and workshops with other attractive features such as DLR-wide networks, virtual exchange forums, presentations at international conferences, publications in scientific media and, where available, the option for a period overseas or an external placement in industry or at another institution.

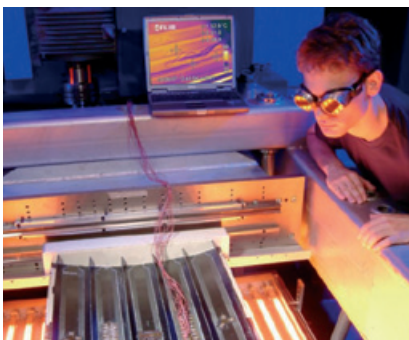


Subject Expertise and Important Extra Qualifications

Overview of the DLR_Graduate_Program

The DLR_Graduate_Program is open to everyone working towards their doctorate at DLR. It supplements the subject-specific work of the doctoral thesis with important key skills, ranging from a firm grounding in the scientific publication and presentation process, through obtaining third party funding and successfully handling negotiations, to project management and effective team leadership.

It is the goal of the DLR_Graduate_Program to support doctoral students on a high-quality, systematic qualification path, whilst also equipping them with managerial and social skills and the ability to produce first-rate research work. In particular, the DLR_Graduate_Program aims to give doctoral students opportunities to extend and supplement the key qualifications gained during their undergraduate studies through further education modules and other activities aimed at helping them to plan a career and work efficiently while preparing their doctorate. Moreover, the scheme provides the stimulus to acquire a broader knowledge of a subject beyond the narrow scope of an individual thesis topic. All doctoral students receive comprehensive information about the DLR_Graduate_Program when they first take up their position and are free to then decide if they wish to participate.



Advice is available from a personal thesis committee comprising the thesis advisor, the subject supervisor and the mentor, as well as from representatives of DLR Human Resources department. If for contractual reasons a thesis committee is not set up, then advice will be provided by the supervisor or a superior. Using a modular approach, the scheme comprises compulsory, optional compulsory and free-choice components, which are hosted partly within the institutes at DLR, partly as part of an organisation-wide qualification scheme, and partly at external sites. Once the compulsory activities have been completed and sufficient credit points have been earned in the optional compulsory courses, participation in DLR_Graduate_Program will be officially certified by DLR, provided that a minimum "cum laude" or equivalent grade is awarded for the doctorate.

The doctorate itself is awarded by the relevant higher education institution and is independent of participation in the DLR_Graduate_Program. The necessary activities are designed to be completed within three years, however if the doctorate itself takes longer, then the DLR_Graduate_Program can also be completed within this extended period. DLR is firmly committed to equal opportunities and therefore particularly encourages young women to aspire towards gaining a doctorate as part of a path to a career in research and development. In recognition of its family-friendly human resources policies and focus on equal opportunities, DLR has been awarded the "Total E-Quality" and "Audit Beruf & Familie®" certification.

DLR_Graduate_Program: Three Modules

DLR's initiative for young researchers consists of three parts. Firstly, qualification activities within the institute, secondly an organisation-wide qualification and development scheme and thirdly a range of supplementary activities.

1. Qualification Activities of DLR's Institutes

Doctoral students working at the DLR institutes receive high levels of supervision in accordance with the guidelines laid down by the Hermann von Helmholtz Association of German Research Centres. This includes regular seminars and similar events where doctoral students and other contributors have the chance to make presentations on their research topics. The seminars take place within the supervising institute and are occasionally held in conjunction with other DLR institutes. In each case the focus is on scientific exchange, with doctoral students discussing their projects, receiving valuable feedback and gaining experience in presenting scientific material. This also helps extend subject knowledge beyond the scope of the individual research topic.

Students therefore also gain a breadth of subject knowledge and, where seminars involve more than one institution, an interdisciplinary viewpoint, in addition to gaining the deep understanding of their subject within the framework of the doctorate. Seminars involving the student's own institute, be it internally or in collaboration with another institute, are compulsory. Additional seminars can be attended at other institutes as part of the free-choice component.

2. DLR-wide Qualification and Development Scheme

The organisation-wide qualification and development scheme is designed to be a challenging, yet attractive support framework with the primary focus on participants gaining certain key skills. Learning managerial and social skills is not just of use in a candidate's future career, but also has benefits while still working towards gaining a doctorate. Various training sessions and workshops are provided, which are generally held in small groups and are supplemented by e-learning tools. The scheme includes compulsory activities that concentrate on teaching essential knowledge and skills, complemented by a selection of optional compulsory courses and a

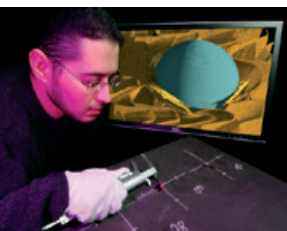


free-choice component. Participants can choose from a number of optional compulsory courses covering a range of topics, which must add up to a total of at least eight credit points in the ECTS system. The free-choice component can largely be designed to fit in with personal requirements. In total, over the course of a three-year doctorate, it is anticipated that up to 45 days will be allocated to participation in the organisation-wide qualification scheme.

3. Supplements

Publications in scientific journals, presentations at conferences and individual teaching activities are among the supplementary activities that can make studying for a doctorate even more worthwhile. Therefore, the DLR_Graduate_Program provides for a selection of activities of this kind.

Specifically, participants are expected to: actively participate in international conferences, making at least two presentations within the three years; make at least two publications in scientific journals or equivalent media; and engage in some kind of scientific instructional activity, such as actively contributing to a taught course or supervising placement students, for at least one semester. A period overseas, perhaps as part of a research campaign, a placement at another DLR institute or external institution, or even an industrial placement may also qualify towards the certification. This also applies to visits made to events held at higher education institutions.





If you are interested in joining DLR, please refer to our vacancies on the Internet or send a speculative application to the human resources department at your chosen DLR site:

DLR Koeln

Local Human Resources Department
Linder Höhe
51147 Cologne, Germany

DLR Berlin

Local Human Resources Department
Rutherfordstraße 2
12489 Berlin, Germany

DLR Bonn

Local Human Resources Department
Königswinterer Straße 522-524
53227 Bonn, Germany

DLR Braunschweig

Local Human Resources Department
Lilienthalplatz 7
38108 Braunschweig, Germany

DLR Goettingen

Local Human Resources Department
Bunsenstraße 10
37073 Göttingen, Germany

DLR Lampoldshausen

Local Human Resources Department
74239 Hardthausen, Germany

DLR Oberpfaffenhofen

Local Human Resources Department
82234 Weßling, Germany

DLR Stuttgart

Local Human Resources Department
Pfaffenwaldring 38-40
70569 Stuttgart, Germany

For further information about DLR, please visit:
www.DLR.de

Should you have any further questions about the DLR_Graduate_Program or would like to register your interest in taking part, please contact:

DLR-Graduate-Program@DLR.de