

The DLR_Graduate_Program

The DLR_Graduate_Program is a high-quality training course, which we have designed for PhD students. It is open to all DLR employees who are studying for a PhD. In addition to the technical training in the doctoral field, it teaches important core skills – from basic knowledge on scientific publishing and presentation to project management and successful negotiation right up to the acquisition of external funds and efficient team management. In this way, the DLR_Graduate_Program is intended to allow doctoral students to expand on the key skills acquired during studies. This knowledge and skills can be used efficiently during their study period and can be useful for the candidates' further career. In addition, the programme encourages the acquisition of expert knowledge beyond their own doctoral subject.

On first joining DLR, PhD students receive detailed information on the DLR_Graduate_Program and can then decide whether they wish to participate. They will be advised by their promotion committee (doctoral supervisor, professional supervisor, and mentor) as well as by the head of the DLR_Graduate_Program.

DLR strongly supports equal opportunities and encourages young women in particular to pursue a career in research and development as PhD candidates. DLR has been awarded the "Total E-Quality" and "Work and Family Audit" certification for its human resources policy focused on equal opportunities and family friendliness.

DLR at a glance

DLR is the national aeronautics and space research centre of the Federal Republic of Germany. Its extensive research and development work in aeronautics, space, energy, transport and security is integrated into national and international cooperative ventures. In addition to its own research, as Germany's space agency, DLR has been given responsibility by the federal government for the planning and implementation of the German space programme. DLR is also the umbrella organisation for the nation's largest project management agency.

DLR has approximately 8000 employees at 16 locations in Germany: Cologne (headquarters), Augsburg, Berlin, Bonn, Braunschweig, Bremen, Goettingen, Hamburg, Juelich, Lampoldshausen, Neustrelitz, Oberpfaffenhofen, Stade, Stuttgart, Trauen, and Weilheim. DLR also has offices in Brussels, Paris, Tokyo and Washington D.C.

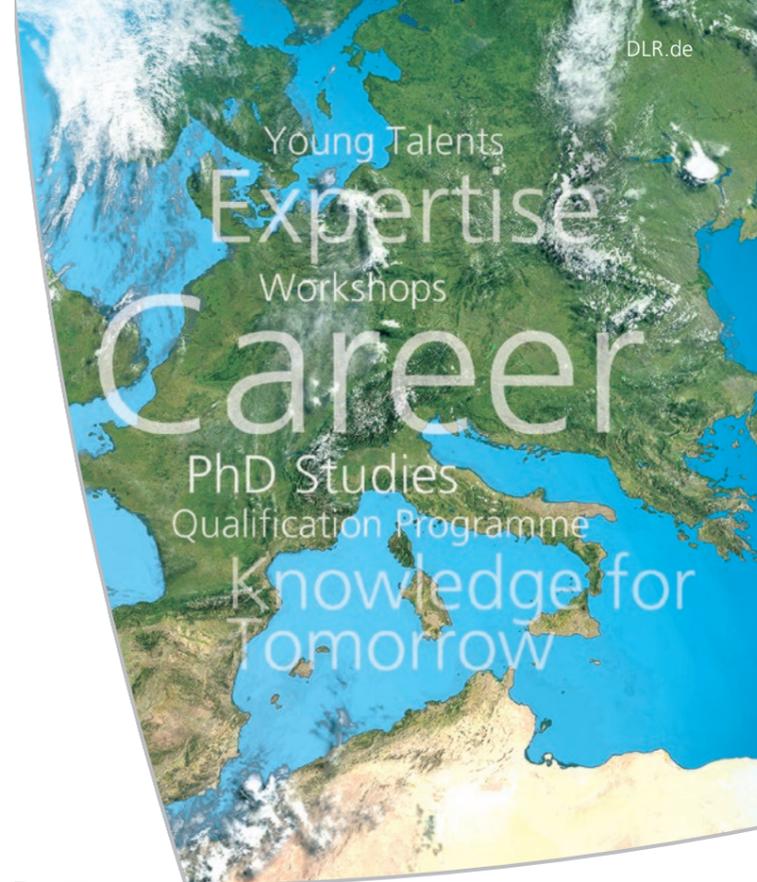
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A Special Offer for Young Scientists



The DLR has much to offer PhD students: in our research, we deal with the biggest challenges of our time – from the "health" of our planet Earth, which we investigate with satellites, to air traffic security, from the future of our mobile society to the vision of an environmentally neutral energy supply. This often involves technological developments and other projects which enrich our lives in many ways: they expand the horizons of our knowledge, generating fascination and enthusiasm. It is really exciting to have a hand in all of this, in such an inspiring environment, in teams with many colleagues from different disciplines!

High-quality supervision is vitally important for young people at the beginning of their career. We have therefore created a doctoral guideline of best-practice standards to be applied consistently across the entire DLR. The specialist supervision at our institutions is supplemented by a qualification programme accompanying the doctoral phase: the DLR_Graduate_Program. It imparts interdisciplinary knowledge and skills that are important for a person's career: workshops on presenting and publishing, seminars on project management and acquisition of funding, and training for team leadership and other social skills. Participants can set their individual priorities during a range of compulsory modules. Many of these skills can be directly applied during the study phase, others will help with their further career. Furthermore, you can exchange ideas at our various events with doctoral graduates from other DLR institutions and sites – broadening your horizons by networking beyond your own specialist area. This all contributes to further enrich the proficiency profile of our new recruits: because they are important to us.

This brochure provides a first insight into the DLR_Graduate_Program. I would be delighted if our offer is as enthusiastically received by you as it has been with the several hundred PhD candidates who have already participated in the programme. I am sure it will be time well spent!

Prof. Dr. Pascale Ehrenfreund



The Three Modules of the DLR_Graduate_Program

The DLR_Graduate_Program aims to give PhD students systematic and high-quality education – including teaching skills for excellent scientific work as well as management and social skills. It has a modular structure and is divided into compulsory, compulsory elective, and elective subjects. These are conducted partly in DLR institutes, partly within an interinstitutional programme or at external locations. After completion of the compulsory courses and having gained a predetermined number of credit points in the compulsory elective area, successful participation in the DLR_Graduate_Program is confirmed by an official DLR certificate awarded if the doctorate was completed with at least “cum laude”. The doctorate itself takes place in the appropriate institution and is independent of participation in the DLR_Graduate_Program. The basic programme lasts for three years. If the doctoral phase lasts longer, the DLR_Graduate_Program may also be completed over this period of time. Over a three-year doctoral phase, a total of 26.5 days (minimum requirement) are scheduled for participation in the interinstitutional qualification programme.

The programme comprises three parts: firstly, the institution activities, secondly, an interinstitutional qualification and development programme, and thirdly, the supplementary features of the programme.

If you have any questions or need more information, please contact:

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1. Institutional Activities

PhD employees maintain a high academic level in the DLR institutes in accordance with the Helmholtz Association Guidelines. Details can be found in the DLR PhD Guidelines or can be obtained at DLR's PhD student representation. There are regular PhD seminars or similar sessions, where PhD students have the opportunity to present their research topics. The focus is on scientific exchange: PhD students discuss their projects, get valuable feedback and gain experience in scientific presentation. At the same time, insights about their own thesis are imparted. In this way, the technical depth acquired as part of the PhD is complemented by this specialist breadth. The seminars of our own institute are considered compulsory. In addition, seminars of other institutions may be attended as elective subjects.

2. Interinstitutional Programme

The interinstitutional qualification programme is at the core of the DLR_Graduate_Program. The various training courses and workshops are generally completed in small groups. The programme includes compulsory courses, a compulsory elective and an elective area. In addition to an introductory course, which provides an overview of the DLR, the compulsory courses consist of a seminar either on scientific publishing or presentation techniques, a training course on the basics of communication and an introduction to project management. In the compulsory elective and elective area, participants can choose from a diverse range of courses and set their individual priorities. The compulsory elective area is divided into the following courses: “Languages and Intercultural Competence”, “Work Techniques and Methodology Skills”, “Project Management” and “Communication/Social Skills”. We also offer an intensive German language training course to our PhD students from abroad. In parallel to the German course, they can attend most of the seminars in English so that international participants with less German proficiency lose no time and can get the most from the courses right from the start.

3. Supplements

Supplementary features such as publishing in journals, holding presentations at conferences, or teaching activities make the PhD phase even more valuable. The DLR_Graduate_Program therefore offers selected activities of this kind. In particular, these include: active participation in international congresses, where at least two presentations are expected over the three-year period; at least two publications in scientific journals or other media; educational activities such as active contribution to lectures, the supervision of internships or dissertations; participation in one of the DLR_School_Labs or similar for at least one semester. Also stays abroad – for instance for research purposes – and periods spent in other DLR institutes, other research facilities, or in the industry can be acknowledged case-by-case. This also applies to attending courses at universities.

