



TECHNISCHE
UNIVERSITÄT
WIEN

Support Programs for Young Researchers & Families TUW HR development



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TU WIEN STUDIES RESEARCH PARTNERSHIPS SERVICES INTERNAL

TU WIEN

TU Wien / Organisation / Central Divisions / HR Development

HR Development

Offers by Target Groups



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New Employees



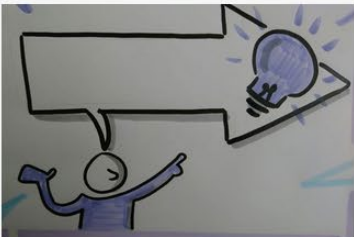
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Academic Staff



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General Staff



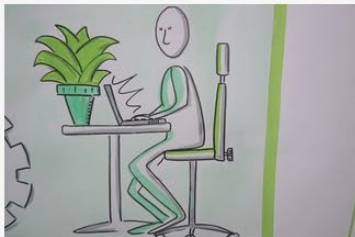
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Leaders



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Parents & Employees with Relatives in Care



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Students

Contact:

Postal address:
TU Wien
Karlplatz 13
1040 Wien
068 - HR Development

Location Office: Resselgasse 5, right staircase, 1st floor

Telephone: +43 1 58801 410860

Email: personalentwicklung@tuwien.ac.at

TISS

Organisation

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Guest Access

G-pass

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Special Bodies

Other Institutions

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TUcard

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Stefanie Madsen Deutsch Help Hotkeys Logout

Internal continuing education courses

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My internal continuous education courses

Category

Is

Childcare

Diversity

Finance, Controlling and Law

Focus Science

Delete rule

Hide ended courses

☒ Yes
 ☐ No

Delete rule

Choose a rule

Use filter

Reset filter

Category	Name	Dates	Instructors	free places	Status	
Focus Science	Introduction to Git *English*	01/20/2023	Wörster Florian (external)	20 / 20 (no more free spaces) Waiting queue: 11 / unrestricted	● Published	File Application
Focus Science	Good practices in authorship	01/19/2023	Marjo Rauhala (show 1 more)	1 / 10 (15 free places left)	● Published	File Application
Focus Science	Publishing data in TU Wien's research data repository *English*	01/18/2023	Maximilian Moser (show 1 more)	17 / 20 (3 free places left)	● Published	File Application
Focus Science	Open Access, free of charge: Hands-on training self-archiving. How to publish open access via a repository *English*	01/18/2023	Magdalena Andrae	3 / 10 (7 free places left)	● Published	File Application
Focus Science	Research Ethics in the Context of Human Research Participation	01/18/2023	Marjo Rauhala (show 1 more)	3 / 10 (13 free places left)	● Published	File Application
Focus Science	Kostenfreies Open-Access-Publizieren: Hands-on-Training Selbstarchivierung. Die Zweitveröffentlichung mittels Repositorien	01/16/2023	Magdalena Andrae	3 / 10 (7 free places left)	● Published	File Application
Focus Science	Research visibility and academic profiles *English*	11/25/2022	Alicia Fatima Gomez-Sanchez	12 / 15 (3 free places left)	● Published	File Application
Focus Science	Altmetrics & die Messung des "Societal Impacts" von Forschungen	11/23/2022	Andreas Pacher	0 / 25 (25 free places left)	● Published	File Application

Internal Training and Further Education in TISS

regular workshops, seminars, training programs on a semester basis

Overview:

HR department's internal training program:

- accessible for all TU employees
- free of charge
- various, demand-driven, customer oriented, flexible

skills and competences to be trained:

- transferrable skills
- social and personell skills
- leadership
- diversity issues
- work-life-balance and health care

Target group: staff

Further information: <https://www.tuwien.at/en/tu-wien/organisation/central-divisions/hr-development/training-and-further-education>

2-years development program for PhD researchers

<https://www.tuwien.at/en/tu-wien/organisation/central-divisions/hr-development/target-group-academic-staff/wina-coaching-for-predocs>

Overview:

Support program for young researchers during their PhD at TU Wien.

4 workshops:

- dissertation agreement
- scientific writing
- time and self-management
- career planning and opportunities after PhD-graduation

Starting dates:

- English term: summer semester
- German term: winter semester

Target group: PhD researchers at TU Wien (University-Assistants, Project-Assistants, PhD-Students)

Contact: Stefanie Madsen/HR development: stefanie.madsen@tuwien.ac.at

Newsletter: <https://list.tuwien.ac.at/sympa/info/wina>

Predocs: TU Austria Summerschool Doc+



1-week rotating summerschool for PhD researchers

<https://www.tuaustria.ac.at/veranstaltungen/summer-schools>

Overview:

- Since 2018: 5 summerschools conducted (Vienna, Graz, Leoben, Vienna, Graz...)
- 5 students / university
- usually last week of September
- all costs are covered by home-university (fee, travel, hotel)

Target group: PhD students at TU Wien, TU Graz, Montanuniversität Leoben

Contact: Stefanie Madsen/HR development: stefanie.madsen@tuwien.ac.at

Postdocs: Career Coaching

1-year Group Coaching Cycle for Postdocs

<https://www.tuwien.at/en/tu-wien/organisation/central-divisions/hr-development/target-group-academic-staff/career-coaching-for-postdocs>

Overview:

- Productive and reflecting guidance during habilitation period through trainer and peer group
- Regular coaching meetings with opportunity to discuss current problems and inquiries
- Development of solution strategies
- Peer group counselling
- Regular inputs by trainer on topics like career planning, application, negotiation strategies

Target group: Postdocs at TU Wien

Contact: Stefanie Madsen/ HR development: stefanie.madsen@tuwien.ac.at

Newsletter:

<https://list.tuwien.ac.at/sympa/info/tuwpostdocs>

Female Postdocs: Career Mentoring

1-year Career Mentoring Program

<https://www.tuwien.at/en/tu-wien/organisation/central-divisions/hr-development/target-group-academic-staff/career-mentoring-for-female-postdocs-2022>

Overview:

- One-to-One Mentoring Relationship:
 - Mentee: Female Postdocs, suggests her own mentor
 - Mentor: Professor (any kind of role model for mentee)

The mentor provides feedback and career-related advice and a second opinion to that of the mentee's supervisor.

Mentoring:

- tailored, personalized support
- concrete formulation of professional goals
- support in achieving these professional goals
- strengthening professional self-confidence
- gaining insight into the structures of the scientific community / academia

Target group: female Postdocs at TU Wien (mentees), Professors inside / outside TU Wien (mentors)

Contact: Stefanie Madsen/HR development: stefanie.madsen@tuwien.ac.at



Program for Tenure Track Holders

Welcome to TU Wien. My new task: leadership

- Welcome and kick off
- Expert talks ~ one per month with TU experts
- Individual consulting at HR
- Seminars
- Coaching
- Networking
- [Richtlinie Laufbahnstellen](#)

Contact: Helga Gartner/HR development: helga.gartner@tuwien.ac.at

<https://www.tuwien.at/en/tu-wien/organisation/central-divisions/hr-development/target-group-academic-staff/assistant-professors-tenure-track>

TU Wien Career Center

Target Groups: Students, Predocs, Postdocs, all employees with limited contracts

- Application coaching and career planning
- Workshops, Trainings
- Potential analysis
- “voice of diversity” minimize biases in recruiting

Funding Support and Industry Relations

- Funding Programs for Early Stage Researchers

Target Groups: Predocs ↑

- Colab:
 - Overview Grants & Funding Agencies
 - Grant Application
 - Proposal Writing
 - Budget calculation

Contact:

Funding Support and Industry Relations: foerderberatung@tuwien.ac.at

<https://www.tuwien.at/en/studies/teaching-at-tuwien/higher-education-teaching>

Target Groups: teaching staff

- Workshops
- Basic trainings
- Events
- (Individual) Teaching consulting

Contact:

hochschuldidaktik@tuwien.ac.at

Career Center Ludwig Boltzmann Gesellschaft

- Outreach Program for external Pre- and Postdocs:
<https://cc.lbg.ac.at/outreach/>
 - Career Cake (Coaching, Expert Talks, Career Chat, Potencial analysis, Skills Training, Feedback Talks)
 - [Expert Internship Programm](#) Building bridges between science and other sectors
 - [Summer School LEAD able](#) Leadership & Management Skills for Researchers
 - [Winter School Revise & Revitalize](#) Academic Writing & Presentation Skills for Researchers
 - [Digital Transformation in Research](#) Research goes digital
 - [Leading Researchers Program](#) Leadership Development for Group Leaders

Support for (PhD) students @ TUW

Psychological Counselling for students at TU Wien

- Up to 3 50-minutes sessions / student
- appointments by prior arrangement
- Contact: nadja.springer@wpv.at
- Location:
Krieglergasse 6/9
1030 Wien

<https://www.tuwien.at/en/studies/studying-at-tu-wien/psychosocial-counselling>

Individual counselling

- dealing with mental health issues
- acute crisis (separation, diseases, death, other stressful events)
- If you have the impression that studying is a particular burden at the moment.
- If you feel anxious about exams, graduation or general anxiety
- If you are depressed
- Sleep disturbances, increased substance use or physical complaints without medical or somatic findings.
- In general: If you have the impression that your inner resources for coping with problems no longer work or are no longer sufficient (e.g. humour, flexibility in action and thinking, determination, ...), you should contact the counsellor.

Authorship and research ethics

Alicia Fátima Gómez Sánchez, & Marjo Rauhala. (2021).

Responsible Authorship: TU Wien Good Practice Guidance https://zenodo.org/record/5668289#.Yeq_yP7MKUk

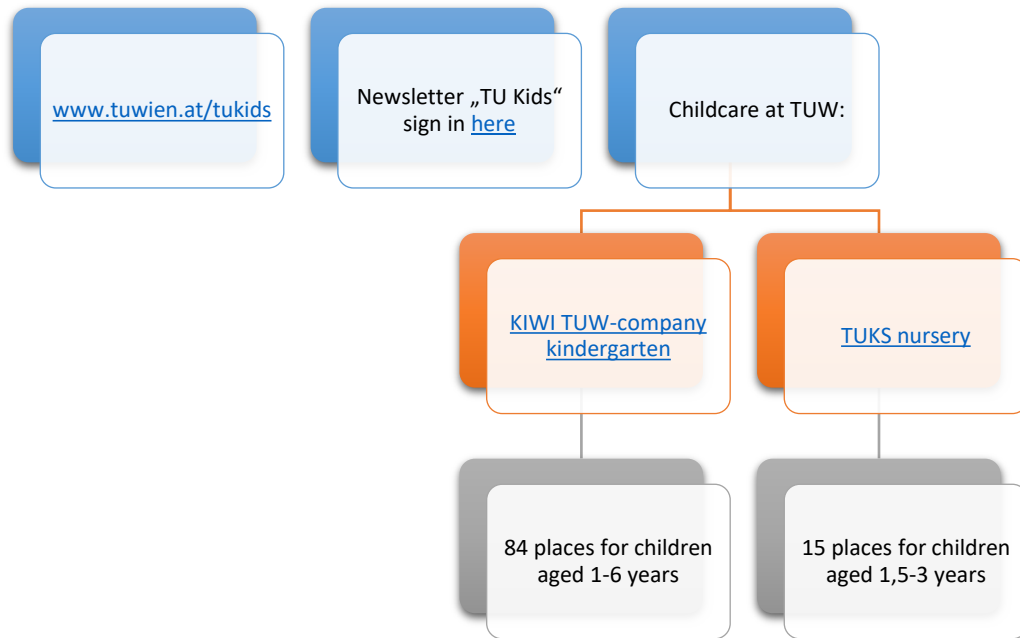
News item on the library website:

<https://www.tuwien.at/bibliothek/alle-news/news/verantwortungsvolle-autorschaft-leitfaden-der-tu-wien>

Seminar: Good practices in authorship 19. 1.2023, 13:30 – 15:30

https://tiss.tuwien.ac.at/tu_events/tu_event/9508

- [Fachschaft Doktorat](#) /Students council
- [Committee on Equal Treatment at TU Wien \(AKG\)](#)
- [Works Council for the Academic and Artistic University Staff](#)
- [BETRIEBSVEREINBARUNG über partnerschaftliches Verhalten und Antidiskriminierung am Arbeitsplatz](#)
- [Guideline to dealing with Sexism and Sexual Harassment](#)
- Individual Coaching & Conflict Management: contact [Louisa Holub](#), HR development department



Offers TU Kids – child care

- [Childcare on holidays](#)
 - „window days“
 - Childcare on holidays
 - Bring Your Kids Day 15.11. (school-free day in Vienna)
- Childcare on conferences
 - Contact [Sonja Bigl](#), [Doris Kerschbaumer](#)
- Childcare allowance for Tenure Track position holders with children on business trips
 - Contact [Sonja Bigl](#), [Doris Kerschbaumer](#)
- Baby-welcome packages

Parents' Coaching

Contact [Sonja Bigl](#),
[Doris Kerschbaumer](#)

Individual counseling

Occupational psychology
consultation Family-Care
at [Department for Safety and
Occupational Health](#)

Individual seminars internal

[HR development
program](#) (after
login):

- Compatibility in science
- Work-life balance
- Deceleration for working parents

Roadmap * LeaveManagement

- <https://karenzplanung.tuwien.ac.at/de>
- For TU employees on internal pages
- Current information on
 - Pregnancy and maternity leave
 - Parental leave and part-time work
 - Re-entry
 - Caregiver leave and part-time caregiver leave
 - Information for leaders on leave-management

Individual leave management counselling

re-entry after maternity leave

- ABZ Austria: <https://www.abzaustria.at/de>
- WAFF: <https://www.waff.at/beruf-weiterbildung/karenz-und-wiedereinstieg/>

Counselling on child care allowance:

Kinderbetreuungsgeld (childcare allowance):
https://www.oesterreich.gv.at/themen/familie_und_partnerschaft/geburt/3/2/3.html

Arbeiterkammer Karenzberatung (Chamber of Labor Parental Leave Counseling):
<https://www.arbeiterkammer.at/karenz>

Krankenkasse BVA-EB Kinderbetreuungsgeld – Details zu Anspruch, Höhe und Dauer (health care insurance):
<https://www.bvaeb.at/cdscontent/?contentid=10007.840412>



Betriebsvereinbarung Erweiterte
Pflegefreistellung



Care leave for necessary care / care of close
relatives who do not live in the same household



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THANK YOU!

We are looking forward to working with you!



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