feminno – female innovation and career development in Life Sciences

Guide for applicants
The programme is coordinated by the Zurich-Basel Plant Science Center and supported by the Career Services, the office for Gender Equality and Diversity, the Graduate Campus of University of Zurich, the Life Sciences of ETH Zurich and University of Zurich, the Faculties of Medicine and Sciences, University of Zurich and the Department of Environmental System Sciences at ETH Zurich.

Are you a female scientist or an alumna from a Swiss University interested in innovation and personal development?

Do you want to develop your ideas into an innovation, or you are asking yourself how your ideas could generate a new technology, product or service either in cooperation with an enterprise or as a start-up? Are you looking for know-how to launch such a process?

Do you want to increase your self-confidence, internalise your strengths and trust your decisions with the support of qualified mentors?

Are you interested in career opportunities, especially in Switzerland, at the interface between research, innovation and industry?

Are you asking yourself how to develop your talents with a positive work-life balance?

In this case, this career programme is just right for you!
What can you expect?

*feminno offers mentoring and career development for female scientists interested in innovation.*

Experienced career advisers, coaches, innovation experts and executives from successful life-science enterprises share their work experience and will inspire you to pro-actively mature your ideas and your personal development.

Innovation ecosystem

*feminno’s focus is on idea generation. For this you will be able to enlarge your network outside academia and learn how to evaluate the potential of your idea. In addition, you will receive advice and access to funding opportunities to start your own innovation project.*

Deliverables

At the end of the programme you will be able to assess ideas for its innovation potential, not just from a scientific standpoint but also including a business perspective. You have completed your first Business Canvas, which may serve as a guide on future assessments. You will be able to make a sound and educated decision about your next career move and have the necessary network to do so successfully. *feminno* has proven as a stepping stone for many participants. You will be clear on your competencies and have improved significantly some of your pain points. A personal Action Plan will be one outcome of the programme. In addition qualified mentors will be available to support you after completion of the programme.
Programme

The programme (call 5) starts in September 2021 and comprises of the following stages

Career retreat
28–30 September 2021, three full day sessions with Dr Daniela Gunz, Career Services, University of Zurich

Company visits and exploratory workshops
October 2021–January 2022, three company visits (companies TBC)

Innovation seminars
3 November 2021 (4 to 8 p.m.), 10 November 2021 (4 to 8 p.m.), 15 November 2021 (12 to 1:30 p.m.), 17 November 2021 (5 to 8 p.m.), 1 December 2021 (2 to 6 p.m.)
with Dr Cornelia Fürstenberger, Unitectra; Professor Carole Claire, Unisante, Lausanne; Michael Kropac, seecon; Dr Verena Lütschg, About Tomorrow Consulting; Dr Andrea Degen, EUrlations; Dr. Melanie Paschke, Zurich–Basel Plant Science Center

Closing event
Presentations, Networking & Celebration: End of February 2022

Please note: we try to hold our workshop in person, some seminars may be hold virtually.

Training

Innovation Workshop: Create a Business Model Canvas
19–20 October 2021, two full day sessions with Isabelle Siegrist, Sandborn

Negotiation skills for conflict situations, business deals
12–13 January 2022, two full day sessions with Gaby Rockmann, Rockmann Consulting
feminno – female innovation and career development in Life Sciences

We strengthen your career competencies on the basis of your own resources.

feminno offers career counseling and clarifies your demands and expectations

**Career retreat**
- A three-day intensive career retreat offers you the opportunity to reflect on:
  - Your competencies.
  - Your resources.
  - Your faith in my abilities.
  - Your motivation.
  - Your goals.

**Control**
- know yourself

**Mentoring**
- Provide explanations and support to the world of start-up.
- Help you to set up your own portfolio.
- Assist in finding suitable mentors from industry or start-up ecosystem.
- Member of the feminno network and participation in regular events.

feminno helps to plan the next steps and work in more detail on your project ideas

feminno participants empowered after a 2-day negotiation training. Photo: Andreea Cretu.
feminno offers competency-oriented training and helps to build your innovation ecosystem

**Innovation workshop**
- Mature your idea and create a Business Model Canvas.

**Innovation seminars**
- Where does innovation come from?
  Introduction to the basic principles of innovation management.
- Gender-based perspectives in the innovation process
  Does my idea offer gender-based application scenarios?
- Pitch training
  How to present your project successfully.
- Funding your project
  Presentation of various European and Swiss start-up financing instruments, incl. BioEntrepreneur Fellowship program and Innosuisse funding.
- Present your own project at the closing event!
  Present your innovation ecosystem. What companies do you intend to approach as cooperation partners?

*feminno creates opportunities*

**Company visits**
- Raise your visibility
  Women are less visible to private industry and less present in the hidden job market. Only 60–70% of all appointments are channeled through regular recruiting platforms: all other positions are filled through personal contacts! For this reason, it is immensely important to present yourself and your research to industrial executives and leaders.
- Visits to private enterprises
  Role models can open doors to new career tracks. You will meet highly qualified women working in R&D, in leading corporate positions or as entrepreneurs – a valuable insight into the world outside of academia.
Who can participate?

The programme addresses female researchers from Life Sciences currently working as a PhD student, Postdoc at a Swiss University. Recent alumnae from a Swiss University and young female professionals can join the programme through the ETH School for Continuing Education.

Evaluation criteria

The selection of applications is done based on the following criteria:

**Relevance for career development**

› Does the CV show that the applicant will profit from the programme?

› Is the personal development plan convincing?

› Has the applicant convincingly expressed her commitment for participating in the programme?

› Will the programme give the applicant the new key competencies that will enable her to achieve her own and the program’s goals?

**Relevance of research**

› Are its innovative aspects evident?

› Has the applicant outlined how her research results could be transformed into an innovative product or application?
The feminno programme helped me to grow immensely both on a professional and on a personal level. It offers great networking opportunities with extremely talented female scientists within and outside the workshops, and a broad range of courses to help find the right career path and improve important professional skills. I would recommend this program to any woman who is eager to learn about professional opportunities, build the right career for her and join a network of smart and supportive women."

Judith Jaeckel, feminno participant

The feminno programme was an invaluable experience to connect with a diverse group of women in science who are looking to drive innovation with their research ideas. The training sessions are broad and not only shore up the skills necessary for entrepreneurs such as negotiation, building business models, securing funding, and pitching but also provide energizing exercises to build up confidence, tap into motivation, and develop focus to achieve goals. During each module, you are also introduced to inspiring and engaging women leaders in science and business. I highly recommend this program for the competencies you will learn and also for the relationships you will build going forward."

Anjali Raja Beharelle, feminno participant
Tuition language
The programme language is English.

Location
Please mind that most seminars will take place in Zurich and participation is mandatory and will be tracked. Some lectures may be held virtually.

Credit points
PhD students will receive 4 ECTS that are fully accredited in their PhD Programmess; Postdocs will receive a certificate of attendance and 120 hours accredited to the PSC Career Development Programme for Postdocs. Alumnae and young professionals that join the programme through the ETH School for Continuing Education will receive a certification of successful completion.

Fees
CHF 2200 for Alumnae of a Swiss University
CHF 150 for Postdocs and PhD students at ETH Zurich or University of Zurich
CHF 800 for Postdocs or PhD students of University of Basel

Maximum number of participants
A maximum of 20 women per call will be admitted.