



WHO WE ARE

LIBRA is a project financed by the European Union. 13 research institutes from the research alliance EU-LIFE have joined forces to tackle the current imbalance regarding the representation of men and women in science. Supported by a gender expert organisation they implement innovative actions to boost the numbers of women in leadership positions and raise science excellence by including sex and gender dimension in their research.



THE LIBRA CAREER DEVELOPMENT COMPASS

A programme for
women researchers



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APPLY NOW!

www.eu-libra.eu

BACKGROUND

The latest data from the European Union (2015) show that in life sciences women have caught up with or even surpassed men at PhD and postdoctoral level. However, the picture is less favourable for more advanced positions. In EU-LIFE, only around 26% of PIs are women on average.

The reasons for this are not entirely clear, probably many factors play a role, among them unconscious gender bias, recruitment & evaluation procedures, work life balance issues and also reluctance of women to aim for a career in academia.

Evidence suggests that providing structured opportunities to explore career options encourages women to take a leadership role. (Cf. O'Bannon, Deborah J., et al. "Successful leadership development for women STEM faculty." *Leadership and Management in Engineering* 10.4 (2010): 167-173.)

LIBRA develops strategies and actions to ensure gender equality at EU-LIFE organisations and to improve gender balance at leadership positions. Many of these activities take place at the organisational level. The LIBRA CAREER DEVELOPMENT COMPASS offers encouragement at the individual level by providing active support for women researchers on their way to intellectual independence and success.



Are you a postdoctoral researcher who would like to actively raise her chances of becoming a successful PI?



THE LIBRA CAREER DEVELOPMENT COMPASS

The programme consists of a number of interlocking elements designed to explore possible career choices, directions, opportunities, identify barriers and provide guidance for transition to an independent research position.

Programme Content

- Online collaboration group and meetings
- Mentorship programme with at least two meetings of mentor and mentee
- Workshop on self leadership, communication and self-confidence
- Workshop on strategic career planning (topics will include job interviews, applying for promotion etc)
- Talks by scientists about their career experience
- Discussions with successful researchers

For more information and application documents go to:
www.eu-libra.eu

Application deadline:
February 28th, 2017

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Participants

The Career Development Compass is addressed to young female researchers, postdoctoral or staff scientists, working at a LIBRA full member organisation. Interest in following a career in academic science is essential.

Selection

Two candidates per institute will be selected by individual review panels at the ten LIBRA partners. Selection criteria are motivation and scientific potential.

Time Schedule

The programme will start in April 2017 and close in autumn/winter of the same year.