

WELCOME

Get to know five career building programmes for female scientists at Swiss Universities

Info Event on 28th May 2026

- Réseau romand de mentoring pour femmes (Manuela Schicka)
- REGARD (Manuela Schicka)
- CONNECT (Alona Bättschi)
- FLP Program - Foster. Lead. Promote. (Daniela Hansen)
- feminno (Daniela Gunz)

Information

- Webinar is **not recorded**, but slides will be provided afterwards.
- Please use **Chat or FAQ** to ask your questions.

REGARD – TRANSVERSAL SKILLS WORKSHOP PROGRAM FOR WOMEN RESEARCHERS

MANUELA SCHICKA

COORDINATOR OF THE RRM AND THE WORKSHOP PROGRAM REGARD

University of Fribourg

DESCRIPTION

- Collaboration of Equal opportunity offices of the universities of Fribourg, Geneva, Lausanne, Neuchâtel, EPFL, and the Geneva Graduate Institute and HES-SO (passive partner)
- Workshops on academic career management:
 - Academic career planning
 - Research project management
 - Communication tools
 - Personal development
- Place for discussion and exchange with other female researchers
- More than 4000 participants since 20 years

TARGET GROUP

- Assistants
- PhD candidates
- Post-docs
- Senior researcher
- Professors
- Since 2021: some workshops also for men

ADDITIONAL INFORMATION

- Registration opens 1st January and 1st June
- Participation free of charge, but cancellation fee (if cancelled less than 7 days before workshop without valid reason)
- Also open for researcher from other institution (CHF250, priority is given to researcher from partner institutions)
- More information: <https://www.unifr.ch/regard/en/> or manuela.schicka@unifr.ch

**PROGRAMME
PROGRAM
2026**

01
GESTION DE CONFLIT – COACHING EN GROUPE
 Marie-Paule Hoefliger, psychologue FSP & médiatrice & formatrice
 30 JANVIER, 13H-17H, UNIFR
 Inscription dès le 1^{er} janvier

02
PROJECT MANAGEMENT FOR SUCCESSFUL RESEARCHERS
 Dr. Carine Galli Marsier, project manager & trainer
 12 & 13 FEBRUARY, 8.45AM-5.15PM, UNIFR
 Registration starts on 1st January

03
CONSTRUIRE UN CAMPUS INCLUSIF: L'ACTION DES HOMMES ALLIÉS
 Battino Palazzo, experte en leadership éthique
 12 MARS, 10H-17H, UNIL
 Inscription dès le 1^{er} janvier

04
RECOGNISE, RESPOND, RECLAIM: NAVIGATING SEXISM AND BIAS IN ACADEMIA
 Joelyn de Lima, pedagogical advisor, EPFL
 17 MARCH, 915AM-5PM, UNIL
 Registration starts on 1st January

05
THE RESEARCH PROPOSAL: HOW TO CONVINC E REVIEWERS TO FUND YOUR RESEARCH – FOCUS SNSF
 Susanne Matuschek, coach and consultant
 24 MARCH, 10AM-4PM, ONLINE
 Registration starts on 1st January

06
L'ART D'ENGAGER UNE AUDIENCE
 Samuel Lagier, formateur & coach
 14 AVRIL, 9H-17H, EN LIGNE
 Inscription dès le 1^{er} janvier

07
POSTURE SCIENTIFIQUE EN TANT QUE CHERCHEUSE: LUTTER CONTRE LES BIAIS POUR S'ALIGNER
 Coline de Senardians, coach certifiée et formatrice
 30 AVRIL, 9H15-17H, UNIGE
 Inscription dès le 1^{er} janvier

08
PITCHING MYSELF FOR INDUSTRY: MY STRATEGY FOR SUCCESS
 Romaine Johnstone, coach facilitator & trainer
 26 AVRIL, 9AM-5PM, GENEVA GRADUATE INSTITUTE
 Registration starts on 1st January

09
LA COMMUNICATION NON VIOLENTE AU SERVICE DE LA DYNAMIQUE PARTICIPATIVE
 Maud Dujaquier, formatrice, formatrice et coach certifiée
 30 AVRIL, 9H-17H, UNINE
 Inscription dès le 1^{er} janvier

10
DESIGN YOUR FUTURE – HOW DO YOU MAKE PROFESSIONAL CHOICES?
 Afé Sika Kuzawu, certified systemic coach & psychologist
 11 & 18 MAY, 9AM-5PM, EPFL
 Registration starts on 1st January

11
BIEN SE PRÉPARER À UNE LEÇON D'ÉPREUVE
 Dre Malory Schaub, responsable du Pôle de Soutien à l'Enseignement et l'Apprentissage & Prof. Sévane Gambir, Département de droit pénal, Université de Genève
 28 MAI, 9H15-17H, UNIGE
 Inscription dès le 1^{er} janvier

12
SAVOIR NÉGOCIER: TECHNIQUES ET STRATÉGIES
 Dagmar Engler, coach et conseillère en développement de carrière
 5 JUIN, 10H-17H, UNINE
 Inscription dès le 1^{er} janvier

13
PUBLIC SPEAKING IN ENGLISH FOR RESEARCHERS
 Dr. Carman Delgado Luchner & Andrew Hart, Language Center, UNIFR
 7 SEPTEMBER, 915AM-5PM, UNIFR
 Registration starts on 1st June

14
WRITING AND PUBLISHING IN ACADEMIA
 Dr. Sarah Stauffer, psychologist FSP & scientific editor
 18 SEPTEMBER, 9AM-5PM, EPFL
 Registration starts on 1st June

15
VULGARISER ET PARLER AUX MÉDIAS
 Virginie Pilault, formatrice, spécialiste en communication, ex-journaliste RTS
 24 SEPTEMBRE, 9H-17H, UNIL
 Inscription dès le 1^{er} juin

16
SCIENCE ET POLITIQUE EN DIALOGUE: COMPRENDRE, S'ENGAGER, INFLUENCER.
 Fabienne Odermatt, formatrice et formatrice Franisni
 2 OCTOBRE, 9H-17H, UNINE
 Inscription dès le 1^{er} juin

17
SELF-EMPOWERMENT: DISCOVER HOW TO BUILD YOUR POWER TO ACT
 Nir Zalts, expert for leadership and professional development
 7 & 8 OCTOBER, 9AM-5PM, EPFL FOLLOW-UP 12.11, 9AM-1PM, EPFL
 Registration starts on 1st June

18
WELL-BEING AND WORKPLACE SUCCESS THROUGH EMOTIONAL INTELLIGENCE AND GROWTH MINDSET
 Silke Mischke, cognitive psychologist & executive coach
 16 OCTOBER, 9AM-5PM, GENEVA GRADUATE INSTITUTE
 Registration starts on 1st June

19
BUILDING INCLUSIVE CLASSROOMS: FOCUSING ON WHO WE TEACH AND HOW WE TEACH
 Joelyn De Lima, pedagogical advisor, EPFL
 28 OCTOBER 915AM-5PM, UNIGE
 Registration starts on 1st June

20
CONFLICT MANAGEMENT – GROUP COACHING
 Marie-Paule Hoefliger, psychologist FSP, mediator & trainer
 6 NOVEMBER, 1PM-5PM, UNIFR
 Registration starts on 1st June

21
THE RESEARCH PROPOSAL: HOW TO CONVINC EVALUATORS TO FUND YOUR HORIZON EUROPE RESEARCH PROJECT
 Dr. Jennifer McClung, psychologist and biologist, Eurosearch
 10 NOVEMBER, 915AM-5PM, UNIGE
 Registration starts on 1st June

22
PITCHING MYSELF FOR INDUSTRY: HONING MY APPLICATION SKILLS
 Romaine Johnstone, coach, facilitator & trainer
 20 NOVEMBER, 9AM-5PM, ONLINE
 Registration starts on 1st June

23
COMMENT MONTER UNE ÉQUIPE DE RECHERCHE
 Sylvie Guichard, Dre en sciences politiques, formatrice et formatrice, co-direction de Talkie Walkie
 23 NOVEMBRE, 9H-17H, UNIL
 Inscription dès le 1^{er} juin

**LÉGENDE
LEGEND**

- DOCTORANT-E-S
PHD CANDIDATES
- CORPS INTERM. ACADEMIQUE
INTERMEDIATE ACADEMIC STAFF
- PROFESSEUR-E-S
PROFESSORS
- COMMUNICATION
COMMUNICATION
- DÉVELOPPEMENT PERSONNEL
PERSONAL DEVELOPMENT
- CARRIÈRE
CAREER
- GESTION DE PROJET
PROJECT MANAGEMENT
- ATELIER POUR FEMMES
WORKSHOP FOR WOMEN
- PUBLIC MIXTE
GENDER MIXED AUDIENCE
- ATELIER POUR HOMMES
WORKSHOP FOR MEN
- CONTACT & INFORMATION
unifch/ REGARD

REGARD
ateliers pour l'égalité dans les carrières académiques

THE RÉSEAU ROMAND DE MENTORING POUR FEMMES – A MENTORING PROGRAM TO SUPPORT WOMEN IN ACADEMIA

MANUELA SCHICKA

COORDINATOR OF THE RRM AND THE WORKSHOP PROGRAM REGARD

University of Fribourg

DESCRIPTION

- Mentoring program for women who want to pursue an academic career
- Corporation between the Equal opportunities' offices at the Universities of Geneva, Lausanne, EPFL, Neuchâtel and Fribourg
- Exists since 2000
- More than 300 mentees took already part

- Program length: 18 months
- One-to-one mentoring with an experienced professor
- 4 group meetings for mentees with workshops

TARGET GROUP AND SELECTION CRITERIA

- Women advanced in their PhD or post-doc, senior researcher
- Affiliated to partner university
- Candidates...

Must show motivation to pursue an academic career

Should already have undertaken some steps to achieve objectives

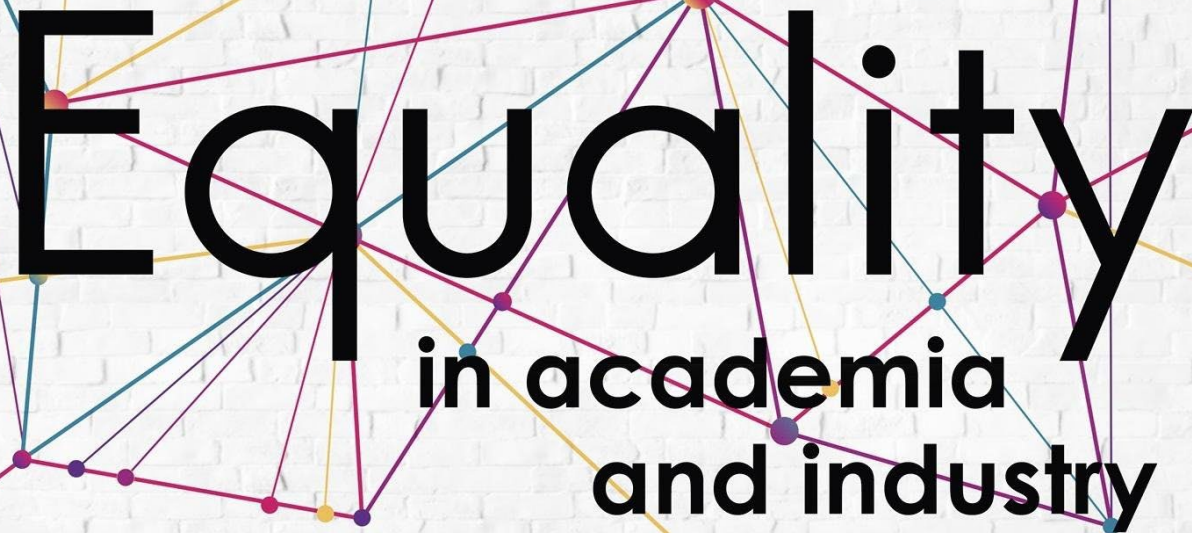
Should be open minded

ADDITIONAL INFORMATION

- 13th edition from April 2025 – December 2026
- 14th edition: application process starts beginning 2027
- More information: <https://www.unifr.ch/f-mentoring/en/> or manuela.schicka@unifr.ch



CONNECT - Connecting Women's Careers in
Academia and Industry



Equality in academia and industry

Our Vision

CONNECT aims to connect female STEM scientists with inspiring role models from industry and public administration. By building bridges between academia and employers, the program contributes to increasing the representation of women in highly qualified positions in Switzerland.

Why CONNECT?

Participants

- Gain insight into non-academic career paths
- Network with professionals and role models
- Reflect on career goals and opportunities
- Improve application and interview skills
- Join a supportive peer community

Companies

- Connect with highly qualified STEM researchers
- Increase visibility among emerging female talent
- Showcase company culture and career opportunities
- Strengthen engagement in diversity and inclusion
- Exchange directly with motivated researchers

CONNECT – Partner organisations

Academia

eawag
aquatic research **000**

EPFL

ETH zürich

Empa
Materials Science and Technology

Unil
UNIL | Université de Lausanne

PSI

WSL

Open to participants from **all Swiss universities** (if institutional fee is also covered)

Industry (previous)

ABB

BAIN & COMPANY

Bystronic



Hitachi Zosen INOVA

Roche

HILTI

Medtronic

ZEISS

McKinsey & Company

S E F A R

Seeing beyond

SENSIRION

Siegfried


Swiss Re

straumanngroup

MSD

SWITZERLAND INNOVATION PARK INNOVAARE

Public Sector

 Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Federal Department of the Environment, Transport, Energy and Communications
DETEC

n|w Fachhochschule Nordwestschweiz
Hochschule für Technik

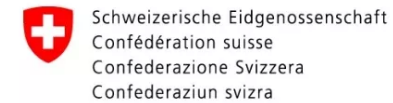
CONNECT – Program Structure

- **Kickoff Workshop**
 - Career reflection
 - CV preparation
 - Preparation for company visits
- **Company Visits & Workshops**
 - Networking
 - Role model discussions
 - Company presentations
 - Hiring insights
- **Closing Event**
 - Reflection
 - Future career planning
 - Networking
- Be part of a **supportive & encouraging network**



CONNECT Round 8 – Next Steps

- **Interested in a non-academic career (industry or public sector)?**
- **Application window: 8 June - 27 July 2026**
 - Online form
 - CV (max. 2 pages)
 - Motivation letter (max. 1 page)
- Review and selection by a neutral committee: The evaluation criteria are primarily motivation, expectations, and interest in the program
- **Mid/End of September:** Participants are informed about results of selection process
- **Oct 2026 - Apr 2027:** CONNECT Round 8



Federal Department of the Environment,
Transport, Energy and Communications
DETEC



Other partners (tbc)

What former participants say about CONNECT

«Listening to the different testimonials of all the women working in the different companies was very inspiring and allowed me to open my mind and also discover what is important for me if one day I work in a company.»

«I feel it really opened my mind in terms of what possibilities are there in the industries for us. The workshops and activities regarding the CV, interview and negotiation preparation were particularly helpful.»



«I really enjoyed the all female, friendly, and supportive atmosphere.»

«The program was really helpful and informative and gave me a better understanding of the job market. It was also nice connecting with all the other participants and sharing in the struggle of job searching.»



More impressions of [CONNECT](#)

FLP Program – Foster. Lead. Promote.

(formerly known as Fix the Leaky Pipeline)

Info Event 5 programs
28th May 2026

Project Manager ETH Zürich: Daniela Hansen
daniela.hansen@vppl.ethz.ch

FLP program – Foster. Lead. Promote.: History – Aims

- Career-building program in the ETH Domain (ETH Zurich, EPFL, PSI, Empa, Eawag, WSL)
- Established in 2007
- Round 2025 – 2028
- Funding by ETH Board, ETH Institutions
- Target group: female doctoral students, postdocs + other young scientists
- Help female scientists to continue their career in academia and show alternatives in industry
- Raise more women in leading positions in science and industry

Events

Networking event

- Program presentation
- Networking
- Panel discussion with role models - female professors / group leaders from ETH Domain and from industry
- No fee

Online lunch events on career relevant topics

- 2026:
 - Leveraging AI to land your next job in Industry (by a former Assistant Professor of ETH)
 - Meeting with a Headhunter
- No fee

Coaching groups

- 4 groups at ETH Zurich & EPFL
- 8 participants per group
- 1 professional coach
- Different formats
- Participation in all sessions
- Fee:
 - PhD students 200 CHF
 - Postdocs 300 CHF
- Individual coaching session (50 CHF)

**Please check start of registration on the
website! Usually about six weeks before the
start.**

Workshops

- 8 workshops at EPFL and ETH Zurich
- Topics: Interviewing, Networking, Design your Future, Transition academia to industry, Career planning, Presentation skills
- 8-12 participants / 1 trainer
- 1-2 days, April - October 2026
- Individual coaching session (CHF 50)
- Fee:
 - PhD students: 1d: 60 CHF / 2d: 120 CHF
 - Postdocs: 1d: 100 CHF / 2d: 180 CHF

Mentoring

One-to-one Mentoring

- More experienced person (mentor from academia or industry) – less experienced person (mentee)
- For doctoral students (3rd year and above) and postdocs
- Individual coaching session CHF 50
- 1 year

Next application window will open in autumn 2026. Start of mentoring in spring 2027.

Peer Mentoring

- Group of persons (peers) constitute themselves as group
- 2-5 senior mentors (from academia or industry) assist the group selectively
- For doctoral students and postdocs
- Set a career-relevant topic on which the group wants to work
- Group organises workshops with trainers
- Budget of CHF 5000
- 1 year

Next application window will open in January 2027. Start of peer mentoring Summer 2027.



University of
Zurich^{UZH}

ETH zürich



University
of Basel

feminno

Zurich-Basel Plant Science Center

Dr. Daniela Gunz
feminno project coordinator

Contact details:

daniela.gunz@uzh.ch

www.feminno.ch

Follow us on LinkedIn: <https://www.linkedin.com/company/feminno>



feminno – female
innovation and career
development in
Sciences

Guide for applicants



Zurich-Basel Plant Science Center

feminno program – female innovation and career development in sciences

- **Started in 2018**, completed **9 rounds** to date (app. 170 women)
- **Round 10 to start in Sept. 2026**
- For **female scientist or alumna from a Swiss University, ETH or UAS**
 - interested in innovation and personal development
 - interested in career opportunities, especially in Switzerland, at the interface between research, innovation and industry
 - wanting to develop ideas into an innovation, generating a new technology, product or service either in cooperation with an enterprise or as a start-up
- Coordinated by the **Zurich-Basel Plant Science Center** and supported by
 - Career Services
 - Offices for Gender Equality and Diversity
 - Graduate Campus of University of Zurich
 - Life Sciences of ETH Zurich and University of Zurich
 - Faculties of Medicine and Sciences of UZH
 - Dept. of Environmental System Sciences at ETH Zurich



Zurich-Basel Plant Science Center

Course Program - Dates

- **Career retreat:** Three full day sessions: 22-24 September 2026
- **Innovation Workshop:** Create a Business Model Canvas; Two full day sessions: 19-20 October 20256
- **Innovation seminars:** Two full day sessions on IP, fundraising, pitching and value-based design of a start-up: Second half of November 2026 (*Dates to be confirmed*)
- **Negotiation skills for conflict situations, business deals:** Two full day sessions: Second half of January 2027
- **Company visits (TBC):** 1-2 (virtual) visits: Dec 2026–February 2027
- **Closing event** with the feminno community. Presentations, Networking, Celebration: Early March 2027

- **Application window opens towards end of June 2026** – see here: <https://blogs.ethz.ch/feminno/application/>

Zurich-Basel Plant Science Center



innovation ecosystem



- Career Retreat
- Leadership skills
- Negotiation skills
- LEADER FAIRS

cross talk

- Innovation Seminars
- Company visits
- Exploratory workshops

Populate **Action Plan**



motivateyourselves.com

Present **Your innovation ecosystem**



Zurich-Basel Plant Science Center

This program **IS** for you

- You are a female PhD student (best in years 3-5), postdoc, researcher, lecturer, alumna in life science, natural sciences, tech, IT, social sciences (and related fields in health, medicine, ecology etc.), or any other study program enrolled in a Swiss university or university of applied sciences
- **You have an idea for a start-up, spin-off or industry collaboration that you want to bring forward.**
- You want to commit to 10 days of workshop and lectures (*mainly in person and some virtually*) and many hours of self-study in roughly half a year.

This program **IS NOT** for you

- You are not a female PhD student (best in years 3-5), postdoc, researcher, lecturer, alumna in life science, natural sciences, tech, IT, social sciences (and related fields in health, medicine, ecology etc.) or any other study program enrolled in a Swiss university or university of applied sciences
- **You have no start-up idea, and you do not want to become an entrepreneur at all**
- **You definitively want to go into industry and only need a little support in learning how to apply for such a position.**
- You may have already participated (recently) in other similar programs.

	<u>Réseau romand de mentoring pour femmes</u>	<u>REGARD</u>	<u>CONNECT</u>	<u>FLP program – Foster. Lead. Promote.</u> (formerly Fix the Leaky Pipeline)	<u>feminno</u>
Target audience	Female Phd students in last year, post-docs	Female PhD students, post-docs and professors (few workshop also for men)	Female Postdoc candidates, female PhD students at least in the second half of the PhD	Female PhD students, postdocs, other young scientists	Female PhD students, postdocs, other young scientists, researchers, alumnae etc.
For participants from which Institution	All universities in Western Switzerland and EPFL	All universities in Western Switzerland, EPFL and Geneva Graduate Institute, if places available, open for all institutions	ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL), University of Lausanne, NCCR PlanetS, all Swiss universities (if institutional fee is also covered)	ETH Domain (ETHZ, EPFL, PSI, Eawag, Empa, WSL)	All Swiss Universities, ETH group and affiliates, all Swiss unis of applied sciences, plus alumnae from these universities / UAS
Offerings	One-to-one mentoring, Group meetings with workshops on soft skills, networking with other women in sciences	One- or two-day workshops with (female) experts on career developing	A series of in total 6-7 one-day workshops about career development, CV preparation and at company sites meeting role models from industry as well as universities of applied sciences.	Coaching groups, workshops, mentoring (one-to-one + peer), individual coaching, networking events (Participants choose in which offerings they want to participate)	feminno bridges academic research career to entrepreneurship and industry career. Innovation workshops and seminars as well as personal development training by career advisers, coaches, innovation experts and executives from life-sciences, tech, consulting enterprises
Costs	Free of charge (in revision)	Free of charge for participants of the Western Switzerland universities, EPFL and Geneva Graduate Institute, for others CHF250/day	CHF 450 participation fee, plus CHF 750 covered by institution	CHF 50 - 300	CHF 150 for ETH and UZH PhDs, 400 for ETH and UZH postdocs, CHF 800 for other universities and UAS, 2200 CHF for alumnae
Deadlines	Next edition starts in the beginning of 2027	Registration starts 1st January and 1st June	Application for round 8 will open from 14 of June until 27 of July, start workshops in October 2026	Different deadlines for each offering	Application for call 10 will open mid June 2026, deadline for application is July 31. Start in September 2026
Special conditions	Applicants have to be subscribed to one of the institution (PhD students) or being under contract	Some workshops are open only for a specific target group	Employment contract during time span of the program with one of the academic institutions.	Employment contract during time span of offering in ETH Domain	ETH alumnae may get at visitor status at ETH and could profit from a lower fee.