

Support at the University of Bern and at Inselspital, Bern University Hospital

This document summarizes important information on compatibility of family life with work, and how to reconcile research and family duties.

Funding Options of the Swiss National Science Foundation (SNSF)

AMBIZIONE, AMBIZIONE-PROSPER AND AMBIZIONE-SCORE grants are aimed at young researchers who wish to conduct, manage and lead an independent project at a Swiss higher education institution. The funding scheme would like to promote qualified researchers from Switzerland as well as excellent researchers from abroad.

The grants comprise the salary and project funds for a maximum of three years.
<http://www.snf.ch/en/funding/careers/ambizione/Pages/default.aspx>

PRIMA (PROMOTING WOMEN IN ACADEMIA)

PRIMA is intended for the selective and targeted promotion of excellent female researchers. It will replace the existing MHV grants for promoting female scientists who had to interrupt or scale back their careers due to family care duties. Offering flexibility and generous funding, PRIMA aims to provide the best possible support for outstanding female researchers after the doctorate and prepare them for an independent academic post. PRIMA affords talented female scientists optimum conditions that help to reduce the institutional barriers still in place. It is hoped that PRIMA will help to increase the low share of female professors in Switzerland compared to other European countries.

Start your academic career! SNSF professorships address young researchers who intend to pursue an academic career and wish to establish their own team to implement a research project.

An SNSF professorship includes the researcher's salary (assistant professorship level), a research grant, salaries of employees, as well as a contribution to infrastructure costs. The funding period is 4 years and may be extended by no more than 2 years.

For more information visit:

<http://www.snf.ch/en/funding/careers/snsf-professorships/Pages/default.aspx>

Additional SNSF funding options are listed at <http://www.snf.ch/de/Seiten/default.aspx>

Additional measures of the SNSF (only for people who are already funded by the SNSF)

120 % SUPPORT GRANT BY THE SNSF

Target group: Postdoctoral fellows

Description: The 120% support grant supports researchers at postdoctoral level in achieving a balance between their academic career and family care duties by allowing for or extending a part-time employment so that there is no delay, or only a minimal delay, in the research work. Alternatively, support grants may be used to cover childcare costs. Both options can be combined.

Formal requirements: 1) You are employed with a work-time percentage of at least 80% in a research project funded by the SNSF, you are pursuing an academic career and are the main care-taker of your children until the beginning of their compulsory education (incl. compulsory Kindergarten).

2) In the case of a reduction in work-time, you plan to work at least 80% again, once the support measure has ended.

For more information visit:

<http://www.snf.ch/en/funding/supplementary-measures/120-support-grant/Pages/default.aspx#Documents>

GENDER EQUALITY GRANT

The gender equality grant is aimed at young female researchers funded by the SNSF. It offers them additional individualised and flexible support for their career development.

An eligible person receives CHF 1000 per 12 months of approved project running time. The grant may be used to finance career support measures but does not cover family support measures.

For more information visit:

<http://www.snf.ch/en/funding/supplementary-measures/gender-equality-grant/Pages/default.aspx>

PROTECTED RESEARCH TIME FOR CLINICIANS

More time for your research! The new initiative "Protected Research Time for Clinicians" (PRTC) is intended to especially help younger clinicians to dedicate at least 30% of their working time to their research project funded by the SNSF. They will be relieved of their clinical duties during "protected time". The salary costs related to this guaranteed research time are assumed by the SNSF and the employer in equal parts.

<http://www.snf.ch/en/funding/supplementary-measures/protected-research-time-clinicians/Pages/default.aspx>

Funding and support options at the University of Bern

MENTORING 4 WOMEN

„Mentoring4Women“(M4W) is a well-established program of the Medical Faculty of the University of Bern and the NCCR Transcure. Since 2012, the program supports women with the wish to purposefully pursue an academic career. In the framework of a two year one-to-one interaction, the mentees have the opportunity to personally profit from the professional experience of their mentors. This allows them to define an individual career plan, to establish a network with the help of valuable contacts of their mentors, and to define clear career goals for their individual career path. Possible milestones could be the successful raising of research funds, balancing the time for career and private obligations. M4W closely interacts with the Gender Equality Office of the University of Bern and the mentoring programs established in the other Faculties of the University of Bern. This allows the mentees of M4W to have access to a comprehensive network.

http://www.medizin.unibe.ch/content/ueber_uns/gleichstellung/index_ger.html

COMET (COACHING, MENTORING AND TRAINING):

The new career support program of the University of Bern is specifically aimed at female postdocs of all faculties. COMET is starting in 2017 with a first round and will presumably be carried out annually. Per round, 20 positions will be awarded competitively. The coaching, mentorings und training will be carried out in German and/or English, depending on the requirements.

www.comet.unibe.ch.

Funding Options and Counselling

INITIATOR GRANTS

The "UniBE Initiator Grants" support young researchers at the University of Bern in the preparation of post-doc third-party funding applications. These applications can be either for support of the researcher themselves (individual funding) or for support of their own projects (project funding).

Link: http://www.unibe.ch/research/promotion_of_research/uni_internal_grants/initiator_grants/index_eng.html

SUPPORT FOR YOUNG SCIENTISTS

The coordinating office for the early career scheme at the vice-rectorate "Research" of the University of Bern supports young researchers, aiming to improve the level of excellence of their performance.

http://www.unibe.ch/university/organization/executive_board_and_central_administration/vice_rectorate_research/promotion_of_early_career_researchers/index_eng.html

GRANTS OFFICE

The Grants Office is the main contact for all researchers at the University of Bern. It provides back office support at every stage of a scientific project.

http://intern.unibe.ch/organisation/vizerektorat_forschung/grants_office/aufgaben/index_ger.html

SUPPORT FOR YOUNG RESEARCHERS

The coordinating office for the early career scheme at the vice-rectorate "Research" of the University of Bern supports young researchers, aiming to improve the level of excellence of their performance.

The office organises suitable options (i.e. support from specific funding options), offers counselling, launches and coordinates interdisciplinary initiatives and projects for the support of young researchers.

http://www.unibe.ch/forschung/nachwuchsfoerderung/vision_news/index_ger.html

WORK-LIFE BALANCE AT THE UNIVERSITY OF BERN

www.vereinbarkeit.unibe.ch

Reconciliation of Family and Professional Life

DAY CARE CENTER AT THE UNIVERSITY OF BERN

While the day care center at the University of Bern (KIHOB foundation) is not affiliated with the care voucher system, it is intended solely for the children of employees of the University of Bern and the Teacher's college. The care costs are income-dependent and flexible times can be arranged from one semester to the next.

The KIHOB now also provides childcare during conferences or evening meetings (pilot scheme 2015). In addition to the KIHOB German-language website, the Welcome Center will be happy to send you an English language information document.

CHILDCARE AT INSELSPITAL

Only for employees of the Insel hospital: Login only with campus account:

<https://unibe.portal.insel.ch/de/direktionen/personal/mitarbeiter-services0/kita0/Dan-alInfo=.anfv2i2zGqw2pxMqw+>

KINDERGARTEN WITH ALL-DAY SUPERVISION.

Only for staff members of Inselspital. <http://netz.insel.ch/de/direktionen/personal/mitarbeiter-services0/kita0/>

ADDITIONAL FAMILY CHILDCARE OPTIONS

In the city of Bern, childcare facilities are available in public and private day care centers for infants from the age of 3 months up to the start of school, as well as for school children.

The "Day care center search engine" on the city of Bern's website is very helpful.

<http://www.bern.ch/themen/kinder-jugendliche-und-familie/kinderbetreuung>

Randzeiten- und Kongressbetreuung und Eltern-Kind-Zimmer:

http://www.unibe.ch/universitaet/portraet/selbstverstaendnis/gleichstellung/schwerpunkte/vereinbarkeit/index_ger.html

CARE VOUCHERS

In January 2014, a system of "care vouchers" was introduced in numerous day care centers in the city of Bern, meaning that the city supports parents in covering childcare costs. A prerequisite for a care voucher is the promise of a place in a day care center that participates in the voucher system.

For non-German-speaking parents, the Welcome Center provides an English-language information note about the care voucher system.

<http://www.bern.ch/themen/kinder-jugendliche-und-familie/kinderbetreuung/tagesstaetten-fuer-kleinkinder-kitas/betreuungsgutscheine?searchterm=betreuungsgutscheine>

COMPATIBILITY OF CAREER & FAMILY / SUPPORT SERVICE FOR RELATIVES

The internal offers and services as well as advice from the Kindergarten and human resources are available for all employees of Inselspital..

<http://netz.insel.ch/de/direktionen/personal/mitarbeiter-services0/vereinbarkeitberuffamilie0/>

DAY CARE PARENTS

Day care parents provide an alternative to day care centers. Day care parents care for children in a family environment at home for at least 35 hours a month. "LeoLea/daycare parents" is responsible for arranging day care parents.

<http://www.leolea.ch/places/tageseltern/> (german)

FURTHER LINKS

http://www.unibe.ch/university/portrait/self_image/equality/focuses/work_life_balance/index_eng.html

http://www.unibe.ch/universitaet/portraet/selbstverstaendnis/gleichstellung/index_ger.html

<http://www.mom2mom.ch/>

<http://www.projuventute-elternberatung.ch/>

<https://www.redcross.ch/de/soziale-integration/entlastung/das-srk-hilft-ihnen-im-alltag>

<http://www.tagesaupair.ch>

OFFERS AND OPPORTUNITIES FOR PARTNERS

The University of Bern will support and assist partners of newly arrived researchers in their professional orientation in Switzerland. Personal consulting services and, as required, counselling and coaching for job searching are on offer. These offers are meant for partners of researchers who are employed at the University of Bern as of 1 January 2016 and for at least three years, at postdoc level or above.

During the appointment and selection process, all candidates will be informed of the offers for partners by the Chair of the Appointment Committees.

www.vereinbarkeit.unibe.ch/partnership/index_eng.html

Contact: sabine.hoefler@afg.unibe.ch

BPW BUSINESS & PROFESSIONAL WOMEN CLUB

Since 2016 the Insel group AG and BPW Business & Professional Women, Club Bern have started a strategic partnership. They have joined forces to promote women in economy and society. <http://bpw.ch/de/>