

Request feature: competences	0 Not available / not pronounced	1 Knowledge available / pronounced	2 Good knowledge, skills & experience	3 Very good or above average knowledge, skills & experience	Description of the requirement features
Professional Competence					<i>Ability to manage profession typical tasks and situations by means of methods, procedures and job-related knowledge independently and responsibly</i>
Subject-specific skills Fields of action: teaching, innovation, management	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> - Overview of the own research topic - Overview of adjacent research topics; think also about their own subject disciplines beyond - Conduct independent research - Adequate presentation of research results
Competence in German and international scientific culture Fields of action: research, teaching, innovation, management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> - Knowledge of important journals / conferences etc. (in which journal to publish my article/paper) - Awareness of "rules" of the scientific community - Awareness of the value of intellectual property
Competence with respect to the acquisition of funding Fields of action: research, teaching,	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> - Overview of various funding programs - Know of practical hints for participation - Guidelines for submission of applications are known - Practical experience through involvement in externally funded projects

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Methodological Competence					<i>Ability to understand and apply methods, ways and means for successful task performance.</i>
Writing scientific papers Fields of action: research, innovation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> - Active, flexible approach to knowledge. - Ability to formulate a research question - Compliance with basic scientific standards and subject specific practices regarding the form and formulation - Ability to express themselves linguistically accurate - Recognition of publication relevance of results
Didactic competence Fields of action: teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> - Teaching is based on the learning objectives - Fair and objective examination of benefits - Adequate counselling and support of students - Secure, free of fear courses
Presentation and public speaking skills Fields of action: teaching, management	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> - Clear, target group oriented structure of the presentation - The appropriate use of voice, gestures and facial expressions - Media competence
Problem solving skills Fields of action: research, teaching, innovation, management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> - Grasp complex issues / requirements / situations - Ability to use existing knowledge and methods flexibly / creative use to cope with the demands

Competence Profile for Scientific Staff / PhDs

Personalentwicklung (PEBA)

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Project Management (in the implementation of complex research projects) Fields of action: research, teaching, innovation, management	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> - Structured planning of the project - Result-oriented management of the project - Controlling the project (goal achievement and use of resources) - Time management

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Social Competence					<i>Ability to act independently and appropriately in its environment.</i>
communication skills / language competence Fields of action: research, teaching, innovation, management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> - Adequate, with targeted communication with colleagues and partners - Convincing case - Dealing with. research-related languages

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moderation competence to make meetings effective Fields of action: research, teaching, innovation, management	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> - Active involvement of group members - Raise precise questions - Clarify the purpose of the meeting - Specification and control of a clear process
Instructing and guiding students and staff, if appropriate Fields of action: research, teaching, innovation, management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> - Acceptance and involvement of team members - Sensible delegation and appreciation for the performance of other - Dealing with diversity, empathy - Balance of guidance and independence
Care of professional contacts / networking Fields of action: research, innovation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> - Ability to analyse the local network - Ability to establish contacts - Use stable and respectful relationships
Conflict Management Fields of action: research, teaching, innovation, management	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> - Active perception of a conflict - Active participation in the resolution of a conflict - Empathy for the other party

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Personal Competence					<i>Ability, to act self-reflective and to be critical connected with a productive attitude to develop a value system and ideals.</i>
Time management and Self-management Fields of action: research, teaching, innovation, management	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> - To develop and pursue aims - Regularly checking of aims - Setting priorities, which are compared to those of superiors / supervisors - If necessary delegation of tasks
frustration tolerance Fields of action: research, teaching, innovation, management	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> - Perseverance in difficult projects - Building of self-motivation - Building of mental resilience
Creativity Fields of action: research, teaching, innovation, management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> - Association with joy - Flexibility (e.g. in dealing with technical and methodological knowledge) - Courage for unusual solutions - Improvisation - Freedom of thought
ability to learn Fields of action: research, teaching, innovation, management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> - Recording of third party input (supervisors, college / inside), will to learn. Reflects / rethinks own way of working and behaviour. - Transfer of others experiences to your own work - Ability to become familiar with given questions / new methods / new tasks

individuality Fields of action: research, teaching, innovation, management	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> - To Develop an individual working- and lifestyle under the given circumstances - Sharpening of one's personality - Loyalty, integrity
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x.	complementary competences					
x.1	intrinsic motivation to answer open				<input checked="" type="checkbox"/>	love for solving research puzzles
x.2	Listening skills and giving people a				<input checked="" type="checkbox"/>	
x.3	Quickly assesses feasibility and see po				<input checked="" type="checkbox"/>	

Need for further training / development needs
Tips for reading and designing lectures
Tips and feedback on group management
Moderation competences
Input on how to professionally support team members through difficult times (e.g. mental health)