

BfR supports women in management positions with mentoring programme

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About two thirds of the employees at the German Federal Institute for Risk Assessment (BfR) are women. They are still under-represented in management positions. With its mentoring programme, the BfR is providing support specifically to highly qualified and dedicated female scientists on their way to management positions and by doing so, increasing the number of women in leading roles in the medium term. Mentees are each provided with advice and support from a mentor for one year. The first workshop took place at Berlin's Alt-Marienfelde location during a kick-off event. The tandem partners were officially introduced following BfR Vice President Dr. Roland Solecki's welcoming address.

There was great interest in the programme, which is aimed at all achievement-orientated female BfR scientists. It wasn't possible to take all applications into account in the first round; it will therefore continue next year upon completion of the one-year programme.

It was possible to recruit ten renowned people from science, research, the federal authorities, and industry as mentors. Not only will they pass on their specialist knowledge and experience to the BfR scientists, the mentees will also benefit from the mentors' positive career path examples and personal experiences. The mentees will also come together several times during the programme, take part in further training and by doing so, expand their own professional network.

With this programme, the BfR is also advocating an increase in the number of women in management positions. According to the Federal Statistical Office, the proportion in Germany in 2017 was 29 percent. Most recently, 32 percent of management positions at the Federal Institute were filled by women.

As an employer, the BfR not only promotes gender equality; another important aim is the reconciliation of work and family life at different stages of people's lives. Since 2009, the BfR has been recognised as a family-friendly employee with the "audit berufundfamilie" (work and family audit) certificate. The BfR offers its employees flexible working hours, part-time positions, home office, parent-and-child offices and social counselling.

Further information on the subject from the BfR website:

Why working at the BfR is attractive:

https://www.bfr.bund.de/en/why_working_at_the_bfr_is_attractive-239860.html

About the BfR

The German Federal Institute for Risk Assessment (BfR) is a scientifically independent institution within the portfolio of the Federal Ministry of Food and Agriculture (BMEL) in Germany. It advises the Federal Government and Federal Laender on questions of food, chemical and product safety. The BfR conducts its own research on topics that are closely linked to its assessment tasks.

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