



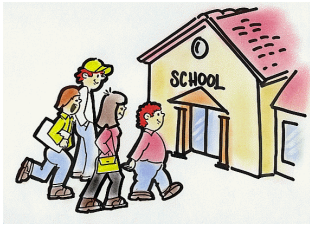
Dual Career Advice at ETH Zurich

DCA, Consulting for Professors, Vice-Presidency for Personnel Development and Leadership (VPPL)

Background and Principles

- Since 1999
- Very close collaboration with the Office for Faculty Affairs
→ closeness to the President
- Dual Career Advice only for professors; Welcome Centre for all other foreign researchers
- Proactive contact at start of negotiations
- An issue with practically every appointment
- Principle: help people help themselves
- Every «case» is different
- Individual tailor-made solutions within the legal boundaries
- Guidelines publically available → transparency

What are the biggest issues?



How we face them

- **Professional integration of the partner**
- Integration of the family
 - **Housing**
 - Childcare/School
 - Social Security (**Pension Plan** etc.)
 - Taxes
 - **Language**
 - Living in Switzerland

→ Provide comprehensive information on all aspects related to a move and provide support for the integration of the whole family

Categories – Professional Integration

- Academic Career
- Non-Academic Career
- Education/Further Education (Language!)
- Freelance Work

→ Evaluate the realistic professional perspectives of a spouse/partner (no false hopes!)

Academic Career

- Initial funding by the President possible (matching funds)
- Usual recruiting and hiring process within the legal boundaries
- No relationship of dependence or subordination

Non-Academic Career

- IDCN (International Dual Career Network): [IDCN](#)
- S-ADCN (Swiss Academic Dual Career Network): [S-ADCN](#)
- Further networks/contacts
- Trainings/workshops, for instance with the ETH Career Centre, about how to find a job in Switzerland
- Help with accrediting foreign diplomas and degrees
- Coaching/monitoring of the job search

Why Dual Career and Integration?

- University hires globally
- University wants to attract and recruit the best candidate
- University wants to retain its excellent professors
- University wants its professors to succeed, be motivated, be committed to the University
- University wants a diverse faculty
- University wants excellent students – excellent students are attracted by excellent faculty members, high ranking, good (research) environment

Why Dual Career and Integration?

- University needs an excellent hiring strategy and process
- University needs attractive resources and (research) environment
- University needs to empower its faculty
- University needs a strategy on how to attract and retain people
- University needs a dual career and integration strategy

What might happen if there is no Dual Career and Integration strategy?

- Highly qualified employees and their family members are alone finding their way after an international move
 - High risk of mistakes, wrong decisions and high potential of frustration
 - Long try-and-error phase, even long after the starting date
 - Family is unsure, alone, helpless and unhappy
 - Initial phase is very frustrating and not motivating
 - Unexpected costs for employees (time, money, ...)
- at worst: employee leaves again
- Candidates decide to accept another position at a place where there are DCA services
- Huge loss in reputation and money for the university

Benefits for the family...

- People accept an offer and know what a move implies
- They receive support as long as they wish, once they are here
- They are happier and most likely stay longer...

... and the employer

- ... and thus more productive and motivated
- They do not consider a job offer from another institution so easily
- Better chance of hiring the ideal candidates

Conclusion

- Dual Career and Integration Services are indispensable services for a modern employer and international recruiting
- Both aspects are equally important and need to be addressed together
- Advantage as a region and an employer over competitors
- Good retention measure
- Sustainable recruiting policy

Some examples...

Video: ETH Zurich - a smart choice for science and family
(http://www.facultyaffairs.ethz.ch/news/ethz_zurich_smart_choice)

Thank you for your attention!

