

A Physicist Management Career in Industry

Dr. Wolfgang Stockhausen

Many Fields for Physicists



Liam Neeson,
Actor

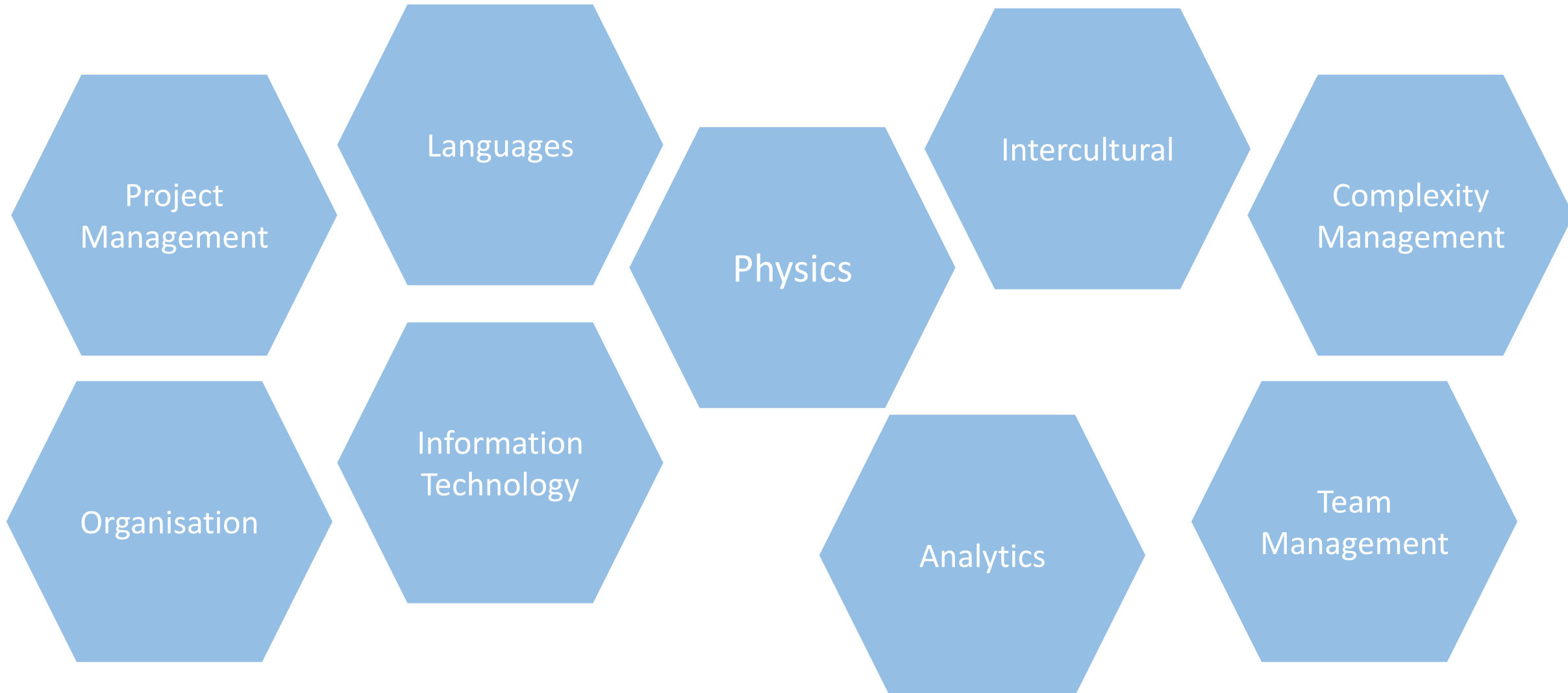


Angela Merkel,
Chancellor



Brian May,
Lead Guitarist of Queen

A PhD in Physics is more than Physics



Life is the sum of all your choices



Albert Camus
Nobel Prize 1957



My personal management career

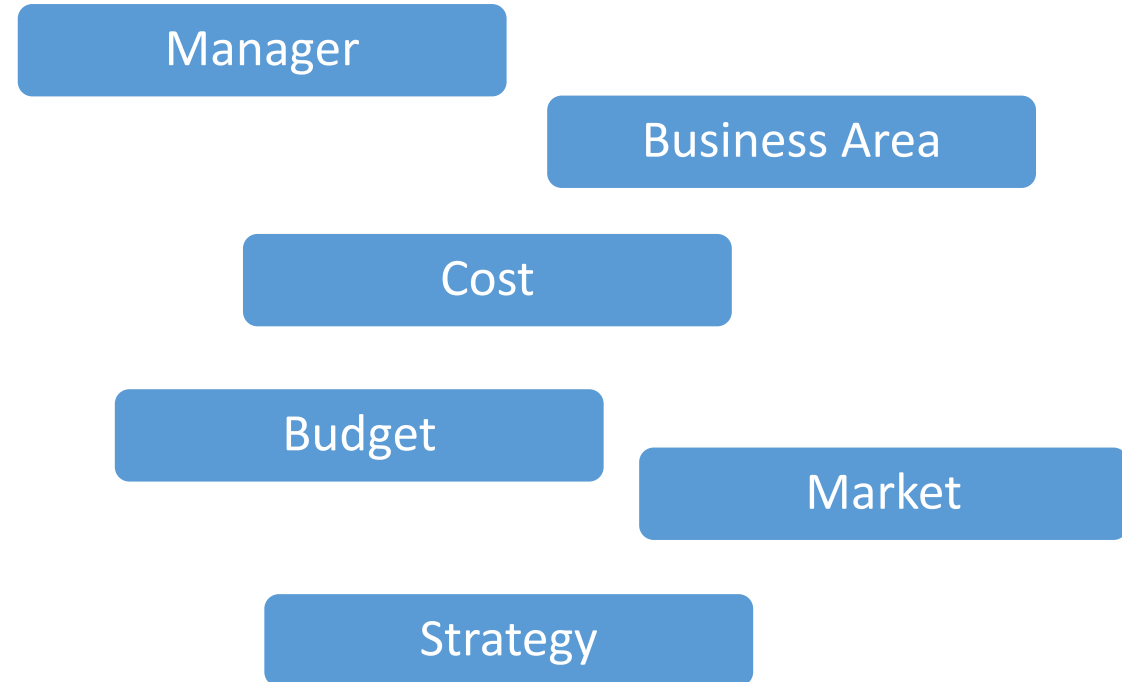
CERN	SLAC	Bayer		Self employed
HEP Research		Industry		Consulting
1987		1996	2003	2012
Researcher	Project Manager	Director	Vice President	Consultant
EMC at CERN Mark III at SLAC Assistant Professor PhD in Physics	Managing projects: Integration of Distribution-, Quality- and Shop Floor-Systems Software Development for PPS Recipe- and Campaign Planning Integrated Systems for new works Supply Chain Management Systems	Managing departments and projects: Group-wide SAP program SAP R/3 Regional System ERP and SD legacy systems Sales Force Systems	Managing departments and programs with business critical accountability: Master Data Management Business Excellence Management Risk Management Business Process Management Compliance Management eWorkplace Program and Management	Board of directors Enabling confidence and business value Program and project health checks

Career: Science or Industry?

Science



Industry



Physicists in Industry

...most likely not:

Clinical Research

Biological Research

Medical Research

Chemical Research

...but in cross-industry fields:

Strategy

Controlling

Manufacturing

HSEQ

HR

IT

Procurement

Finance

Career: Management or Expert?

Management

Job Rotation

Leading

Coaching

Business Management

Performance Management

Program Management

Cost, Budgets, Controlling

Expert

Gaining Knowhow

Field of Expertise

Long-Term

Building-up Reputation

Specialist Networks

Considerations when changing

Interests

Values

Culture

Skills

Career Objectives

Job Stability

Salary & Benefit
Package

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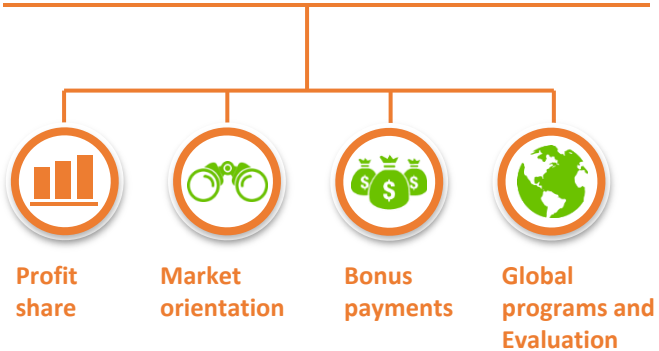
At Bayer

Following slides from Bayer 2014

Working at Bayer

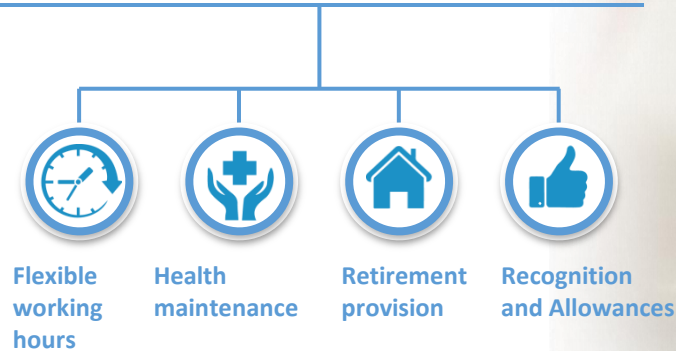
» Compensation

- Regular benchmarking against competitors and a globally standardized system set base salaries in line with the demands and responsibilities of each position
- Link our employees' compensation to their performance, allowing them to share in the company's success
- Short-term incentives, stock participation programs

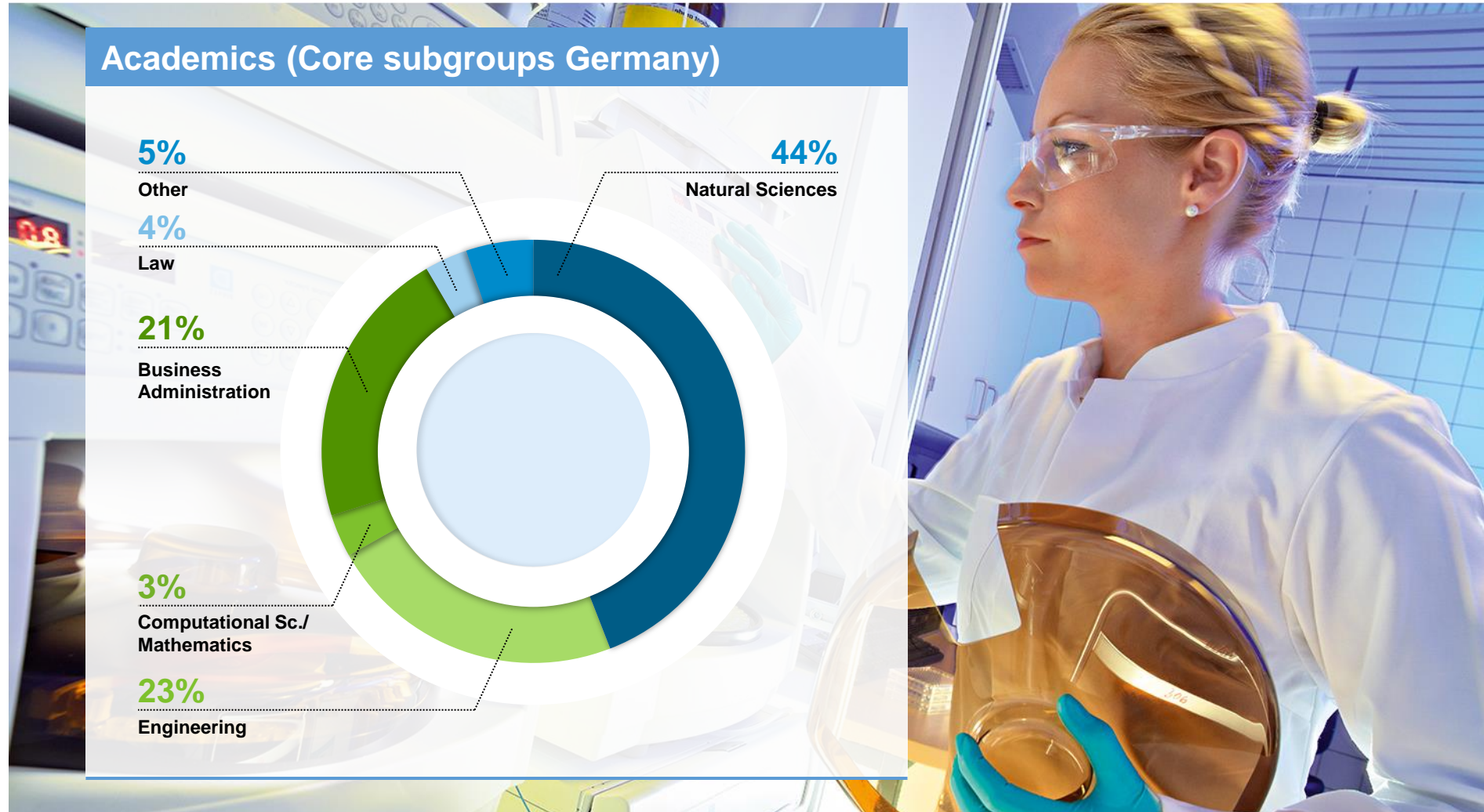


» Benefits

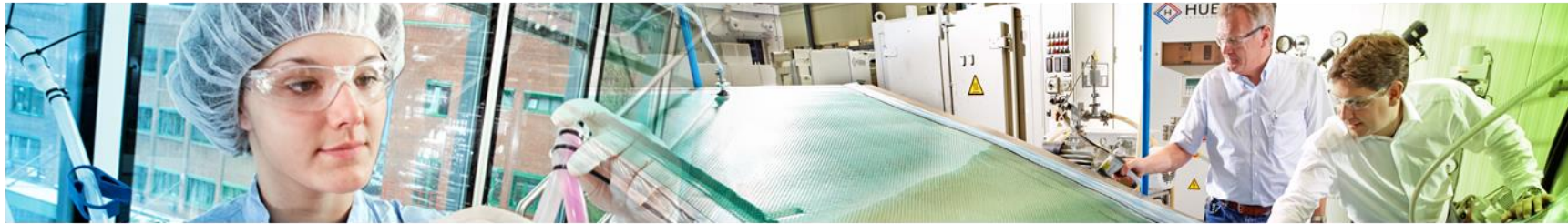
- Flextime models and annual working time accounts, home office, childcare, parental leave
- Medical checkups, on-site medical services, sports and exercise programs reintegration assistance after recovery from long-term illness
- Company pension program, One-off payments and retirement saving/deferred compensation, support in individual saving



Entry of Academics 2013



Profiles we are looking for...



Multi-talented and curious

- Teamwork
- Creativity
- Communicative
- Passion for challenging tasks
- Interface management competence
- Distinct willingness to learn
- Flexibility and mobility

Responsibilities

- Technical responsibility
- Staff responsibility
- Budget responsibility
- Internal/external responsibility
- Basic rules of business ethics
- Representative of the company towards customers

Recruiting Process

Example of the Trainee Programs

1. Online Application



2. Pre-selection by Recruiting Service Center



3. Final selection by respective department



4. Assessment Center



5. Contract



Requirements and Profile



Practical Experience



Methodological expertise



Internationality



Social/emotional competence

- » **Professional knowledge** as basic requirement
- » **Practical experience** and **methodological expertise** add to your professional competence
- » **Internationality** and **social/emotional competence** complete your professional skill set



Career Paths & Further Development

Career as a Manager

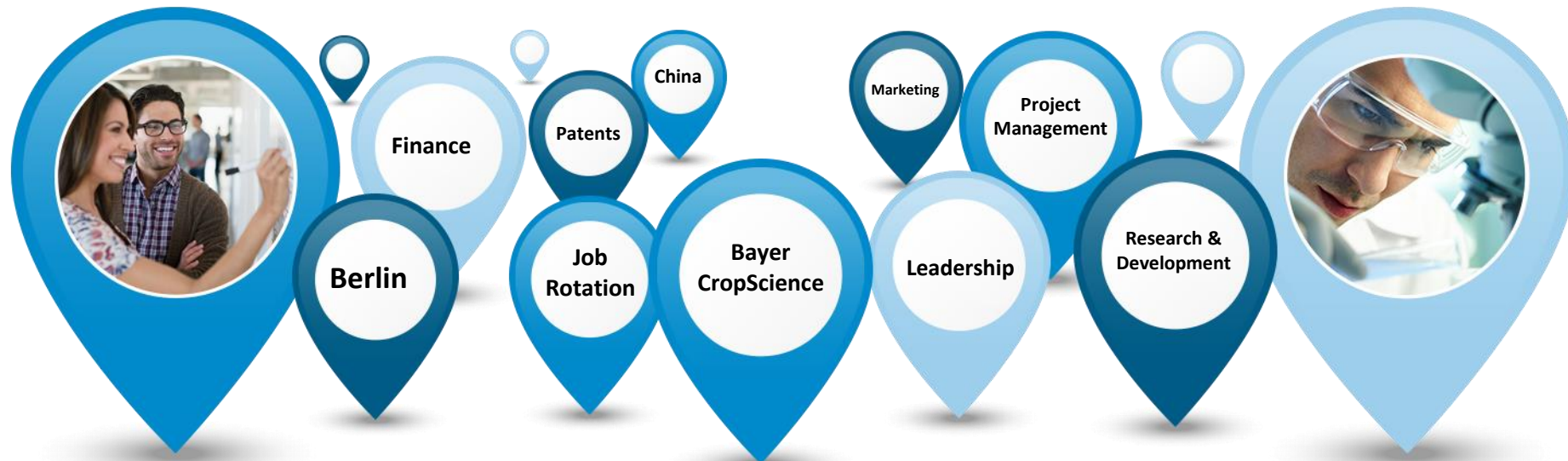
- E.g. through different project assignments in Germany and abroad
- Assume leading positions, develop new business areas

» **Develops through job-rotation**

Career as a Scientist

- E.g. through a scientific reputation as a researcher
- Exciting project leads of new, innovative approaches in R&D

» **Develops through gaining “know-how”**



Additional career information

Career-App & Social Media

Career website

www.career.bayer.de



Application

Bayer Career Website: www.career.bayer.de

Deutsch | Search | Bayer Group

Why Bayer? | How to join us | School leavers | Students | Entry level | Professionals | Services | Blog

Job Search

- Career Level
- Functional Area
- Germany
- All locations in Germany
- All companies in Germany
- Keywords
- Search

Job Search with filters and free text

Job Search

Job Posting	Published	Country	Location
Projektleiter Track & Trace Systeme (m/w)	Oct 8, 2014	Germany	Leverkusen
Intellectual Property Data Services (m/w)	Sep 19, 2014	Germany	Monheim
Senior Project Manager für globale Web Content Management Systeme (m/w)	Sep 17, 2014	Germany	Berlin
Senior IT-Projektleiter für Forschung und Entwicklung (m/w)	Sep 16, 2014	Germany	Leverkusen
IT-Architekt für globale Web Content Management Systeme (m/w)	Sep 15, 2014	Germany	Berlin
Process & Project Manager (m/f) - Quality Management	Sep 12, 2014	Germany	Leverkusen
Senior Service Professional für SAP Technology (m/w)	Sep 11, 2014	Germany	Leverkusen
R&D IT Senior Project Manager Master Data Management/IDMP (m/f)	Sep 2, 2014	Germany	Berlin
R&D IT Lead Architect (m/f)	Sep 2, 2014	Germany	Berlin
R&D IT Business Partner Clinical Sciences (m/f)	Sep 2, 2014	Germany	Berlin
R&D IT Senior Architect (m/f)	Sep 2, 2014	Germany	Berlin
R&D IT Business Partner GD Portfolio and Operations (m/f)	Sep 2, 2014	Germany	Berlin
R&D IT Business Partner Cardiology/Hematology (m/f)	Sep 2, 2014	Germany	Wuppertal Elberfeld
R&D IT Business Partner- Global Biologics (m/f)	Aug 28, 2014	Germany	Wuppertal

Job Search

- Professional (m/f)
- Information Technology
- Germany
- All locations in Germany
- All companies in Germany
- Keywords
- Search

Login for applicants

Registration

Candidate Registration

Global Job Portal

Developing careers worldwide

Life is the sum of all your choices



Albert Camus
Nobel Prize 1957