The FIMM-EMBL international PhD training in molecular medicine and bioinformatics is a recruitment and training programme with the primary aims to recruit outstanding, international and Finnish PhD students and provide them with diverse research training early in their academic careers. The FIMM-EMBL system is student-centered; PhD students are recruited to the institute and then select a research group after a rotational period. Since the rotational period naturally lends itself to building collaborations and sparking interests that cross over research group boundaries, in the EMBL spirit, FIMM-EMBL PhD students often become involved in collaborative projects.

**RECRUITMENT**
- Joint call of the Nordic EMBL Partnership in Molecular Medicine
- International recruitment within the FIMM research scope
- Highly selective, global recruitment
- Systematic prioritisation at the institute level

**TRAINING**
- **1st year:** Diverse early-stage training through three-month research rotations, prior to the doctoral programme period. Development of thesis research proposal.
- **2nd year:** Application for admission to a university faculty and doctoral school and programme. Scientific and transferable skills training.
- **3rd and subsequent years:** Scientific and transferable skills training through courses and seminars, research visits, international conferences, annual thesis committee meetings.
- **Dissertation**
PHD STUDENTS IN THE ROTATION PROGRAMME:

» Gain formal research experience before the doctoral programme period
» Diversify and deepen scientific knowledge
» Develop and refine scientific interests
» Receive early-career training with feedback in scientific communication
» Foster a best match with a research mentor(s)
» Connect strongly within the institute

COLLABORATIVE RELATIONSHIPS OF TWO OR MORE RESEARCH GROUPS CAN BE FORMED BY A SINGLE ROTATION STUDENT BROADENING THE SCOPE OF INDIVIDUAL RESEARCH GROUPS AND CREATING AND BRIDGING NEW RESEARCH CONNECTIONS BY UNIFYING RESEARCH THEMES.

FEEDBACK FROM ROTATION PHD STUDENTS

“ It’s a nicely paved runway which every long distance flight must take.

“ Going through different labs taught me a lesson about how the approach to science is different in every lab. This made me have more conviction on my own approach towards scientific reasoning.

“ I learned to understand and appreciate different fields of biomedical science and I got the opportunity to try out something I did not know so much about before but was interested in.”
FIMMPOD — FIMM POSTDOCTORAL & SENIOR RESEARCHER PROFESSIONAL DEVELOPMENT PROGRAMME

ABOUT THE FIMMPOD PROGRAMME

FIMMPOD organizes and provides opportunities for the community of postdoctoral and senior researchers and coordinators at FIMM, supporting this community as well as the group leaders and scientific advancement at the institute. The first concrete programme of its kind in Finland, FIMMPOD is composed of four components, namely recruitment, mentoring, career development and social events, into which all of the activities are organized. In addition, FIMMPOD encourages the formation of similar professional development programmes as well as the exploration of potential collaborations among new and existing programmes.

FIMMPOD GOALS

» Organize, formalize and build the community at FIMM
» Increase and enhance scientific and career mentoring
» Provide opportunities for career development, training and advice
» Build awareness and networking opportunities
» Ease the path of postdoctoral researcher recruitment for group leaders

MAIN COMPONENTS

- Mentoring
- Career Development
- Recruitment
- Social Events
It is an excellent programme - wonderful that FIMM sees the career development and well-being of seniors, postdocs and coordinators as something to invest in.

These events help people get to know each other personally, which makes work communication & collaborations much easier.

I have gained more self confidence since the speakers have made me understand that my expertise and knowledge are valued and I could actually work in many positions that I hadn’t even considered before.
The vibrant research community at FIMM is a direct result of the high level of engagement of PhD students and postdoctoral researchers in a variety of activities.

FIMM Student and Postdoc Council

Started in 2012, the FIMM Student and Postdoc Council is an institute-level body that provides the PhD students and postdoc community of FIMM with an umbrella structure under which to plan and coordinate events, a strong collective voice at the institute, and greater visibility.

Council activities include:

» Scientific Coffee Breaks
» THINK DIFFERENT Seminar Series
» Annual institute poster session
» Peer Mentoring in Soft Skills
» One-on-one peer advising
» Nordic EMBL Partnership Young Investigators
» Annual institute scientific retreat
The FIMM THINK DIFFERENT Seminars Series grew out of an interest of a dedicated group of doctoral students at FIMM. For the series, researchers working on exciting new ideas are invited once a month to give a talk and encourage the scientific community to “think different”.

Although formal training is available in many scientific and transferrable skills areas during the doctoral studies, some soft skills are simply better developed through experience. Peer mentoring in this area is a particularly powerful way to learn and practice. Three dedicated PhD students at FIMM organize PEER MENTORING SESSIONS in soft skills several times a year.
FOR MORE INFORMATION

FIMM RESEARCH TRAINING WEBPAGES
www.fimm.fi/en/training

FIMMPOD PROGRAMME WEBPAGES
www.fimm.fi/en/training/fimmpod

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FIMM is an independent institute of the University of Helsinki.