FIMMPOD – The Postdoctoral and Senior Researcher Professional Development Program at FIMM

FIMMPOD, the Postdoctoral and Senior Researcher Professional Development Program at FIMM, organizes and provides opportunities for the postdoctoral and senior researcher community at FIMM, supporting this community of researchers as well as the group leaders and scientific advancement at the Institute. A unique postdoctoral development and training program in Finland, FIMMPOD has five core, interfaced goals, to: 1) recruit outstanding researchers; 2) advise on science and careers; 3) broaden and enhance career prospects; 4) build the community, awareness and networking opportunities and 5) promote well-being. Running for nearly two years, the FIMMPOD program addresses the above objectives through a concrete offering of activities and opportunities. Here we present the FIMMPOD program, benefits and feedback, and future plans, with the aim of highlighting the potential of such initiatives and encouraging the formation of similar programs as well as the exploration of potential collaborations among new and existing programs.

FIMMPOD Goals

**WHAT?**
- Recruiting Outstanding Researchers
- Advising on Science and Careers through a Personal Mentor
- Broadening Career Prospects through Development of Professional Skills and Networks
- Connecting with Colleagues
- Promoting Mental Health and Well-Being

**HOW?**
- Mentoring
  - 2nd Mentor Program
- Career Development
  - Brown Bag Career Lunches
  - Coffee Talk with Docents
  - Courses / Workshops
- Recruitment
  - Annual FIMM Call for Postdocs
  - Marie Skłodowska-Curie Actions Individual Fellowships
- Social Events
  - Welcome Back Ice Cream Social
  - Glögi and Holiday Lunch
  - Community Lunch Discussions

**WHY?**

**FIMMPOD Career Interests**

- Build a pharma network for potential research collaboration and mentoring and career opportunities
- Facilitate collaboration for courses and research exchanges with other programs, nationally and internationally
- Promote the development of career path progression within the institute and develop supportive training opportunities

**FIMMPOD Future Plans**

- “It is an excellent program – wonderful that FIMM invests in the career development of seniors, postdoc and coordinators as invested members of the scientific community.”
- “This is a very much needed initiative which gives seniors the feeling that they are valued and motivates them. It also improves the chances of being employed outside of academia and to understand one’s strengths.”
- “The Brown Bag Lunches have been very nice. They give an opportunity to get an insight into different career options on a practical level. It’s much easier to plan when you know what a specific job or position is really about.”
- “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.”
- “These events help people get to know each other personally, which makes work communication & collaborations much easier.”

Find out more about FIMMPOD

www.fimm.fi/en/training/fimmpod