



Excellent doctoral researchers deserve outstanding working conditions, career development and communication. To achieve this, Steering Group 2020 will collaborate with the General Administration and diverse Max Planck Society bodies on the following key points:

### **Working conditions**

- Raise of minimum salary to at least 65% of TVöD to remain competitive
- Translations of contracts and relevant documents
- Clarification of Thesis Advisory Committee
- Involvement in director hiring process
- Training for supervision and management
- Defining routes to report harassment and bullying
- Increase equality and inclusion of DRs regardless of nationality or gender

### **Career Development**

- Welcoming new PhDs with streamlined onboarding procedures and release of a travel guide
- Non-academic career guidance and transition
- Facilitate networking with alumni

### **Communication**

- Increase our social media presence
- Streamlining our website and social media channels
- Release of a FAQ with recurring topics
- Clearly outline reporting procedures
- Showcasing institute achievements and events
- MPG-wide open science and open access strategies