

Helmholtz Association
Funding initiative: "Recruitment Processes
That are Sensitive to Diversity"

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WAY TO UFZ WE APPLY TO THE WORLD

We apply to people for their commitment and competence to our common goals.

Motivation

Enormous demand for skilled workers

- Competition for experts and talents for science & administration
- Change to the applicant market
- Relevance of location, quality of life and sense of belonging

Urgent need for diversity

- Ensure diversity of perspectives
- Increase the diversity of our employees' backgrounds
- Achieve fair and inclusive corporate culture and structures

Continuous need for systematic personnel recruitment

- Employer attractiveness
- Targeted personnel marketing
- Inclusive recruitment
- Active sourcing

Project Goals

Professionalization and sensitization of personnel recruitment with regard to diversity, equity and inclusion (DEI)

- Improving **knowledge** and testing measures for strategic and inclusive **personnel marketing** and **recruiting**
- **Target groups:** Women scientists in leadership positions, people with disabilities, people affected by racism, internationals

Project Team



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Project Content

Activities personnel marketing

- Analyse the current status of the UFZ and state-of-the-art
- Increase and ensure expertise at UFZ
- Improve communication to DEI
- Increase the pool of applications for positions in administration and IT / data science

Activities Personnel Recruiting

- Develop the diversity competence of managers, consultancy services and employees
- Integrate DEI quality standards into e-recruiting and personnel selection processes
- Increase knowledge of specific needs of target groups

Sustainability through Integration into Existing Structures

Integration of **successful instruments** into our portfolio

Ensuring UFZ's internal **expertise** on the topic

Permanent **networking and cooperation** with organizations of the target groups