



## Target group

The offer is aimed at the partners of scientists and senior administrative employees who wish to pursue a dual career and who are not living in or around Berlin at the time of application.

The programme is an offer from the BfR which is voluntary for both sides.

## Contact

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GERMAN FEDERAL INSTITUTE FOR RISK ASSESSMENT

## Dual Career Services

Talent management and compatibility of career and family at the BfR



## Dual Career Services at the BfR

The German Federal Institute for Risk Assessment (BfR) is offering dual career couples support services in the restructuring of their day-to-day family affairs and vocational reorientation of accompanying partners in Berlin.

The compatibility of career and family poses specific challenges to dual career couples, i. e. couples who both have a high level of education and pursue an independent career. Where the opportunities for professional advancement involve relocation to another town or city, the related perspectives for the employee's partner, as well as local infrastructural circumstances, constitute an essential criterion for the entire family when deciding whether or not to actually take advantage of the opportunities that arise.

To ensure future-oriented and successful personnel management, the BfR takes this aspect into account in its supraregional recruitment and even more so when recruiting highly qualified personnel from abroad – especially under the justified assumption that the number of dual career couples will continue to increase.



## Type of support

The BfR offers support to dual career couples in three different ways:

### Reconciliation of work and family

The BfR collaborates with an external service provider in order to improve the compatibility of career and family. This service is available to all employees and their families. The family service provider offers consultancy and mediation services for the regular, emergency and holiday care of children, as well as the care of needy dependents.

In addition to this, the BfR offers many services to promote compatibility, for which it has been certified as a family-friendly employer by berufundfamilie Service GmbH since 2009. This includes flexible working hours, teleworking, parent-child offices, further training offers during absence for family reasons and much more.

### A start into working life for employees' partners

Provided that each respective partner has the necessary qualification profile, he or she has the option of submitting their CV to the BfR Personnel section. If qualified and suitable, a so-called "introduction voucher" can be issued to give the partners the opportunity to introduce themselves to the management of each department. If successful and provided there is sufficient scope for employment, a temporary job can be offered for a period of six months. The "introduction voucher" is valid for a year.

## Cooperation with the Dual Career Network Berlin

To support dual career couples, the BfR collaborates with the Dual Career Network Berlin (DCNB), a cooperation group of universities and research institutions, Berlin companies and associations, as well as political and administrative authorities. The network offers information and consultancy services on career planning and vocational reorientation to employees' partners, along with tips on the application process and a check of job applications. Through its own job portal and the cooperation partners involved in the network, the applicants are given access to job offers and application opportunities.

The DCNB portal ([www.talent-berlin.de/en](http://www.talent-berlin.de/en)) also provides applicants and employees' partners with lots of useful and interesting information on all aspects of living and working in Berlin.

