

Successful recruitment

Challenges and best practises

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Challenges

(topics for work in sub-groups)



01 Defining requirements

02 Job advertisement

03 Evaluating applications

04 Interviewing

05 Selecting candidates

06 Verifying if selected candidate is suitable, within first 6 months

Impulse 1: Defining requirements

What my team needs to deal with (apart from myself)

Ammonothermal synthesis

- High pressures, high temperatures, hazardous chemicals
- Custom reactors that require attention to detail in handling
- Complex interdisciplinary topic that requires analytical thinking, from the improvement of tools to the interpretation of results



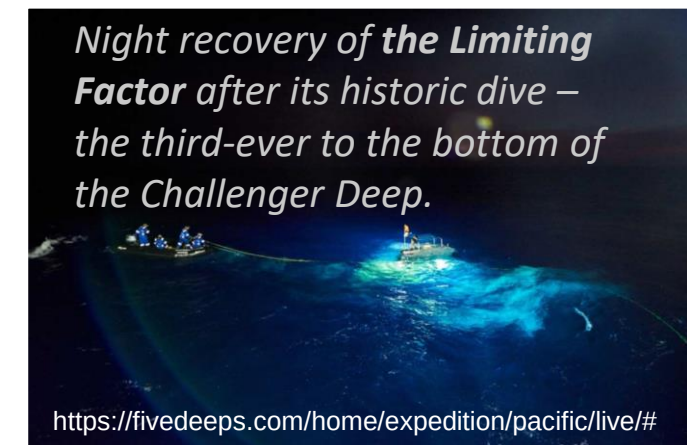
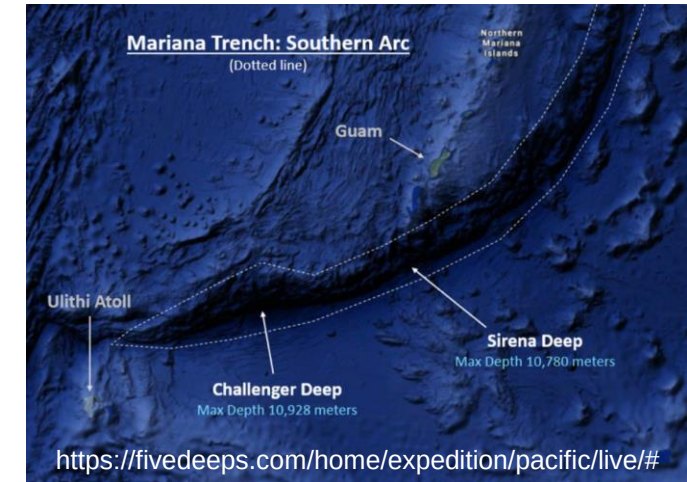
Work confidently AND carefully with potentially dangerous stuff



Be willing to plan and set up a lab as a team, before the science can begin.



At least one experienced person who can work more independently early on



Impulse 2: Job advertisement

Motivate the right kind of people to apply.



Yu IEDA und 61 weitere Personen 11 Kommentare · 2 direkt geteilte Beiträge

Use an eyecatcher that preferentially „catches“ people with traits you look out for



Saskia Schimmel (She/Her) • Sie
Emmy Noether Research Group Leader
1 Jahr • Bearbeitet

I'm currently about to establish my own research group working on nitride semiconductors at [FAU Erlangen-Nürnberg](#) - special thanks to Prof. [Jörg Schulze](#) for hosting the group!

The first batch of research objectives defined has attracted funding right away: The [Deutsche Forschungsgemeinschaft \(DFG\) - German Research Foundation](#) has recently decided to fund my project on "Novel nitride materials for electronic devices" via the Emmy Noether Programme. In addition, [FAU Erlangen-Nürnberg](#) supports me in developing another proposal via the Emerging Talents Initiative (ETI).

My vision for the team is that while everyone will have their own scientific directions to explore, there will be a culture of mutual support and shared overall objectives.

Each of these research endeavors will come with significant challenges and provide plenty of learning opportunities due to their cross-disciplinary nature and novelty.

Links to job offers (in German) will be posted in the comments!

[#nitride](#) [#semiconductor](#) [#synthesis](#) [#crystallization](#) [#phdposition](#)
[#inorganicchemistry](#) [#physics](#) [#engineering](#) [#materials](#)

- Share something about your vision for the team
- Don't show too much either (you'll need some interview questions for which your favorite answers are not obvious)

Impulse 3: Interviewing

Obtaining and providing sufficiently authentic insights.



- If necessary, clean up just well enough to not scare them off (make sure they get an authentic idea about inevitable tasks)
- Observe how they react (including body language) when eyeing the attractive and the not-so-fun parts of the job, such as:
 - Inevitable „blue-collar-jobs“
 - Hazards associated with the work
- Observe what questions they ask (to assess interest and knowledge in the topic, as well as courage to ask critical questions)

Impulse 4: Evaluating applications

Selecting which candidates to interview



- International applications can be challenging to evaluate (unfamiliar education system, trustworthy communication channels, legal/burocratic aspects)

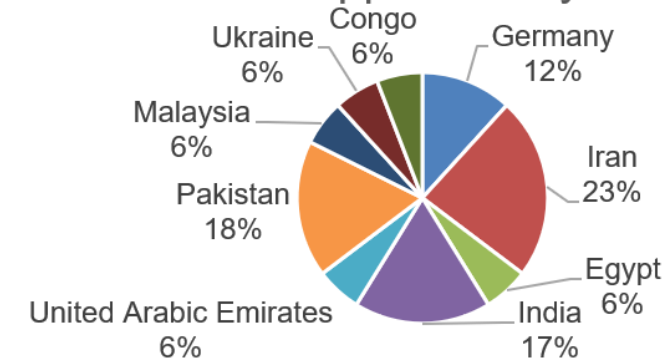


- Your on-site international network may be helpful in understanding country-specific aspects

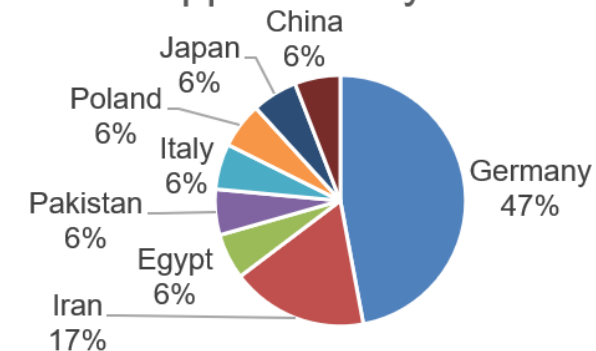


- For applicants under serious consideration, call up the references if possible (much more informative than just reading a letter of reference even from the same person!)

Number of serious applicants by country of origin



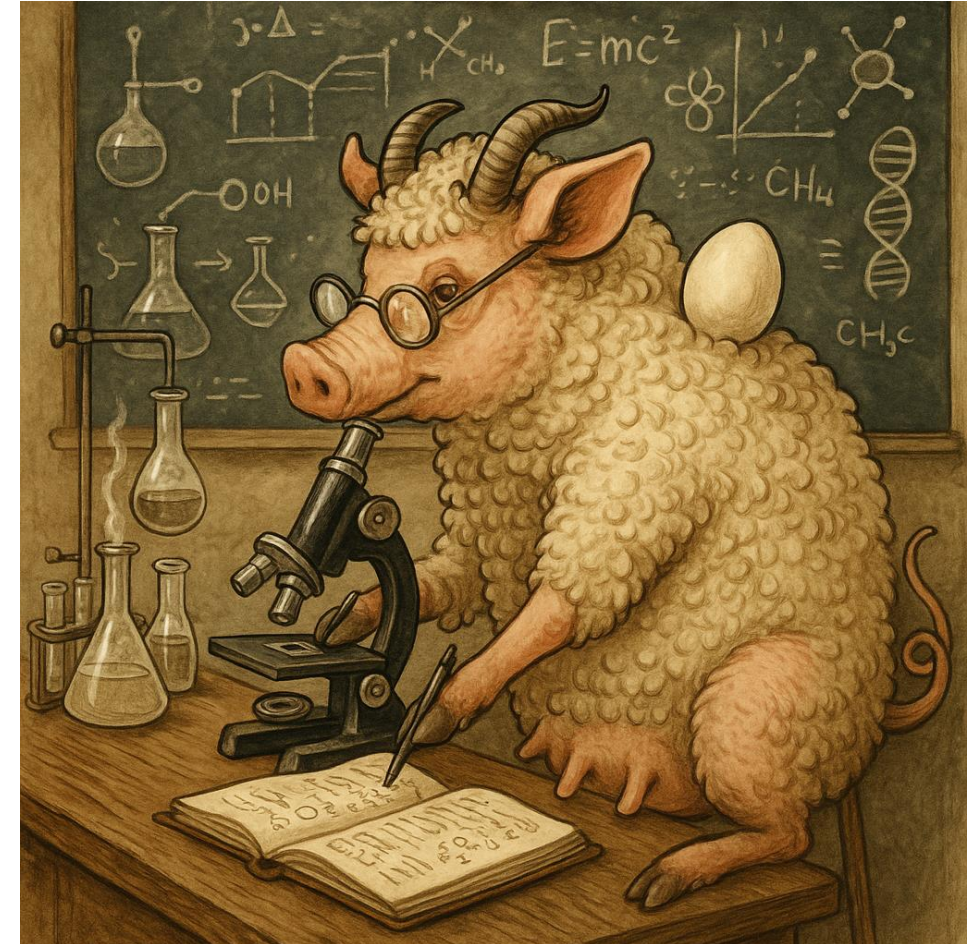
Number of serious applicants by current country of living



Impulse 5: Selecting candidates

Deciding which candidate(s) to hire.

- Gut feeling or defined criteria?
- Adjusting requirements (problem of high expectations)?
- Sticking to original project idea or flexibility towards applicants' interests?
- Importance of personal fit?
- Help from colleagues: more senior and more junior (PhD-student) in selection committee

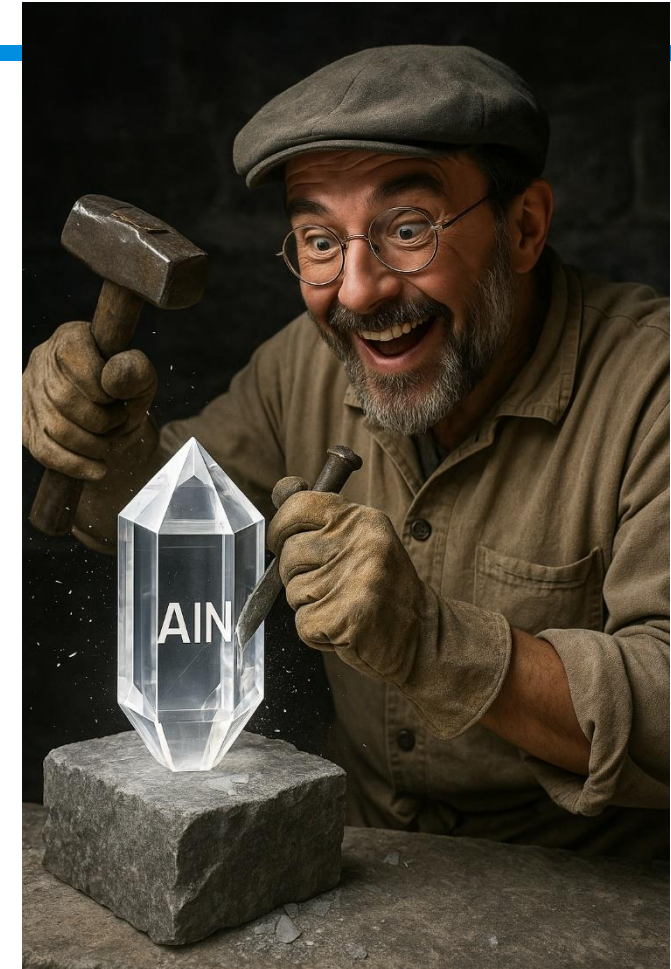


ChatGPT prompted „Erstelle mir ein Bild einer eierlegenden Wollmilchsau, die Wissenschaft betreibt.“

Impulse 5: Selecting candidates

Deciding which candidate(s) to hire.

- Essential:
 - Understanding the candidate's motivation & mindset
 - Finding candidates with a strong intrinsic motivation for the planned topic & tasks!



ChatGPT prompted „Erstelle mir ein Bild von einem Steinmetz, der mit Begeisterung einen Aluminiumnitrid-Einkristall bearbeitet.“

Thank you for your attention



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