

5 years Mildred Scheel Cancer Career Center Hamburg – past, present & future of career support in cancer research at the UKE

Prof. Dr. Carsten Bokemeyer, Speaker MSNZ, Director University Cancer Center Hamburg (UCCH), Director II. Med. Clinic & Polyclinic

Kick-off MSNZ 2024/2025, April 9, 2024

The mission: Securing the future of university cancer research in Germany

2017: DKH white paper and call for proposals: Mildred Scheel Cancer Career Centers (MSNZ)

The problem:

The lack of professional development opportunities and target positions is jeopardizing the oncological research landscape in Germany.

The goal: Establishment of sustainable oncology profile areas which...

- Offer career prospects and support for excellent researchers
- Promote interprofessional collaboration between MS and CS
- build a bridge between basic and applied, translational research



Since 2019:

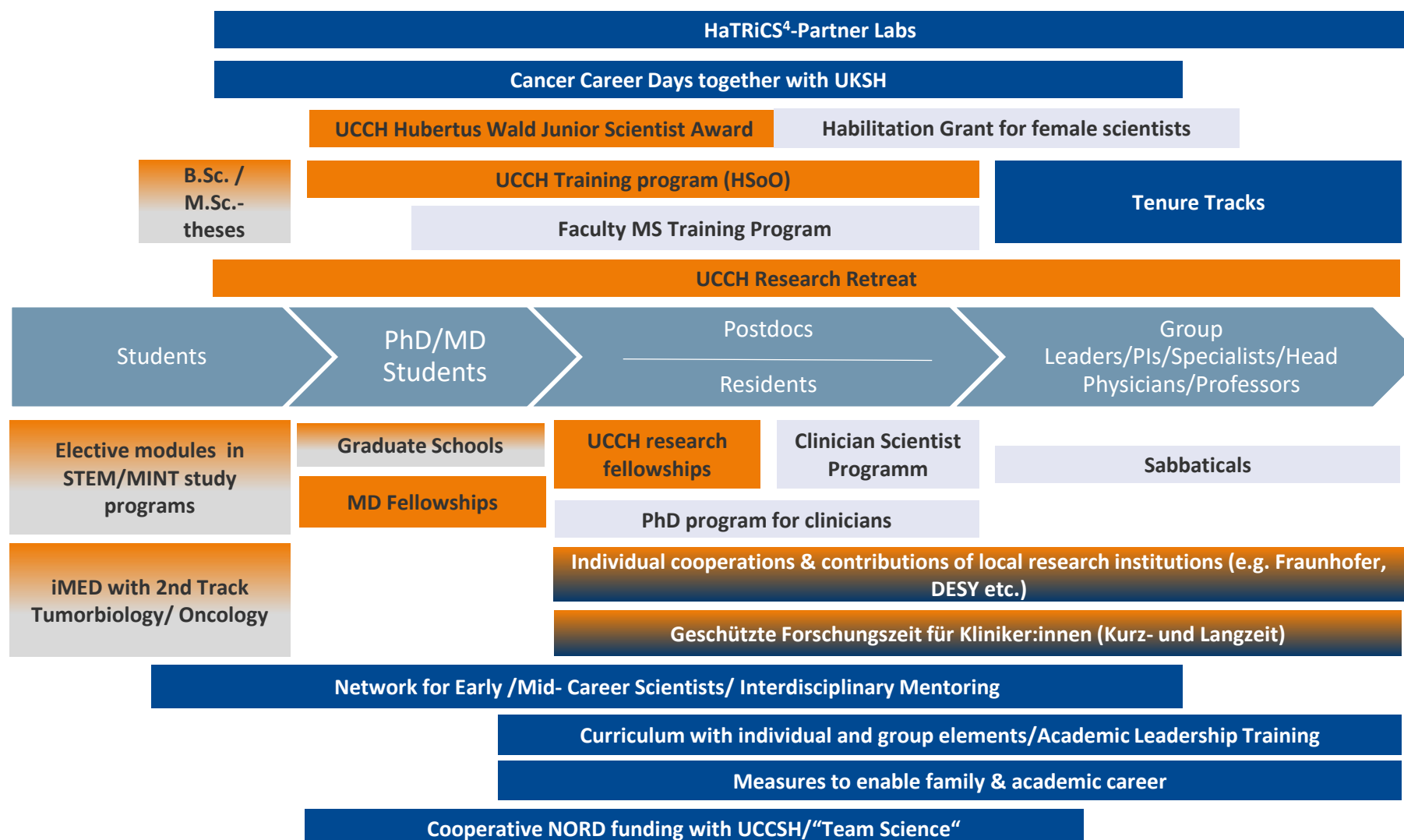
MSNZ
HAMBURG
HaTRiCS⁴

Hamburg Translational Research in Cancer:
Stimulating, Shaping and Sustaining Scientific Careers



Universitätsklinikum Hamburg-Eppendorf

The plan: ways and means of career development for MS and CS



**Before
2019/faculty**

**Novel
measures
implemented
by MSNZ HH**

**UCCH
measures**



Hemato-Oncology Tumor Biology Radiation Biology Surgery (all disciplines) Dermatology Osteology Pediatric Oncology Martini Clinic (Prostate) (Neuro-) Pathology Gastroenterology Immunology Otorhinolaryngology AI/Bio-Informatics



Board of Directors

Coordination Office

Scientific Advisory Board

UCCH Support Units

UKE Support Units

Deanery/ Faculty Support

Clinical Trial Centers

University Hamburg

HH Research Academy



University Cancer Center Hamburg (UCCH)

MSNZ

Medical Scientist + ext. Partner (2-4 years)

Clinician Scientist +/- ext. Partner (2-4 years)

Short Term CS (6-12 months) & CONNECT funding

Partner laboratories (3-4 years)

MSNZ Professorship (W2)



EMBL

2curex

hereon



Fraunhofer IAP

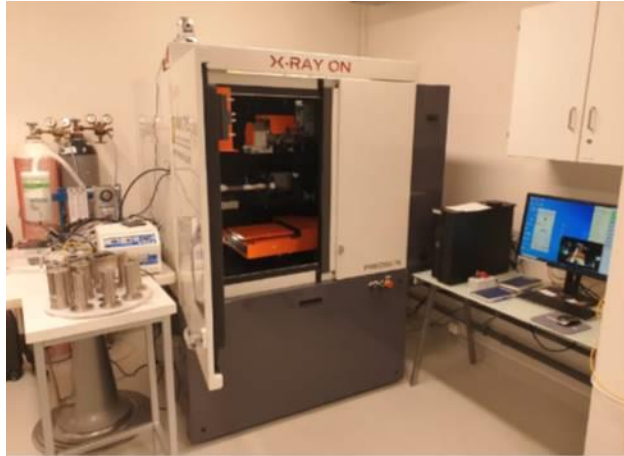
Forschungsinstitut Kinderkrebs-Zentrum Hamburg

UCCH | Universitäres Cancer Center Schleswig-Holstein

TUHH
Technische Universität Hamburg

µbone CONSORTIUM





- SmART+: Preclinical multimodal imaging and precision radiation system
- Enables 3D conformal radiotherapy, Cone Beam & μ CT, IVOI (+ image co-registration with the neighboring small animal MRI system)
- 50% funded by MSNZ, established by MSNZ CS PD Dr. Dr. T. Frenzel (2020-03/2022), M. Horn (MSNZ TA) and Dr. E. Gargioni (Med. Phys.)
- Permanent 40% protected research time for PD Dr. Dr. Frenzel since 2022 (financed by UKE & Outpatient Center/MVZ)



Other platforms arising from the MSNZ:

- **PD. Dr. Simon Joosse:** Single Cell Sequencing
- **PD Dr. Wael Mansour:** Drug Screening Unit with patient-derived tumor models

Compulsive-Electory Modules 	Key Skills 	Scientific Skills 	Optional Elements 
• Leadership training: ✓ Time/self-management ✓ Communication/conflict training ✓ Presentation & self-marketing ✓ Leadership styles ✓ Career anchors/strengths/goal setting • Professional, individual coaching • Mentoring (one internal and one external mentor) • UKE "Leadership Certificate" (introduction to all relevant areas of the UKE)	• Grant writing workshop & counseling • Application for professorships/postdoc positions + further coaching • Didactic training for the habilitation	• Systematic Review and Metaanalysis • R Course • Statistics • Literature Seminar (UCCH Journal Club) • Basic knowledge in Oncology for Young Scientists & Newcomers in the field • §15 Project Leader Course GenTSV • FELASA Courses (B or C)/Animal Handling Courses (UKE)	• MSNZ Monthly Meetups • Cancer Careers Days (alternative Career Paths, Application Processes, relevant topics, e.g. SciCom) • UCCH/MSNZ Research Retreat • Joint Seminar & Workshop Series with UCCSH • Offers by UniHH Career Center, Hamburg Research Academy, UKE ABK. • „MSNZ meets...“: Info and Networking Events, e.g. „Science Partners in Hamburg“)



Strategic embedding/Participation of fellows:

- **Annual written feedback** by fellows on personal development; evaluation of the MSNZ measures implemented; regular exchange regarding individual and collective needs; feedback meetings
- **Fellows' representatives** in board meetings
- **Yearly assemblies** for fellows, alumni & board: evaluation, re- and preview, strategic exchange etc.
- **Involvement in organisation of events and** retreats, symposia, seminar series, review of CONNECT applications etc.



Networks:

- **Early-/Mid-Career Network:** meetings, workshops, seminar series, trainings
- **AG Early Career Scientists NORD:** strategic networking with Early-/Mid-Career Scientists and structured programs at the UKSH (e.g. joint CONNECT funding program)
- **Strengthening of cooperations with other research institutions in the larger Hamburg area** (EMBL, DESY, CHyN, Fraunhofer, TUHH, Clusters of Excellence UniHH...) and regional clinical partners



UKE Kita with weekend- and short-term care

Young & Old: granny- and family service

Part-time and flexi-time arrangements; sabbaticals

„Familienzeit“



Brigitte ACADEMY
5* Arbeitgeber für Frauen 2022



Equality funding: Habilitation funds; 38% female PIS at the UCCH and 30% within UKE

Free childcare during holidays

Monthly long-term working time account

Laptops for mobile work

Guaranteed funding extension during parental leave or illness

Personnel support during parental or sick leave (10x)

Additional & emergency childcare (Notfallmamas & Notmütterdienst)

Role model function & personal input by dual mentoring teams



UKE before 2020

HaTRiCS⁴ measures

24

Short-Term CS
Fellowships

18

Long-Term
Fellowships (10
CS/8 MS)

3

Partnerlabs
(3 CS/3 MS)

8

Joint CONNECT
Fundings with
UCCSH

10x

Personnel
support during
parental leave

1 W2
1 W1

2 Senior Physician
promotions
7 finalized Specialist
Trainings
4 permanent contracts
5 Habilitations

32

Short-Term fundings

18

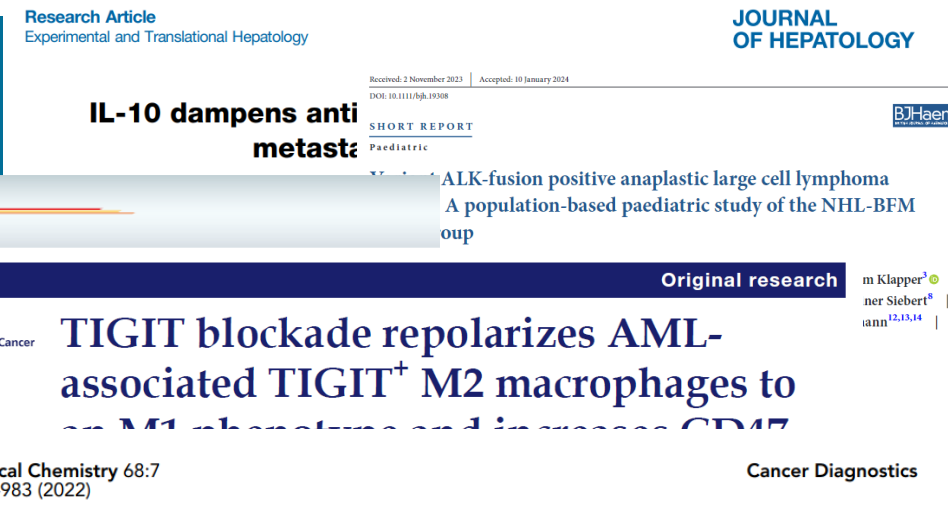
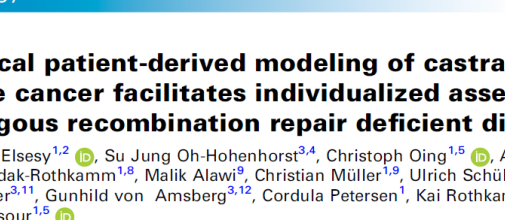
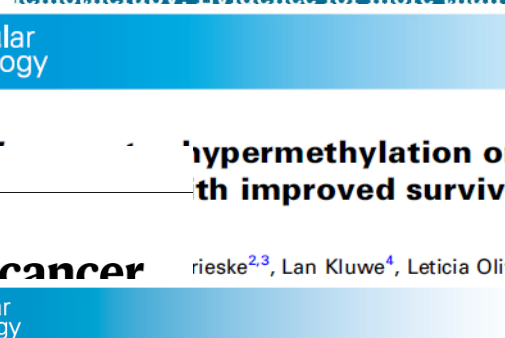
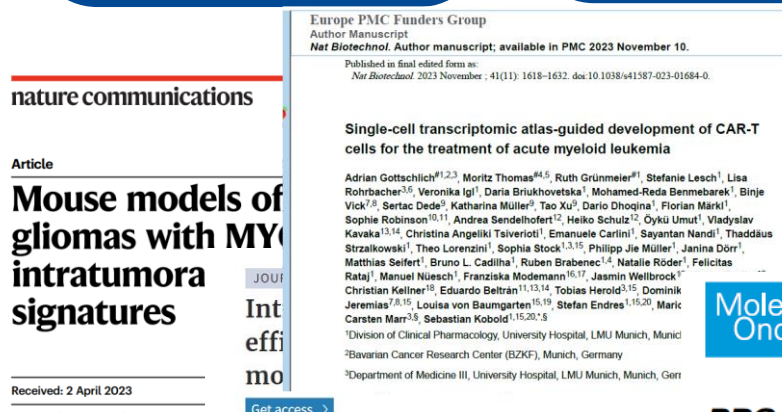
Long-Term fundings (10 CS/8MS)

3

Partnerlabs (3 CS/3 MS)

>450

Publications



32

Short-Term
fundings

18

Long-Term
fundings (10 CS/
8 MS)

3

Partnerlabs
(3 CS/3 MS)

>450

Publications

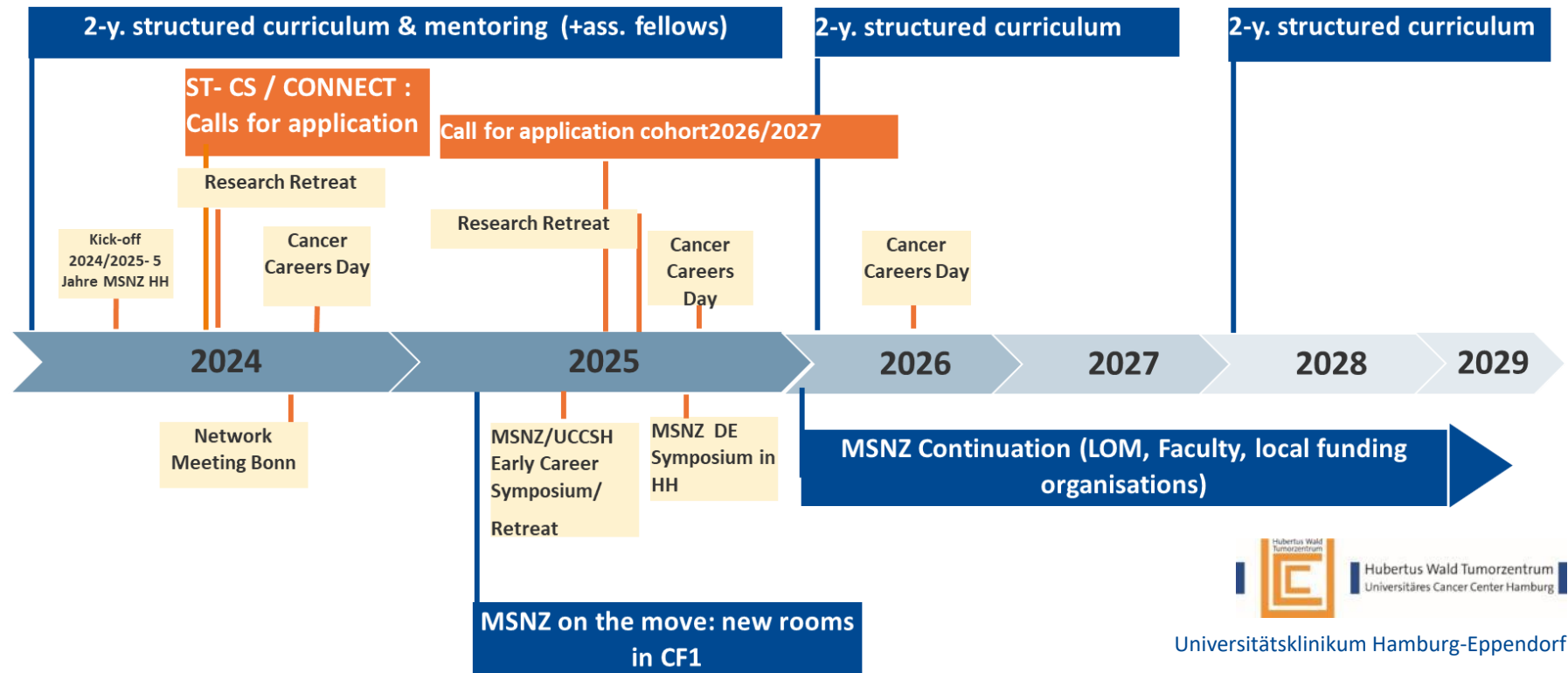
>3 Mio €

third party
funding

> 1 Mio € LOM

(bis Ende 2025)

Deanery/local
funding agencies
Ab 2026 for 3 (5) years:
(u.a. FG Kinderkrebszentrum, HH
Krebsgesellschaft)





www.uke.de/msnz

Follow us on LinkedIn:

<https://www.linkedin.com/company/mildred-scheel-cancer-career-center-msnz-hamburg-hatrics-4>

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Hubertus Wald Tumorzentrum –

Universitäres Cancer Center Hamburg

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Thank you for your contribution!