



Max Delbrück Center
for Molecular Medicine

People in focus

Benefits and services



Warm welcome to Berlin and the MDC!

The MDC offers a variety of services to help its employees with the first steps of transition and adjustment to the new working and living environment.

We strive to provide our staff with the best possible working conditions and a healthy work-life balance. We adhere to principles of responsible research, good scientific practice, openness and transparency, and are committed to setting a good example as a scientific environment where scientists can flourish and grow, independently of their national or ethnic background, functional variation, sex/gender identity/alignment/orientation, family configuration, or other such feature of their persons or contexts.

We hope that you will have a pleasant and successful time at the MDC. Welcome!





Welcome and Family Office

The MDC Welcome and Family Office assists all newcomers scientists with formalities of getting employed at the MDC and moving to Germany, even before they actually arrive. This includes, for example, matters related to insurances, taxes, finding suitable accommodation, a child day-care facility or parenting benefits counselling. Don't hesitate to contact the Welcome and Family Office for any request or help:

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Berlin life

Berlin is one of the most vibrant cities located in the heart of Europe. With a population of 3.7 million people, Berlin offers a variety of opportunities for entertainment and sport activities, making it a popular destination to visit and live in.

The area of Berlin-Buch you encounter today began as a little village in the region Barnim, more than 600 years ago. Today, Buch has almost 14,000 inhabitants and it is well known for its good medical care. However, Buch has much more to offer: you can visit a reconstructed castle church, or spend time at its recreational areas, like the Bucher Forest.



Campus Berlin-Buch and Campus Berlin-Mitte

The MDC is situated at two locations in Berlin: the majority of research infrastructure is located on Campus Berlin-Buch, a modern science and biotechnology park with a clear focus on biomedicine.

The new building of the Berlin Institute for Medical Systems Biology (MDC-BIMSB) is situated on the campus of Humboldt-Universität in Berlin-Mitte.







Living on the campus

To help with the first steps of arrival to the new city, the MDC is offering accommodation in one of the three guesthouses situated on the Campus Berlin-Buch.

When you get hungry, there are several options for buying food on Campus Berlin-Buch. The campus Mensa is located in the north-west part of the campus. The MDC Café is located in the foyer of Building 31.1 and sells a selection of hot drinks and snacks. In the historic gatehouse (Torhaus) by the main entrance of the campus, you will find Café Max. It offers bistro-style food, coffee, and cake or ice cream. Visits of food trucks with street food from all over the world refresh the daily food offer on the Campus Berlin-Buch.

Numerous restaurants in Berlin-Mitte, as well as the nearby Mensa Nord, provide a wide range of food choices for employees of the Campus Berlin-Mitte.



Social life on campus

Regular social events at the MDC provide a good opportunity to meet new people. The weekly Beer hour, the Campus Cinema or monthly PhD Representatives-led events, like the pizza dinner and coffee hour, are organised to stimulate the networking among the peers and to give the opportunity to simply relax and have fun. Attending Christmas and summer parties and visiting the Glühwein and ice cream stands are also great ways to meet people from the institute. During the long periods of publications (or thesis) writing, the loneliness and procrastination can be conquered simultaneously by joining the Writing club.

Annually, PhD researchers from the MDC, together with doctoral students of the Leibniz-Institut für Molekulare Pharmakologie (FMP), organize a PhD Retreat. Scientific highlights are the plenary presentations of invited speakers, and talks and poster sessions of the PhD researchers. The scientific program is complemented with social and networking activities and an evening of panel discussions with invited speakers from academia and industry.

After completing their doctoral studies, all PhD researchers are invited to join the Graduation Ceremony. The program covers a warm welcome, a plenary lecture by an international key note speaker, award of certificates, a final reception, as well as awarding the PhD Prize for Outstanding Publication.





Health and well-being

MDC's organizational culture is supportive and shaped by respect and value. Particular emphasis is placed on the health and well-being of all members. This includes not only the maintenance of physical and mental health but also of the social aspects of the working environment. Corporate Health Management takes place at the MDC, and in cooperation with other institutions on the campus, is working towards reaching a common campus standard and obtaining synergy.

Sports

Whether circuit training, massages or yoga, employees and guests of the MDC have the opportunity to enjoy sports on Campus Berlin-Buch - early risers even before heading to work. Campus Vital offers a wide range of sports programs on campus. The courses are partially subsidized by health insurances. The on-site gyms offer a quick fitness break: At Campus Berlin-Buch, the Campus Vital card includes all courses and 24/7 access to the gym, and Humboldt-Universität has a gym right next to the MDC-BIMSB at Campus Berlin-Mitte. Another great way to meet others from the MDC, or even run as a part of the team, is participation in one of several official runs in Berlin, such as the Airfield run, Firmenlauf Berlin, Berlin Wasserbetriebe or Mauerweglauf. The MDC will take care of registration and pay for the participation of its employees.



Green Campus

The Green (MD)Campus initiative addresses environmental issues of the MDC, its buildings and facilities. Our behaviour – our habits and patterns of energy use – especially in the lab, can have a significant environmental impact. At the MDC, we think sustainability should be an integral part of our work. From how we develop our campus, how we equip and modernise our labs, to how we deal with issues of social responsibility.

The group of volunteers has been meeting since March 2013 to discuss ways of making the campus more sustainable. A new theme is selected each year, such as electricity, waste or mobility. Each year's campaign brings a four-week spotlight on the topic, accompanied by posters, newsletter articles, activities and contests, with the goal of stimulating our community to reflect and adopt more sustainable approach to daily activities on the campus.

Who pedals the farthest? The contest called "Who pedals the farthest" gathers various organizations whose members team up and compete in collecting the total kilometers traveled by bike. The competition takes place from August to the end of September, and everybody can join - any time.

CAMPUSbike – powered by nextbike

Employees working on Campus Berlin-Buch can rent a CAMPUSbike at any of the four stations on campus, using the nextbike app.





Family-friendly campus

At the MDC, family is defined as an intergenerational network in which everybody takes responsibility, cares for each other in the long run and gives support in crisis situations.

Balancing family life with a career in science, or any other job at the institute, can be a challenging task. To ease it, many services that support compatibility of work and family life are available at the Campus Berlin-Buch. For example, "CampusSterne" Kita offers a daycare services, while Parent-child room has an integrated working space and is equipped with all utensils necessary for taking care of your child and keeping them entertained.

Childcare during school holidays. The long holidays in summer often cause considerable organizational problems. The MDC is offering concrete support to help remedy this situation. Gläsernes Labor, a science-learning lab, has joined in this effort, offering a variety of programs during school vacation. In total, 40 days throughout the year are filled with science and research activities, where kids will experience a catalytic reaction that will make this week unforgettable!

Parental leave is unpaid leave from work after the birth of a child. Employees have a legal entitlement to parental leave – this also applies to fixed-term, part-time and minor employment. Mothers and fathers are each entitled to parental leave until the child's third birthday.

Children's allowance - Kindergeld. The children's allowance is a government payment to the guardians who are domiciled in Germany, and it depends on the number and age of the children. The entitlement to the children's allowance is from birth until the child turns 18. Under certain conditions (vocational training, study, search for a trainee position or job) the entitlement to children's allowance can be extended up to the age 25.



Career development

Postdocs and PhD students, finishing their theses in the near future, can attend numerous professional and personal development workshops offered by the MDC training management. The workshops include topics such as "How to shape your future", "How to apply for a job and how to get hired", or "Delegation to expand leadership competences".

Dual career support

Nowadays, the number of couples in which both partners aspire to an independent career is increasing. The MDC works together with the Dual Career Network Berlin, which is continually enhancing its counselling services for dual career couples, with regard to the universities and research institutions in Berlin.



Social benefits

Salary and leave time. Salaries at the MDC are competitive to national standards. Duration of vacation is 30 days per year.

Social and accident insurance. If you have a work contract, you have to pay social security contributions in Germany. If you have a fellowship (Stipendium), you are exempted from that. However, you still have to get (private) health insurance. In Germany, there are legally fixed contributions to the social insurances (health insurance, care insurance, pension scheme and unemployment insurance). The employer and the employee each pay approximately half of the contributions, which amount to about 40% of the gross income.

As soon as your contract has begun, the MDC will take the steps necessary for your enrolling in the insurances. After joining, you will choose a health insurance and be given a social security card.

Impressum

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