

PoDoCo

Post Docs in Companies

Dr. Seppo Tikkanen

www.linkedin.com/in/seppo-tikkanen

DIMECC Oy

**Collaboration
platform
bringing
postdocs and
companies
together**



Background

Too few PhDs are employed in companies in Finland

The potential of PhDs are not recognized in Finnish companies

The goal of PoDoCo is to help Finnish companies to employ PhDs and increase their competence in the global markets



Goal

PoDoCo program is established to help PhDs and companies to collaborate

PostDocs can use their competence to help companies to create novel solutions or increase knowledge of business environment

We "create" jobs for PostDocs in the companies



Method

We are funding collaboration projects between postdoc and company.

Projects should aim create new business opportunities with help of postdoc's competence



For whom PoDoCo is?

Open for all companies operating in Finland

Open for all recently graduated or in near future graduate doctors

- Doctoral degree completed no more than four years previously
- Doctoral candidates who are graduating next 6-9 months (assurance from guiding professor must be enclosed with the application)



For whom PoDoCo is?

Postdocs

Open for all recently graduated or in near future graduate doctors

- Doctoral degree completed no more than four years previously
- Doctoral candidates who are graduating next 6-9 months (assurance from guiding professor must be enclosed with the application)
 - Note that the PoDoCo-project should begin before following PoDoCo-application round closes
- All disciplines of science are possible

Companies

- All Finnish companies
 - Registered in Finland i.e. has an office and activities in Finland
- All sizes of companies are welcome
 - Big enterprises, midcaps, small, old, young and startups
- State or city owned and public funded companies are **not** eligible collaboration partners.
- Company should have resources to employ PhD for the second phase
 - Startup should indicate their ability to employ postdoc for the targeted research period in application phase

Why PoDoCo?



Enhanced industry-academia collaboration:

- Smooth transition from academia to industry
- Intention to hire more doctors
- Increased the knowledge transfer between industry and academia
- Enhanced cross-border collaboration between industry and academia
- Enhanced cross-disciplinary collaboration

PoDoCo in numbers

800 000 Euros awarded annually

→ 27 Grants per year

427 Applications (since 2015)

223 Awarded grants (since 2015)

50 % Success rate

10 Foundations create the funding pool



Disciplines

PoDoCo covers all disciplines

- Agricultural sciences
- Engineering and technology
- Humanities
- Medical and health sciences
- Natural sciences
- Social sciences

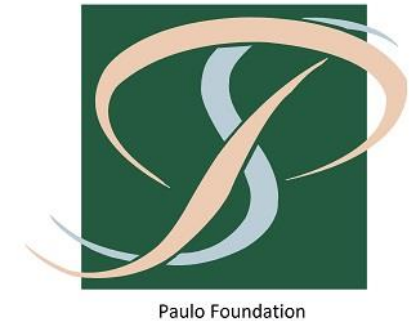


PoDoCo

Post Docs in Companies



TEKNIKAN
EDISTÄMISSÄÄTIÖ



DIMECC



SVENSKA LITTERATURSÄLLSKAPET I FINLAND

PoDoCo

Post Docs in Companies

How it works?

How to find a project partner?

1) PoDoCo Matchmaking Service

- Fill in PoDoCo matchmaking profile at PoDoCo website
- Browse profile database
- PoDoCo assist in finding potential partners

2) Utilize existing contacts & networks



PoDoCo process (Twice a year)

Call

Matchmaking and collaboration plans, call (spring and autumn)

- Applications are uploaded in the PoDoCo – application system
- Research plan, CV and Letter of Intent from the company

Evaluation

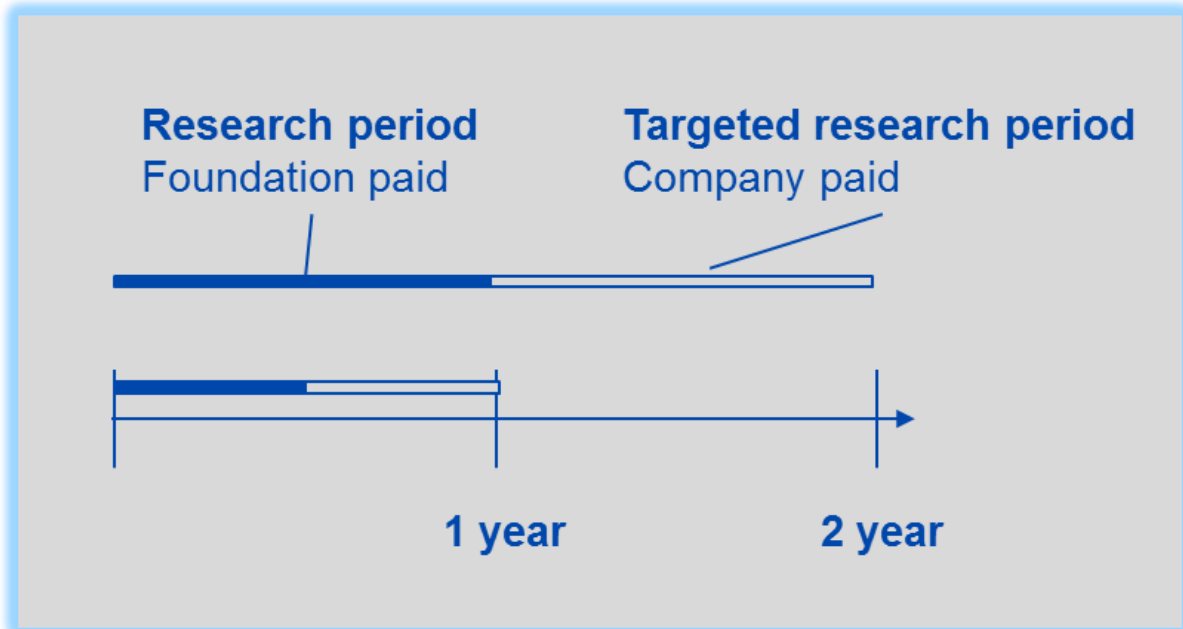
- Applications are evaluated individually by foundation representatives
- The positively evaluated applications are allocated to the foundations

Decision

- Each foundation makes decisions according their funding rules
- DIMECC informs applicants and release news on funded projects

PostDoc – Company collaboration project

Collaboration project



PoDoCo program consist of two phases:

1) Research period - Sensing and investigating provocative futures

- Academic research funded by Foundations
- Foresight into rising and emerging phenomena
- Far-reaching knowledge enabling the strategic renewal of the companies
- PoDoCo foundation pool offers research grants for the research period (Not employed)

2) Targeted research period - Sense making to inspire the strategy

- From foresight to insight
- Long-term competitiveness
- Company paid (employed by company)

How to agree on collaboration?

The commitment to the program is indicated by a Letter of Intent (LoI)

- Both the company and the postdoc sign LoI
- Not legally binding
 - A sincere aim for an employment relationship to take place after the grant period and a serious commitment by both parties to try to make it happen
- Use PoDoCo LoI template
- LoI is attached to the grant application

How to apply a grant?

A Post doc fills in electronic application form and upload required attachments at PoDoCo website

Attachments:

- Project plan (max. 5 pages, use template)
 - Background
 - Objectives
 - Impact
 - Implementation
- Abstract
- Letter of intent
- Curriculum vitae and list of publications
- Doctoral degree certificate or assurance from guiding professor regarding the graduation
- Possible references

The electronic application must be sent within the application period!



Examples of recently granted projects

Company	Subject	Discipline
Faron Pharmaceuticals	Therapeutic potential of bexmarilimab, a Clever-1 targeting antibody, in myeloid malignancies	Medical and Health sciences - Clinical medicine
Innomentarium Oy	An AI-Assisted Approach for Mammogram Image Processing and Analysis	Engineering and technology - Information engineering
Valio Ltd.	Exploiting and improving structure-forming capabilities of plant proteins	Agricultural sciences
SCellex Oy	Novel single cell sequencing method for immunological characterization of first-episode psychosis	Medical and Health sciences - Medical biotechnology
Come to Finland Publishing Ab Oy	Come to Norden – Historical Travel Posters in Context	Humanities - History and Archaeology
Spinnova Oy	From Cellulose to Sustainable Coatings of Textiles - Puukuiduista pinnoituksella puuvillan korvaajaksi	Engineering and technology - Nano-technology
Medified Solutions Oy	Mielipäiväkirja- sovellus Masennuksen digitaalisen hoidon kehittäminen Mielipäiväkirja- application Development of digitized treatment for depression	Medical and Health sciences - Health sciences
Pulsedeon Oy	Degradation of Next Generation Lithium-Ion Battery Components	Engineering and technology - Materials engineering
Origin by Ocean	Sustainable production of value-added products from algal bloom biomass	Engineering and technology - Industrial biotechnology
VaasaETT	Market ecosystem for distributed energy solutions and services for Finland	Social sciences - Economics and Business
Orion Pharma	Development of Herpes simplex virus type 1-based gene therapy vectors	Medical and Health sciences - Medical biotechnology
Brinter Oy (3DTech Oy)	Dual Crosslinkable Hydrogels for Biofabrication of 3D in vitro and in vivo Tissue Engineering Scaffolds	Engineering and technology

Application portal

The screenshot shows the PoDoCo website home page. At the top left is the PoDoCo logo with the tagline "Post Docs in Companies". A navigation menu includes "Contact", "Profile / application", "FAQ", "News", "Events", and "DIMECC". Below this is a secondary menu with "HOME", "ABOUT", "POSTDOCS", "COMPANIES", "GRANTS", and "STORIES". The main content area features a blue background with a grid pattern and text describing the program: "PoDoCo is a matchmaking program supporting long term competitiveness and strategic renewal of companies and employment of young doctors in the private sector." A "READ MORE" button is present. Below this, it announces the "PoDoCo Spring 2020 Application Round 1.3.-15.4.2020" and lists info events in various cities. The footer contains logos of partner organizations: KUTTUURILIIKKA SUOMI, HELSINKI UNIVERSITY OF TECHNOLOGY, HELSINGIN SANOMAIN SAATIO, Svenska kulturfonden, TEKNIIKAN EDISTÄMISSÄÄTIÖ, and MAA- JA VEISTEKNIIKAN TUKI. The DIMECC logo is also visible.

PoDoCo

Post Docs in Companies

Welcome to the PoDoCo electronic grant application and match-making system

First, read carefully through the grant application instructions and the instructions on using the application form.

By using PoDoCo online system, you confirm that you accept the [terms of use](#) and that you agree to comply with them. If you do not agree to the terms of use, you must not use PoDoCo online system.

Log in by entering your username and password. If you are using the system for the first time, register and create your username and password.

LOG IN

Username

Password

[Register as a new user](#)
[Have you forgotten your password?](#)

[Instructions](#)

The information provided in this system constitutes a personal data register under the General Data Protection Regulation. DIMECC Ltd maintains, stores and archives this register. For more information see [Privacy Policy](#).

Application Documents



Title of proposal

Background

- Describe the background of the project from both the company and the research perspective

Excellence

Objectives

- Describe the specific objectives for the project.

Significance

- Describe the advance your proposal would provide and the extent the proposed work is ambitious.
- Describe the innovation potential (e.g. new products, services or business and organisational models, new business opportunities) which the proposal represents.

Implementation

- Explain how your proposal addresses the specific challenge as set out.
- Describe shortly the implementation plan of the project (schedule, methods, where you intend to execute the work and how industry/company is involved)

Impact

- Describe expected impact foreseen (the company perspective should be emphasized).

This Letter of Intent declares that *COMPANY'S FULL NAME (SHORT NAME)* (hereinafter Company) and *NAME OF THE POST DOC* (hereinafter Post doc) aim at collaborating in the Post Docs in Companies (PoDoCo) program coordinated by DIMECC Ltd regarding *RESEARCH TOPIC* (hereinafter Research topic).

The proposed collaboration covers a period of *		N	months
<i>(including both research period and targeted research period)</i>			
Research period	from	<i>dd.mm.yyyy</i>	to <i>dd.mm.yyyy</i>
Targeted research period	from	<i>dd.mm.yyyy</i>	to <i>dd.mm.yyyy</i>

*) Please note that the period of the grant received may differ from the applied grant period.

Motivation:

Please add a short description of your organization's need for strategic renewal and how the research topic and planned collaboration address these needs.

The Company shall not restrict the Post doc's right to publish the results and findings related to the Research topic generated during the grant period. The Company shall engage to the collaboration under this Letter of Intent by appointing adequate resources in order to perform the actions needed hereunder. As a partner of the collaboration, Post doc shall use all reasonable efforts in order to perform the tasks as set out in the research plan.

We have familiarized ourselves with the practices related to PoDoCo program and are willing to accept them as they are. Company will not represent this Letter of Intent as a formal commitment to hire the Post doc after PoDoCo grant period. Post doc will not represent this Letter of Intent as a formal commitment to work for the Company after PoDoCo grant period. Instead, this document serves as a sincere aim for an employment relationship to take place after the grant period and a serious commitment by both parties to try to make it happen.

PLACE AND DATE

[company]

CLARIFICATION OF SIGNATURE OF
AUTHORIZED PERSON
TITLE
ORGANIZATION

PLACE AND DATE

[post doc]

CLARIFICATION OF SIGNATURE

To remember in the application

General

Contact the company early enough, especially the big companies could be slow in their decisions

The applicant can't be employed by the company already

Research plan

Indicate clearly what will be done and how it is connected to the company's strategy

- How your competence is valid in the case
- What are the tasks, goals **in both research and targeted research periods?**
- What are the results of the research period and how the results are implemented in next phase

Letter of Intent

- Inform company this in early phase, legal departments are slow.
- Remember that Lol should cover whole project time (research and targeted research periods)

**90% of those who completed
PoDoCo-project were employed in
the company**

www.podoco.fi

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