

## Biographies

### **Frances Scott (Expert Facilitator)**

Frances started her career in genetics research. She became a Careers Adviser, for the University of London, for 4½ years. During that time, she worked with students, staff, and researchers, helping them to prepare for their job applications and interviews. Frances then moved to Human Resources for BAE Systems. There she managed the recruitment and selection of candidates, including training managers to become interviewers. Since 2006, Frances has designed and delivered workshops for researchers, in many organisations.

### **Dr. Julia Tischer (Vitae Host)**

Julia is the Researcher Development Manager in the Learning & Development Team at Vitae. She manages and delivers a range of projects and programmes that support professional development of researchers and researcher developers working in UK and internationally. Julia is a research scientist by training with over 10 years' experience both in Germany and the UK. Before joining Vitae in 2023, she was a Postdoctoral Research Associate at Cancer Research UK Cambridge Institute. Her experience as a research scientist and passion to support others to develop their full potential drives her interest in providing professional development opportunities for researchers. Julia holds a PhD in Natural Science from the University of Konstanz, Germany.