

Mission and Leadership Statement of the Leibniz-Forschungsinstitut für Molekulare Pharmakologie (FMP) 2020

Mission

The Leibniz-Forschungsinstitut für Molekulare Pharmakologie (FMP) is committed to excellent fundamental research and scientific training in the field of molecular pharmacology. It aims to broaden the molecular basis of pharmacological therapies at a stage prior to drug development by identifying and characterizing novel active compounds and mechanisms of action and disseminate the knowledge gained to the scientific community and general public.

Vision

We strive to constantly expand the limits of feasibility and current knowledge in the field of molecular pharmacology. We want to pursue and answer fundamental research questions and further develop methods by creative and innovative approaches across research disciplines.

Driven by questions of a fundamental nature, we decipher molecular relationships to better understand common and rare diseases and thus provide starting points for potential therapies.

An essential pillar of our strategy is the intensive interdisciplinary cooperation of our three complementary research sections „Molecular Physiology and Cell Biology“, „Structural Biology“ and „Chemical Biology“. Our junior research groups introduce new topics and methods to our research spectrum and strengthen networks with other institutions. For this purpose, we want to attract the best minds and advance their science. Another important element of our strategy is our close cooperation with Berlin universities - e. g. through joint appointments and clusters of excellence.

We also facilitate research by providing open platforms with high-end equipment to external users, e. g. in structural biology and drug discovery. Furthermore, we provide training and know-how to researchers from Germany and abroad.

Leadership

All our employees, whether scientific or non-scientific, contribute to the success of the institute through their activities, their commitment and their identification with the FMP. High motivation and performance are essential for this. Therefore, we pursue a stimulating working environment. We are committed to the principles of healthy and respectful leadership, and we aim to promote the compatibility of work and family life in the best possible way.

Good leadership supports and motivates. It serves our ultimate goal - the achievement of scientifically excellent research results - and is indispensable for the health and performance of our employees. Good leadership requires good communication, the promotion of exchange and skills as well as clear structures.

Scientific Excellence

Our first premise and our guiding principle is scientific excellence.

- We set ourselves challenging goals and pursue them with state-of-the-art methods and innovative and creative approaches.
- Our work is committed to the highest scientific quality. We follow the rules of good scientific practice and enforce them. To this end, we apply the guidelines of the DFG. Our ombudsman serves as mediator and our group leaders and scientific advisory board act as supervisory bodies. The integrity of our employees is very important to us. We are prepared to give a full account of our scientific activities at any time.

Good communication

- We pursue clear and comprehensive communication with our employees, e.g. via general meetings, staff meetings, the internet and intranet, newsletters, the works council and circular e-mails. We will communicate all information relevant to the work of our employees, and also that concerning the development of the institute, in a timely and appropriate manner.

- Maintaining a strong culture of feedback is very important to us. Our employees can expect fast, constructive and appropriate feedback, both positive and negative.
- Open interaction with each other, especially when problems arise, is important to us. Problems should be addressed at an early stage and solved quickly, if necessary with external support. To this end, the institute supports the work of the works council and the ombudsman.

Promotion of exchange and skills

- We encourage a culture of open exchange and cooperation within groups as well as between groups and departments. We foster this through seminars, network events and institutional events.
- We promote the competence and performance of our employees. To this end, we take advantage of direct exchange and meetings with staff members to identify their strengths and potential for growth and to harmonize their tasks and work requirements with personal capabilities and goals.
- We count on the personal responsibility of our employees. We expect them to support the goals of the institute and provide them the necessary scope and freedom for their professional development.
- Excellent young scientists are indispensable for our scientific progress. We therefore support our young scientists to the best of our capabilities by providing good guidance and advice as well as training opportunities. We encourage them to be creative and to pursue novel research approaches.
- A combination of good structures and individual support is important for development of employees. We therefore welcome and encourage the participation of our PhD students at the FMP Graduate School and the commitment of PhD and postdoc representatives. We support PhD students and postdocs in their search for individual development opportunities.

Clear Structures

- We create a reliable working framework through clear tasks, responsibilities and goals. When making decisions, we consider the balance between work tasks and the personal concerns of our employees.
- We promote reliability of our results by ordered procedures and appropriate verification. We verify or falsify our results without bias.
- We ensure fair access to the institute's resources and fair treatment of each other and of others when publishing research results. All scientific contributors are adequately recognized on publications.
- To assist staff members with children and those who care for relatives, we have established several structures. We support flexible work models wherever possible and expect our employees to utilize this benefit with responsibility. Important measures include flexible working hours, events such as talks and meetings during core working hours, part-time models and remote working.

As persons with management and supervision responsibilities, we carry out these tasks with a special commitment to fairness and just behavior. We draw our conclusions, decide and advise with transparent and verifiable procedures.