The BIH Charité Clinician Scientist Program – „best practice“ with an international reach

The BIH Charité Clinician Scientist Program (CSP) offers research-active physicians a modern career path that provides competence-based specialist training with a contractually regulated share of working time ("protected time") for research. The BIH Charité CSP was awarded "best practice model" by the German Research Foundation (DFG) in 2015. It is the largest CSP in Germany and plays a pioneering role for structured CSPs. Founded in 2011, the program has continuously developed and differentiated over the years, which means that today all career phases of Clinician Scientists can be supported in a tailored manner with the help of specific funding lines. The CSP head office is part of the BIH Biomedical Innovation Academy (BIA).

Cooperation with the Berlin Chamber of Physicians as a decisive success factor for the program

• Recognition of research periods by the Berlin Chamber of Physicians (up to 18 months) and thus generally no extension of the residency training period for (Digital) CSP fellows.
• Data from the Berlin Chamber of Physicians show that CSP fellows perform as well during their board examination as colleagues who do full-time clinical work.

Development and implementation of career phase-specific funding lines

Since 2019 (J) Digital CSP
Since 2021
Junior Clinician Scientist Program
MD stipends
Clinician Scientist Program
Consolidation
Advanced Clinician Scientist Program
Sustainability
Support

Annual applications and approvals

Continued demand & excellent applications

With over 150 fellows and around 300 alumni from the different funding lines, the BIH Charité CSP is by far the largest CSP in Germany. For each of the (Junior) (Digital) Clinician Scientist funding lines, there are two calls a year, with each funding line in consistently high demand. Since 2019, there has been an average of around 110 applications per year. The average funding rate across all funding lines is currently 49%, which unfortunately means that not all high-quality applications can be funded.

Attractiveness of the program through measures for equal opportunities and family support

• Gender-segregated evaluation and selection
• Application and presentation coaching, information events specifically for (potential) female applicants
• Enabling parental leave and part-time work during the program period
• On-site childcare at all program events

Disclaimer: All data corresponds to the current status of our administration (20.03.2023). Please note that the graphics and statistics shown here are not intended for use in other presentations or reports. If you require such data, please contact the CSP office.
CSP Fellows are very successful in acquiring third-party funding and thus generate a "return on investment" of approximately 2:1.

CSP Fellows and alumni are active as Principle Investigators in more than 78 networks, including EU-funded and nationally funded networks.

The networks have so far resulted in more than 100 original papers published in high-ranking journals in their field, more than half of which are first and last authorships.

About a third of the publications were published in the top 10% of the respective subject areas, e.g. "Lancet" and "Nature".

Quality assurance measures for constant program optimization:
- Standards and measures for quality assurance, e.g. a two-stage selection process with an in-depth analysis of the track record, formalized meetings to reconcile objectives with target agreement, structured online reporting and regular feedback meetings.
- Monitoring system for "protected research time" in the electronic personnel planning system of the Charité.
- Comprehensive cooperative program evaluation with the German Centre for Higher Education Research and Science Studies (DZHW).
- Development of a National Clinician Scientist Cohort (in cooperation with the „Medizinischen Fakultätenstag e.V.”)

Excellent performance and outcomes of fellows and alumni:

**Acquired third party funding**

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount (€)</th>
</tr>
</thead>
<tbody>
<tr>
<td>DFG</td>
<td>5,000,000</td>
</tr>
<tr>
<td>Probability</td>
<td>10,000,000</td>
</tr>
<tr>
<td>BIH</td>
<td>15,000,000</td>
</tr>
<tr>
<td>EU</td>
<td>10,000,000</td>
</tr>
<tr>
<td>Federal</td>
<td>20,000,000</td>
</tr>
<tr>
<td>Industry</td>
<td>25,000,000</td>
</tr>
<tr>
<td>Translational research centers</td>
<td>30,000,000</td>
</tr>
<tr>
<td>Charité &amp; others</td>
<td>35,000,000</td>
</tr>
</tbody>
</table>

**Successful clinical and academic career outcomes**

<table>
<thead>
<tr>
<th>Target position/ Qualification</th>
<th>Number of fellows and alumni*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leading clinical position</td>
<td>61</td>
</tr>
<tr>
<td>Principle Investigator</td>
<td>50</td>
</tr>
<tr>
<td>Habilitation</td>
<td>113</td>
</tr>
<tr>
<td>W2 Professorship</td>
<td>15</td>
</tr>
<tr>
<td>W3 Professorship</td>
<td>10</td>
</tr>
</tbody>
</table>

* related to a total number N=264

Despite the great success of the program and the core funding from the BIH and Charité, the BIH Charité CSP is additionally dependent on financial support from external funders/supporters. If you are interested in supporting the program, e.g. by funding CSP Fellows as a sponsorship, please feel free to contact us at clinician-scientist@charite.de or have a look at https://www.bihealth.org/en/translation/innovation-enabler/academy/translate-to-englisch-foedrerer

The BIH Charité Clinician Scientist Program offers sponsors:
- **Targeted thematic funding opportunities** in line with the purpose of the sponsor’s foundation.
- **Opportunity to support the sustainable promotion of young talent** at the level of excellence in medical research or its sub-aspects for specific diseases, e.g. through sponsorships.
- **Visibility** through presentations/publications and public appearances.
- **Provision of data and data analysis** on funded fellows, their career paths and successes.