



# Curriculum Vitae – Dr. Julia Heuritsch

After my MSc in Astronomy, I switched to science policy in order to investigate how science can be conducted more efficiently and how the neoliberalist culture can be transformed. However, I came to the conclusion that academia is yet too isolated from the real world. Like a butterfly I have transformed from a researcher to an Agile Trainer/ Coach, using evidence-based methods. My analytical & strategic mindset always strives for finding innovative solutions and making the impossible possible.

## Contact Information



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🌐 Nationality: Austria

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## ▼ Professional Experience

### Agile Trainer/ Coach

#### ▼ **Agility Masters/ Gladwell Academy**, Amsterdam (NL), since May 2023

- Part-time: 0.8 FTE (32hrs/week)
- Training & coaching external clients in the Agile Mindset and Agile frameworks (such as Scrum & SAFe). E.g.: ASML, Vanderlande, Deloitte, PCCW, etc
- Guiding scaled (agile) transformations, advising and coaching Agile / Scrum Teams and implementing agile ways of working
- Competent discussion partner for the workforce, including leadership
- Content creation for our German and international blogs

### Science Communication Editor (@ European Space Agency)

#### ▼ **HE Space Operations**, Noordwijk (NL), since March 2023

*Actively working with 3 team members*

- Part-time: 0.2 FTE (8hrs/week)
- Editing & publishing content for the Space Science section on ESA's website as part of the Science Communication team at the European Space Agency.

## Partner

### ▼ Unternehmensdemokraten, Berlin (GE), Sept 2019 - March 2023

*Actively working with 3 team members*

- Advising on business development strategy
- Customer acquisition
- Fostering agile teamwork: establishing a culture of openness, participation, conflict management & continuous learning and measuring progress with OKRs

## Research Executive: Evidence-based New Work

### ▼ Unternehmensdemokraten, Berlin (GE), March 2019 - Dec 2021

*Actively working with 3 team members*

- Developing methods to monitor self-organised processes to offer evidence-based guidance in transformation processes towards an agile, participative & self-organised culture
- Blogging on Evidence-based New Work
- Statistical analysis of a web-based survey on the status of self-organisation in German-speaking countries
- Moderating research colloquia (~10 participants) on New Work related topics  
(sustainability, participation, self-organisation, employee motivation, ambiguity tolerance, etc)

## Doctoral Researcher: Reflexive Metrics (Science Studies)

### ▼ Humboldt Universität zu Berlin (HU), Berlin (GE), Feb 2018 - Dec 2021

*Research group: 9 team members; including co-managing 4 research assistants*

- PhD candidate at the Berlin Graduate School of Social Sciences (BGSS); Topic: How does the current culture in science, particularly

its performance measurement, affect research quality and the motivation of scientists?

- Conducting qualitative & quantitative research; including interviews, web-based survey & statistics; Output: **Doctoral Thesis** & **6 publications**
- Attending a variety of courses & workshops, including agile management/leadership, change communication and resilient democracy
- Presenting at conferences & invited talks

## Chief Science Advisor

### ▼ **Exosphere Group**, UK/ UAE (*remote*), March - Dec 2018

Space Science Outreach Startup; Working with artists, creative developers & educators on innovative outreach projects:

- VR game on the future of human space exploration & planetary development: Concept development
- Museum of Cosmology: redefining space museums as an interactive platform where beauty & science converge and citizens, scientists & creatives connect

## Junior Researcher

### ▼ **Centre for Science & Technology Studies (CWTS)**, Leiden (NL), Dec 2015 - Dec 2017

- Fields: Scientometrics, Evaluation & Knowledge Production Processes
  - Qualitative Research (interviews & document analysis): Studying the relationship between the science evaluation system and research behaviour of astronomers (published in ArXive & ROOMb).
  - Quantitative Research (surveys, R & SPSS):
    - Leading collaboration with CBS (Statistics Netherlands) studying the career pattern of PhD holders
    - Studying the employability of PhD holders (SocArXiv Paper)



- Participating in efforts towards a more diverse & inclusive research culture

## Stagiaire (Intern)

▼ **European Space Agency (ESA/ ESTEC)**, *Noordwijk (NL), Sept - Oct 2010*

- Restructuring the content of the SRE-PAT's\* public website to reflect the full range of its tasks and outcomes. This included interacting with colleagues to gather inputs, as well as participating in Concurrent Design Facility activities to gain first-hand experience of some of the SRE-PAT's work.



\* Directorate of Science and Robotic Exploration (SRE), Science Projects Department (P), Advanced Studies & Technology Preparation Division (A), Advanced Technologies Section (T)

## Research Intern

▼ **Institute of Atomic and Subatomic Physics**, *Vienna (AT), July 2010*

Research on p-processes and p-nuclei

## Software Development Intern

▼ **SIEMENS AG**, *Vienna (AT), 2006-2009*

Annual one-month internship: Programming & Troubleshooting using C# and VBA

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## ▼ Volunteering

### Community of Practice "Agile Work"

▼ **Beratergemeinschaft e.V.**, *Berlin (DE), since Dec 2022*

- Member of Community of Practice "Agile Work"
- Exchange with fellow agile practioners regarding lessons-learned and latest developments

## External Affairs Officer

▼ **PhD Association (Leids Promovendi Overleg; LEO)**, *Leiden (NL), March 2016 - Feb 2018*

- Assisting PhD candidates with political matters
- Regular meetings with Leiden University's vice-rector and the national PhD council (Promovendi Network Nederland; PNN)
- Establishing strong relationships between LEO, other PhD associations and PhDoc (Leiden's PhD council)
- Organising workshops to get international PhDs accustomed to life in the Netherlands
- December 2016: Grant (€5000) by Van Bergen Fund to connect international and Dutch PhD candidates in Leiden

## Organisation Committee Member

▼ **Space Generation Congress 2017**, *Adelaide (Australia), Feb - Sept 2017*

Coordination & logistics of delegates, working groups, media, editors, scholarships, and local team.

## National Point of Contact for Austria

▼ **United Nations – SGAC (Space Generation Advisory Council)**, *Vienna (AT), July 2013 - June 2017*

- Regular reporting of Austria's SGAC activities in space education and outreach
- Communication channel between SGAC, Austrian students & young professionals

## Research Intern

▼ **ÖWF (Austrian Space Forum)**, *Innsbruck (AT), July - Aug 2011*

- Laboratory experiments on contamination vectors during extravehicular activities. Result: 1st BSc thesis
- Outreach: Blog report & Events for school children

## ▼ Education

### ▼ Courses & Workshops

- 2021 (*Berlin, DE; online*): Several workshops on *agile leadership topics*, such as
  - Change management
  - Change communication
  - Culture change
  - Digital leadership
  - Resilience in leadership
  - Knowledge management
- Winter semester 2020/21 (*Berlin, DE; online*): Course on design thinking on resilient democracy
- March 2021 (*Berlin, DE; online*): Workshop on "Statistical Modelling with R and Stan"
- 2020 (*Salzburg, AT & online*): 5-module certification seminar on Synergetic Process Management
- September 2019 (*Muteesa Royal University, UG*): International Summer School on Survey Methodology and Data Management; funded scholarship by GESIS
- June 2019 (*Berlin, DE*): Workshop on "Agile Project Management"
- November 2018 (*Berlin, DE*): Workshop on university teaching ("Wie geht gute Lehre")
- July 2018 (*Vienna, AT*): European Summer School for Scientometrics (ESSS)
- November 2017 (*Leiden, NL*): Workshop on "Competences & Motives"
- October 2017 (*Leiden, NL*): Workshop on "The Power of Expressions"
- April 2017 (*Leiden, NL*): Bibliometric Network Analysis and Science Mapping Using VOSviewer Course
- January 2016 (*Leiden, NL*): Advanced Citation Analysis Course

## ▼ Schools & Universities

### Space Studies Programme

#### ▼ International Space University (ISU), Haifa (IL), July - Sept 2016

- Outreach Activities of the Humanities Department: [Video](#)
- Team Project: [Space Big Data](#) – Final Presentation Lead & Script Writing: [Video](#)

### Master of Science (Astronomy)

#### ▼ Leiden University, Leiden (NL), Sept 2013 - Aug 2015

Funded by the JH Oort Scholarship for Outstanding Students (€11,000/year)

Completed the "Research in Astronomy" specialisation

- 1st MSc thesis: "A laboratory study of sulfur-bearing ices" (supervisors: Prof. Dr. Ewine van Dishoeck, Prof. Dr. Harold Linnartz)
- 2nd MSc thesis: "Searching for transiting exo-ring planetary systems" (supervisor: Dr. Matthew Kenworthy)

### Astronomy & Philosophy

#### ▼ University of Vienna, Vienna (AT), Oct 2012 - Aug 2013

Master-level courses (Astronomy), elective courses: physics & philosophy

### Bachelor of Science (Astronomy)

#### ▼ University of Vienna, Vienna (AT), Oct 2009 - Oct 2012

Completed with High Distinction

- 1st BSc thesis: "Statistical evaluation of contamination vectors during EVAs" (supervisors: Prof. Dr. Gerhard Hensler & Dr. Gernot Grömer from the *Austrian Space Forum, ÖWF*)

### Joint Study Programme abroad

#### ▼ Australian National University (ANU), Canberra (AU), Feb - Aug 2012

Completed with High Distinction

- 2nd BSc thesis: "Star Formation Rates in Faint Galaxies –Testing the Kennicutt-Schmidt law" (supervisor: Dr. Helmut Jerjen)

## Diploma in Network Technology

▼ **HTL Donaustadt (Higher Technical College)**, Vienna (AT), Sept 2004  
- Aug 2009

Completed each year with grade point average of 1.0 (scale: 1.0-5.0)

Extensive focus on software development and IT (in particular, network technology)

- Programming of simulations and animations intended to make cosmology accessible to the public.

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## ▼ Skills

### ▼ Languages

German  

Native speaker

English 

C2 (Proficient/Fluent); Cambridge ESOL BEC (2007), TOEFL (2010 & 2013)

Dutch 

B2 (Upper-intermediate)

### ▼ Technology

#### Extensive experience:

Python (including AMUSE), R, SPSS, C++, C#, HTML, remote collaboration tools (e.g. Trello, Slack, Miro, Teams), Wordpress, MaxQDA

#### Some experience:

SQL, PHP, Origin, Mathematica, Matlab, Period04, ImageJ, MaximDL, LaTeX, Javascript, VOSViewer, VBA, Linux, Fortran, Java

## ▼ Communication & Outreach

- Since 2005: Tutoring in mathematics, physics, computer science & programming, English and German
- Ongoing: Blogging about valuable life lessons & scientific topics, such as the Science of Human Behaviour
- Ongoing: Participation in astronomy/ science policy outreach efforts
- 2015-2021: Presentations about my research, space related topics & societally relevant topics at various conferences (see below)
- 2009-2011: Publishing solution approaches to university assignments, which are reportedly still useful to the current generation of students to understand the problem definition

## ▼ Organisational & Managerial

- Agile teamwork: establishing a culture of openness, participation, conflict management & continuous learning
- Excellent time & resource management skills
- International manoeuvrability & collaboration: Studying and working as an expat in various countries
- Self-management: Planning and carrying out PhD project and managing student assistants (see Professional Experience)
- 2016-2017: First administrator of the COMbine Network (founded by CWTS & the British Academy); A network of academics from the research evaluation field, encouraging a culture of a high-quality mix of quantitative and qualitative methodology.

## ▼ Other Soft Skills

- Persistence & resilience in challenging situations
- Empathetic listening
- Positive attitude towards life & people
- Enthusiasm & Ability to inspire
- High emotional intelligence
- Consensus-seeking in solution approaches



- Reflective & growth-oriented
- Ambiguity tolerance
- Meta talks: stepping beyond the content of an issue and discussing it from a meta-perspective
- Holistic approach – as well as – Mindful of details

## ▼ Achievements

### ▼ Honours & Awards

2018: 10th place in a science blogging competition (50 shades of fucked up science)

2016: Grant (€5000) by Van Bergen Fund to connect international and Dutch PhD candidates in Leiden

2016: Acquiring funding of the total amount of €18,000 for the *ISU SSP16* tuition

2013-2015: *JH Oort* scholarship granted twice by Leiden University (€11,000/year)

2012: *Joint study* scholarship to enable studies at the ANU

2010-2013: Annual performance scholarship granted by the University of Vienna

2009: Jugend Innovativ award for my cosmology outreach project

2008: *SIEMENS 'Top Tech'* Membership

2001-2009: Annual reward granted by schools for my outstanding grades

### ▼ Certificates

2024: Organisation & Relationship Systems Coaching @ Work (ORS@Work)

2023: ICAgile Coach (ICP-ACC)

2023: SAFe 6.0 Practice Consultant (SPC)

2023: **Synergetic Process Management** (Paracelsus Medical Private University)

2022: Agile Coach

2022: Professional Agile Leadership - Evidence-Based Management (PAL-EBM)

2022: Professional Agile Leadership (PAL I)

2022: Professional Scrum Product Owner (PSPO I)

2022: Professional Scrum Master (PSM I)

2008/2009: Cisco Certified Network Associate I & II

2008: Cisco IT Essentials II

## ▼ **Articles & Publications**

👉 *Find my personal & science blog [here](#)*

▼ *Find the content created for Gladwell Academy also here: [German](#) & [international](#) articles*

- [Business Agility – The Vision](#) (Blog article)
- [The Agile Mindset – Being Agile](#) (Blog article)
- [Nurturing Resilience](#) (Blog article)
- [Enabling Self-Organisation](#) (Webinar)
- [Psychological Ownership](#) (Whitepaper)
- [The Agile Manifesto: A series](#) (Series of blog articles)

▼ Click [here](#) for a complete list of articles & publications including my essays

- 2024 (HU): [Reflexive Metrics: Reactivity and Practices of the Evaluation Culture in Astronomy](#) (Doctoral Thesis)
- 2021 (HU): [Towards a Democratic University: A call for Reflexive Evaluation and a Participative Culture](#)
- 2021 (HU): [Reflecting on Motivations: How Reasons to Publish affect Research Behaviour in Astronomy](#) (published: 2023)
- 2021 (HU): [Reflexive Behaviour: How Publication Pressure Affects Research Quality in Astronomy](#)
- 2021 (HU): [Exhibition: Reflections on the Universe – Nature Astronomy](#)

- 2021 (HU): The Evaluation Gap in Astronomy – Explained through a Rational Choice Framework (2nd part published: 2023)
- 2020 (CWTS): 'People take you more seriously': the perceived value of a PhD degree and the skills mismatch in the labour market – cited in the following websites/ blog articles:
  - Insights from industry: PhD Skill Discrepancy
  - PhD students insufficiently prepared for life outside academia
  - Skill gaps of PhD graduates
- 2020 (HU): Knowledge Utilization and Open Science Policies: Noble aims that ensure quality research or Ordering discoveries like a pizza?
- 2019 (HU): Effects of Metrics in Research Evaluation on Knowledge Production in Astronomy | A Case Study on Evaluation Gap and Constitutive Effects
- 2018 (CWTS): Publish or perish: the astronomer's dilemma

## ▼ **Conferences & Guest Speaker Appearances**

- May 2021 (*European Southern Observatory; online*): "Reflexive Metrics – Reactivity and practices of quantification in research evaluation in Astronomy"
- May 2021 (*Institute of Cosmos Science, University of Barcelona; online*): "Reflexive Metrics – Reactivity and practices of quantification in research evaluation in Astronomy"
- October 2019 (*University of Dallas, US*): "A woman in space science"; paid talk
- October 2019 (*Washington DC, US*): International Astronautical Congress (IAC): Poster
- September 2019 (*Rome, IT*): Conference of the International Society for Scientometrics and Informetrics (ISSI): Presentation
- June 2019 (*Berlin, DE*): Conference for Advancing & Evaluating the Societal Impact of Science (AESIS)
- May 2019 (*Graz, AT*): Conference on Critical Issues in Science, Technology & Society Studies: Presentation

- May 2019 (*Bochum, DE*): Teaching a seminar to 1st year social scientists on "Reality in Astronomy"
- October 2018 (*Bremen, DE*): International Astronautical Congress (IAC)
- September 2018 (*Leiden, NL*): Conference on Science and Technology Indicators (STI): [Presentation](#)
- August 2018 (*Vienna, AT*): International Astronomical Union General Assembly (IAU GA): Poster
- November 2017 (*Berlin, DE*): Data Natives Conference
- September 2017 (*Adelaide, AU*): International Astronautical Congress (IAC)
- September 2017 (*Adelaide, AU*): Space Generation Congress (SGC)
- September 2017 (*Paris, FR*): Conference on Science and Technology Indicators (STI): [Poster](#)
- September 2017 (*Berlin, DE*): [LessWrong](#) Rationality Community Weekend
- June 2017 (*Prague, CZ*): European Week of Astronomy and Space Science (EWASS): Presentation
- September 2016 (*Valencia, ES*): Conference on Science and Technology Indicators (STI): [Presentation](#)
- December 2015 (*Vienna, AT*): Presenting at Five Worlds Collide – the unconference for effective altruism, quantified self, rationality/scientific thinking, transhumanism and artificial intelligence
- October 2015 (*Noordwijk, NL*): SpaceUp unconference: [Presentation](#)
- April 2015 (*Straßbourg, FR*): SpaceUp unconference : Presentation
- March 2015 (*Cologne, DE*): SpaceUp unconference: Presentation
- February 2015 (*Guildford, UK*): [UKSEDS National Student Space Conference 2015](#)

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## ▼ Spare Time Activities

**Interests:** getting to know different cultures & mentalities, meta talks, personal development & culture change, human behaviour, fundamental

(astro-)physics, philosophy

**Sports:** jogging, strength training, yoga, hockey, skiing

**Relaxation:** watching movies/ series, reading novels, board-games

**Since 2010:** certified ski instructor

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