

Report from the LHC Early Career Scientists Fora

10th Edition of the Large Hadron Collider Physics Conference



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for the
LHC Early Career Scientists Fora

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Establishment of early career scientists committees

- **2010:** ALICE Junior Representatives
 - 3 representatives
 - 2 year mandates
- **2013:** CMS Young Scientists Committee (YSC)
 - ~ 20 members with Chairperson, Deputy, and Secretary
 - 1 year mandates
- **2014:** LHCb Early Career, Gender and Diversity Office (ECGD)
 - 2 officers (+2 early career representatives as of 2019)
 - 2 year mandates
- **2017:** ATLAS Early Career Scientists Board (ECSB)
 - 7 members with monthly rotating Chairperson
 - 2 year mandates

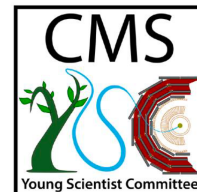
Scope of early career scientists committees

Early career scientists make up roughly 50% of members in each collaboration

- Each early career scientists committee represents the best interests of their constituents:
 - Ensure the recognition of contributions from early career scientists
 - Provide a link between early career scientists and their respective management
 - Generate an open forum for internal discussion(s)
 - Including those across all 4 committees
 - Organize yearly events individually and in unison



ALICE



Prominent roles of early career scientists committees

■ ALICE Junior Representatives:

- Voting rights in Management Board (MB) and Collaboration Board (CB)
- Frequent meetings with Spokesperson (SP) and CB Chairperson



■ ATLAS ECSB Members:

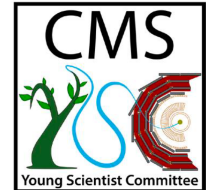
- Frequent meetings with MB and CB

■ CMS YSC Members:

- Ex-officio membership in CB
- Frequent meetings with SP and CB



ALICE



■ LHCb ECGD Members:

- Non-voting membership in CB
 - 1 officer + 1 early career representative
- Frequent meetings with CB



Events hosted by individual committees

- **Induction events**
(ALICE, ATLAS, CMS, LHCb)
- **Early career scientists events during collaboration weeks**
(ALICE, ATLAS, CMS, LHCb)
- **Analysis tutorials/starterkit**
(ALICE, ATLAS, LHCb)
- **Meet and eat/coffee breaks**
(ATLAS, CMS, LHCb)
- **Inclusive leadership workshops**
(ALICE, LHCb)
- **Journal club/dinner and happy hour**
(ALICE, CMS)
- **Job matching events**
(CMS)

CMS Job Matching Event (JMEv) Fall 2021

11 Oct 2021, 02:00 → 15 Oct 2021, 13:30 US/Eastern

Adelina Eleonora Lintuluo (IT - Karlsruhe Institute of Technology (KIT)), Anelya Karadzhirova-Ferrer (Helsinki Institute of Physics (HiFi)), Bruno Alves (IP Laboratoire de Instrumentation & Physique Experimentale de Paris), David Benjamin Anthony (University of Bristol (UBS)), Kathryn Wendy Coldham (Birkbeck University (BBS)), Lin Helen Vagø (Princeton College (PCB)), Melissa Kathryn Quinlan (Univ of California Santa Barbara (UCSB)), Muhammad Anwar Iqbal (University of California Los Angeles (UCLA))

Description The CMS Young Scientist Committee (CMS YSC) is planning to organize the fourth Internal Job Matching Event (JMEv) Fall 2021, in order to help both the young scientists of the CMS Collaboration who wish to pursue a scientific career and apply for a job at another CMS institute, and the senior scientists of the CMS Collaboration who are actively seeking specialized personnel for their groups. Young scientists are encouraged to prepare a maximum of 5 slides containing some of their most interesting research results and their building experience in PDF format. Senior researchers offering job positions are encouraged to prepare a short (10 minutes long) presentation highlighting the structure, activities and interests of their group in PDF format.



ALICE Juniors Day: March 3

Thursday 3 Mar 2022, 09:00 → 13:10 US/Eastern

Bong-Hwi Lim (Pusan National University (PNU)), JiHyee Song (Pusan National University), Shirming Yuan (University of Bergen (NBC))

Description This event is for Juniors and invited guests only.

Recording - CC cont.

Videoconference Juniors Day March 3



Early Career Scientists Fora (ECSF) activities

All 4 Early career scientists committees meet multiple times (3 to 4) every year:

- Discuss common issues amongst constituents
- Share experiences and appropriate courses of action
- Plan and organize events
- Debrief on event execution

Events organized and hosted by the ECSF:

- LHC Career Networking event
 - with CERN HR and alumni network
- LHC Early Career Mentoring Program
- “A conversation over ice cream”
- Soft skills workshops
- Mental Health Workshop

LHC Career Networking event

Presentations are given by LHC alumni providing insight for career opportunities outside of academia

- Representative of various fields (IT, industry, finance, etc.)
- Interactive round table discussion
- Q & A session
- Space to meet CERN alumni

Previous events:

[2018](#)

[2019](#)

[2020](#)

[2021](#)



LHC Early Career Mentoring Program

Senior scientists (mentors) at the LHC are matched with early career scientists (mentees) from different collaborations for 9 months:

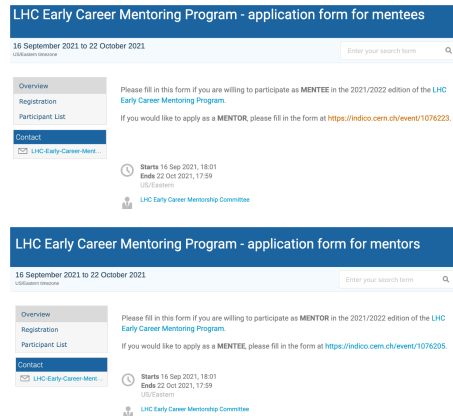
- Semi-regular confidential meetings are held between pairs
- ~20 pairs are formed each period

Previous Iterations:

2020 - 2021 ([mentor](#), [mentee](#))

2021 - 2022 ([mentor](#), [mentee](#))

Applications open in mid-September and matching process begins in late October; mentorship period runs from November thru August following matching.

The image shows two screenshots of the LHC Early Career Mentoring Program application forms. The top screenshot is for mentees, titled 'LHC Early Career Mentoring Program - application form for mentees'. It includes a search bar, a navigation menu with 'Overview', 'Registration', 'Participant List', and 'Contact', and a main text area with instructions for mentees. The bottom screenshot is for mentors, titled 'LHC Early Career Mentoring Program - application form for mentors'. It has a similar layout but with instructions for mentors. Both screenshots show the dates '16 September 2021 to 22 October 2021' and the LHC logo.

“A conversation over ice cream”

Short presentations (15 - 20 minutes) are given by experts for a general audience

- Usually done with ice cream
- Online format has been implemented

Topics for previous events:

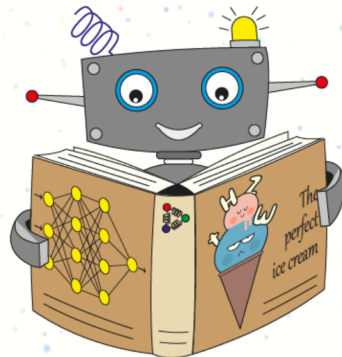
2018: Dark matter/energy and multi messenger astrophysics

2019: Highlights of neutrino physics

2020: Future detectors for particle physics

2021: Machine learning in high energy physics

Machine learning in high energy physics
a conversation over ice cream



5 October 2021, 16:00 CEST

<https://indico.cern.ch/event/1074354/>



Soft skills workshops

Workshops are conducted by experts pertaining to various pertinent “soft” skills

- Interactive round table discussion
- Q & A session

Previous workshops:

April 2020: Working from home

June 2020: CV writing for academia and industry

November 2020: Effective science communication

March 2021: CV writing for academia

June 2021: Personal statement & research proposal writing

LHC Soft skills workshop: Personal statement and research proposal writing

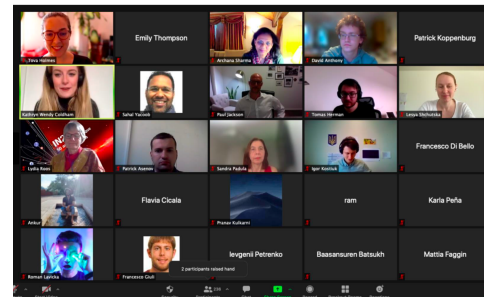
Friday 4 Jun 2021, 04:00 → 12:30 US Eastern

<https://cern.zoom.us/j/656684576675?pwd=Q2kwQ0daMkFnNj00dmFNdjB6eUZOQT09>

The ATLAS Early Career Scientist Board, Tomas Herman (Czech Technical University in Prague (CTU)), for the ALICE Junior Representatives, Igor Kostin (National Institute for subatomic physics (INIS)), for the LHCb Early Career, Gender and Diversity Office, Patrick Asehov (New York University (NYU)), Kathryn Wendy Coldham (Brunel University (BU)), David Benjamin Anthony (University of Bristol (UB)), for the CMS Young Scientists Committee.

Description: The Early Career Scientists Fora of the four large LHC experiments have joined forces to organise a cycle of soft skills workshops, where each event will focus on a different career development training aspect (CV writing, grant writing, the importance of networking, career paths, negotiations for a new job, interview preparation, etc.).

The 6th of these workshops will take place on **Friday 4th June** and will be dedicated to **"Personal statement and research proposal writing"**.



Mental Health Workshop

Workshop led by qualified therapist and life coach in order to raise mental health awareness in the workplace

Topics of choice:

- Identifying differences between good and poor mental health
- Recognizing impact of mental health on peoples lives and working environments
- Learning to be proactive when dealing with depression, stress, and anxiety

Healthy Minds for Master Minds: Mental Health event for early-career scientists

Friday 28 May 2021, 07:00 → 09:00 US/Eastern

The ATLAS Early Career Scientist Board , for the ALICE Junior Representatives , for the LHCb Early Career, Gender and Diversity Office , for the CMS Young Scientists Committee

Description The Early Career Scientists Fora of the four large LHC experiments have joined forces to organise a **virtual workshop on mental health**, which will take place on **Friday, May 28th from 13:00-15:00 CEST**. We are excited to announce that the workshop will be run by **Sarah Speziali**, a therapist and life coach who has extensive experience raising awareness about mental health in the workplace. In this workshop, the following topics will be covered with a focus on early career scientists:

1. Understand the differences between good and poor mental health
2. Recognise the impact of mental health on people's social lives and work environments
3. Learn how to be proactive when dealing with stress, anxiety, and depression.

Workshop provided interactive round table discussions, polls, and Q & A session

External inks to literature on the effects on mental mealth by COVID-19:
LHCb and Nikhef

Summary

The early career scientists committees provide a wide variety of services both independently and in unison throughout the entire calendar year

- Represent the best interests of the early career scientists at the LHC
- Promote diverse and inclusive spaces for constructive discourse

Upcoming Soft Skills Event ([Indico Link](#)): June 17th, 2022 at 17:00 (CET)

What I wish I knew when I was a PhD student/postdoc

17 June 2022
US/Eastern timezone

The panel will comprise:

- **Ben Davis-Purcell** – Ph.D. student from Carleton University in Ottawa, Canada (ATLAS)
- **Deepa Thomas** – Postdoctoral Research Associate at The University of Texas at Austin (ALICE)
- **Dominik Mitzel** – Postdoctoral Researcher (LHCb)
- **Eluned Smith** – Postdoctoral researcher at RWTH Aachen University (LHCb)
- **Erica Brondolin** – Applied Scientist at CERN (CMS)
- **Fernando Antonio Flor** – Postdoctoral Researcher (ALICE)
- **Patricia McBride** – Spokesperson-Elect of the CMS Collaboration and Distinguished Scientist at Fermilab
- **Sourav Sen** – Research Scientist in the Machine Learning Team at Upstart (formerly ATLAS)

Contact Us

- **LHC Early Career Scientists Fora**
lhc-early-career-scientists-fora@cern.ch
- **ALICE Junior Representatives**
alice-junior-reps@cern.ch
- **ATLAS Early Career Scientists Board**
atlas-ecsb@cern.ch
- **CMS Young Scientist Committee**
cms-young-scientist-comittee@cern.ch
- **LHCb Early Career, Gender and Diversity Office**
lhcb.ecgd@cern.ch

