

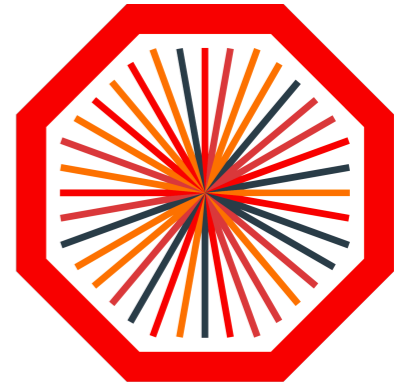
OLGA SUNNEBORN GUDNADOTTIR  
FOR THE FORA

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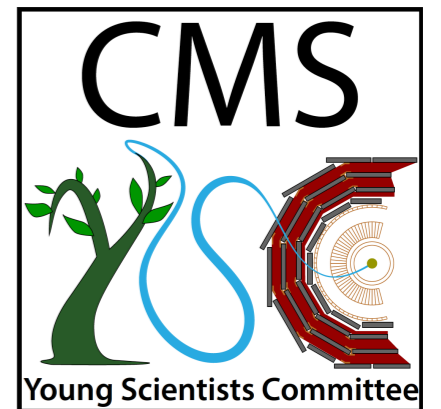
# REPORT FROM THE LHC EARLY CAREER SCIENTIST FORA

## WHO ARE WE?

- ▶ The **ALICE Junior Representatives**
  - ▶ 3 representatives, 2 year mandate
  - ▶ Founded in 2010
  - ▶ Vote in management decisions
- ▶ **CMS Young Scientists Committee (YSC)**
  - ▶ Around 20 members, with chairperson, deputy and secretary
  - ▶ Up to 2 year mandates
  - ▶ Founded in 2013
- ▶ **LHCb Early Career, Gender and Diversity Office (ECGD)**
  - ▶ 2 officers and 2 early career representatives
  - ▶ 2 year mandates/1+1 year mandates
  - ▶ Founded in 2014 (ECS representatives from 2020)
- ▶ **ATLAS Early Career Scientist Board (ECSB)**
  - ▶ 7 members, rotating chairperson
  - ▶ 2 year mandates
  - ▶ Founded in 2017



**ALICE**



## WHO ARE WE REPRESENTING AND HOW?

- ▶ Early Career Scientists make up between 40% and 60% of the collaborations (as of 2020)
  - ▶ Slight differences of Early Career Scientists (ECS) and Young Scientists (YS) definitions in the collaborations
- ▶ The role of each ECS fora in their respective collaboration is to
  - ▶ Support and be available to **ECS colleagues**
  - ▶ Support **newcomers** to the collaboration
  - ▶ Organise ECS **information** events
  - ▶ Organise ECS **social** events
  - ▶ **Advise** management on ECS matters
  - ▶ In general, see to the **needs of the ECS community**



## ACTIVITIES AND EVENTS ORGANISED BY THE FORA SEPARATELY

### ▶ Welcome events

- ▶ Talks from experts about the experiment
- ▶ E-mails with useful info and links
- ▶ Walking tours: Tours around CERN for everyday living

### ▶ Analysis tutorials

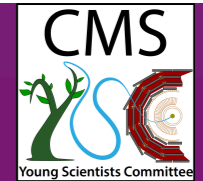
- ▶ Given either by other ECS or experts
- ▶ Software and analysis methods

### ▶ ECS Info events

- ▶ Events that can be of help to the professional lives of ECS
  - ▶ Info on service work/how to be part of the collaboration
  - ▶ Town Hall: platform for ECS to ask questions to management directly

### ▶ Networking

- ▶ Ways to get to know people in the collaboration you'd otherwise not
- ▶ Coffee or a meal



Welcome events

Induction day

Welcome e-mail  
CMS Induction course\*

Analysis tutorials

Starter kit

Software tutorial\*

Analysis tutorial

ECS Info Events

A year in ATLAS, Town Hall

Service work for juniors

Networking

Coffee with...

Meet & Eat

\*Not organised by ECS representatives

## ACTIVITIES AND EVENTS ORGANISED BY THE FORA SEPARATELY

### ▶ Socials

- ▶ Events for ECS to socialise with each others

### ▶ Collaboration weeks

- ▶ Special ECS focused sessions or days in the collaboration weeks of each experiment

### ▶ Surveys

- ▶ Surveys prepared by ECS representatives and circulated to (parts of) the collaboration
- ▶ Informs work for both the reps and management

### ▶ Workshops

- ▶ ECS focused workshops organised by ECS representatives

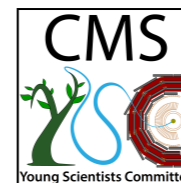
CMS also has a journal club, promotional videos



	ECGD	ATLAS EARLY CAREER SCIENTIST BOARD	ALICE	CMS Young Scientists Committee
Socials	Collaboration wide	Induction day socials BBQ (planned)	Dinner and drinks	Dinner and drinks Virtual social events
Collaboration weeks	ECGD sessions	ECS session, Poster session	Juniors day	
Surveys	LHC authorship, being a postdoc	Back to work after Covid, Meeting satisfaction		Childcare, PhD student satisfaction, PhD student supervisors
Workshops	Inclusive leadership training	Grant writing, Mental health event	Junior diversity, Inclusive leadership training, Healthy minds for masterminds	Job matching

## ACTIVITIES AND EVENTS JOINTLY ORGANISED BY THE FORA

- ▶ The representatives of all the ECS fora have regular meetings and day-to-day contact on Mattermost
  - ▶ Share experiences
  - ▶ Organise events
    - ▶ Soft skills workshops
    - ▶ Mentorship programme
    - ▶ Mental health workshops
    - ▶ Job matching events
    - ▶ Welcome tours for newcomers
    - ▶ Conversations over ice cream



## SOFT SKILLS WORKSHOPS

- ▶ Soft skills: job-related skills not covered by technical expertise

Caveat: the definitions of soft skills are many and diverse, this one fits the idea behind the workshops

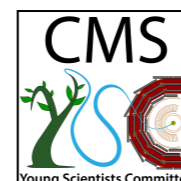
- ▶ Previous:
  - ▶ [Making the best of working from home](#) (April 2020)
  - ▶ [CV writing for academia and industry](#) (June 2020)
  - ▶ [Science communication](#) (November 2020)
  - ▶ [Interview skills for academia](#) (March 2021)
  - ▶ [Personal statement and research proposal writing](#) (June 2021)
  - ▶ [What I wish I knew when I was a PhD student/postdoc](#) (June 2022)

- ▶ Most recent:
  - ▶ [Effective Teamwork in Large Collaborations](#) (May 2023)



## MENTAL HEALTH WORKSHOPS

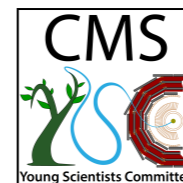
- ▶ [Healthy Minds for Masterminds](#) in 2021
- ▶ Both ALICE and ATLAS have had separate mental health events during 2022/2023
  - ▶ ALICE: June 2022
  - ▶ ALICE: February 2023
  - ▶ [ATLAS](#) (open to all experiments): March 2023
- ▶ Over 100 participants
- ▶ Currently planning next iteration as a joint event
- ▶ Some topics covered:
  - ▶ How to enhance coping strategies and efficiency when dealing with stressful times
  - ▶ How to build mental resilience and wellbeing
  - ▶ How to spot signs of poor mental health
  - ▶ Recognising mental wellbeing factors and their impact
- ▶ See [talk by Petra Loncar](#) later this week





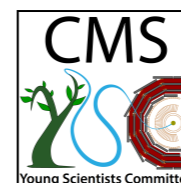
## OTHER EVENTS

- ▶ [Mentorship programme \(ongoing\)](#)
  - ▶ Professional mentorship programme across LHC experiments (open to members of all LHC experiments)
  - ▶ Highly appreciated – see [talk later this week](#) by Kathryn Coldham
- ▶ [Job matching event \(May 2023\)](#)
  - ▶ Has been running as a CMS-only event for several years, organised jointly for the first time this year
- ▶ [Newcomers' tours \(On-demand\)](#)
  - ▶ Free walking tours to all newcomers who work on a CERN experiment
  - ▶ Focus on areas commonly needed on a day-to-day basis
  - ▶ Originally a CMS initiative, but now organised jointly



## THE EARLY CAREER SCIENTIST FORA

- ▶ Each of the 4 large LHC collaborations has an ECS forum
  - ▶ Differences in organisation and definitions of ECS
  - ▶ Similar mandates:
    - ▶ Support ECS in the collaboration
    - ▶ Advise management on ECS issues
  - ▶ All active in organising events for ECS in their respective collaborations
- ▶ All 4 fora meet regularly: The Early Career Scientist Fora
  - ▶ Also organise events together



## CONTACT

- ▶ Contact us:
  - ▶ LHC Early Career Scientist fora: [lhc-early-career-scientists-fora@cern.ch](mailto:lhc-early-career-scientists-fora@cern.ch)
  - ▶ ALICE Junior Representatives [alice-junior-reps@cern.ch](mailto:alice-junior-reps@cern.ch)
  - ▶ ATLAS Early Career Scientist board (ECSB): [atlas-ecsb@cern.ch](mailto:atlas-ecsb@cern.ch)
  - ▶ CMS Young Scientist Committee (YSC) [cms-young-scientist-committee@cern.ch](mailto:cms-young-scientist-committee@cern.ch)
  - ▶ LHCb Early Career, Gender and Diversity Office (ECGD) [lhcb.ecgd@cern.ch](mailto:lhcb.ecgd@cern.ch)

