

# Report from the LHC experiments' young scientist forums

Kathryn Coldham

Head of the LHC Early Career Scientist Fora (LHC ECSF),  
on behalf of the LHC ECSF

# About the LHC ECSF

## **ALICE Junior Representatives:**

- Formed in 2013. 3 elected members. 2-year terms.
- Represent 765 ALICE juniors ( $\leq 5$  years after PhD)

## **ATLAS Early Career Scientist Board (ATLAS ECSB)**

- Formed in 2017. 7 elected members with 2-year terms
- 25 volunteers.
- Represents ATLAS members within 10 years of PhD completion

## **CMS Young Scientists Committee (CMS YSC)**

- Formed in 2013. 3 elected members (1 chair, 2 deputy chairs) with 1-year terms, can be extended to 2.
- Approx. 50 volunteers + 5 advisory members.
- Represents CMS members without a permanent position ( $> 2500$  members).

## **LHCb Early Career, Gender and Diversity Office ( LHCb ECGD):**

- Formed in 2014. 2 elected members. 1 year term, can be extended to 2.
- Represent approx. 800 LHCb members.



# LHC ECSF CERN Newcomers' Tours

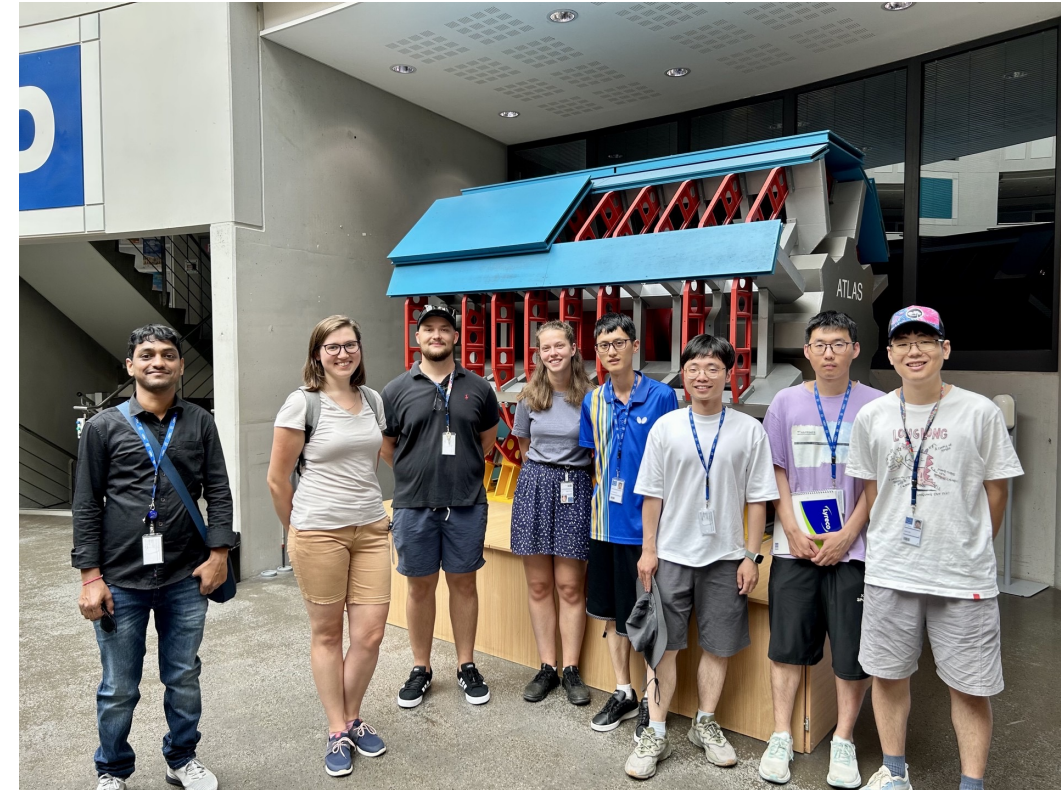
Indico category:  
<https://indico.cern.ch/category/17230/>

First tours began in March 2022 by the CMS YSC. Became a for a wide initiative in April 2022.

**Aimed at newcomers** but open to anyone at CERN.

Either on or close to a newcomer's first day.

Tours given by ECSF members and focus on the **areas needed on a daily basis.**



*Oliwia Katuzińska (second from left) and Jenny Lunde (fourth from left) giving a tour in August 2023. Image: Kathryn Coldham.*



# LHC Job Matching Event (JMEv)

Indico category:  
<https://indico.cern.ch/category/17231/>

Provides a platform for **recruiters and job seekers to meet** in moderated sessions (each 1 hour).

**1 in Spring and 1 in Autumn**, since September 2020.

Job seekers present **3 min long flash presentations**, followed by **Q&A**.

Includes talks by motivational speakers.



*Motivational speakers in the JMEv Autumn 2023 and Spring 2024.*



# LHC Soft Skills Workshops

9 since 2020:

- [Job Hunting in HEP](#)
- [On Networking, Proactivity and Enlarging our Circles of Influence](#)
- [Effective Teamwork in Large Collaborations](#)
- [What I wish I knew when I was a PhD student/postdoc](#)
- [Personal statement and research proposal writing](#)
- [Interview skills for academia](#)
- [Science communication](#)
- [CV-writing for academia and industry](#)
- [Making the best of working from home](#)



*The LHC Soft Skills Workshop held in January 2024.  
Image: Gizem Gul Dinçer.*

# Mentoring@CERN

Merger of the Women in Technology and LHC Early Career Mentoring Programmes.

Mentors/mentees with a **CERN contract** (e.g: user, fellow, staff, PART, external contractor) could register for the pilot round.

Registration took place 15<sup>th</sup> April-15<sup>th</sup> May, with an information session on the 25<sup>th</sup> April.

Indico category:  
<https://indico.cern.ch/category/18284/>

## Mentoring@CERN 2024/2025

15 April 2024 to 16 May 2024  
Europe/Zurich timezone

- Overview
- About the programme
- Information Session
- Registration
- About us
- Data privacy

**Contact**

[Mentoring-CERN@cern.ch](mailto:Mentoring-CERN@cern.ch)

We are pleased to announce that the Women in Technology (WIT) and LHC Early Career Mentoring programmes have merged to form **Mentoring@CERN!**

Mentoring@CERN aims to match mentors and mentees with an existing affiliation to CERN, irrespective of their age, career level or geographical location.

Registrations for the pilot round for our merged programme will open on **Monday the 15th of April 2024 and will close on Wednesday the 15th of May**. See more in the "[About the programme](#)".

An **information session** will be held on 25 April at 12:30 CET, where we will explain a bit more about what to expect in the pilot round. See more in the "[Information Session](#)".

In the meantime please feel free to **get in touch** with the organisers at [mentoring-cern@cern.ch](mailto:mentoring-cern@cern.ch) if you have any questions before the information meeting!

**Starts** 15 Apr 2024, 00:03  
**Ends** 16 May 2024, 00:01  
Europe/Zurich

**Application**  
Application for this event is currently open.

[Apply now >](#)



Indico category:  
<https://indico.cern.ch/category/17235/>

# Mental Health Workshops

[Sarah Speziali](#) (life coach and psychologist) was invited to deliver workshops in 2021 and 2023.

Extensive experience raising awareness about **mental health in the workplace.**

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

28 May 2021  
Europe/Zurich timezone

Overview

Timetable

Registration

Resources

LHC Early Career Scientists  
Fora

✉ [lhc-early-career-scientist...](#)

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.

Interaction will be encouraged via chat, polls, and Q&A during the workshop. If there are any specific mental-health related topics you would like to have discussed, please indicate this in the registration. This workshop is designed for early career scientists, but all are welcome to join.

The deadline to register for this event is **Wednesday, May 26th**. Registrants will receive a zoom link for the workshop via email prior to the event.

We would like to remind registrants to please follow the [CERN Code of Conduct](#) during this event.

 **Starts** 28 May 2021, 13:00  
**Ends** 28 May 2021, 15:00  
Europe/Zurich

# Surveys

## **ALICE Junior Representatives:**

- Mental health check-in (2023)

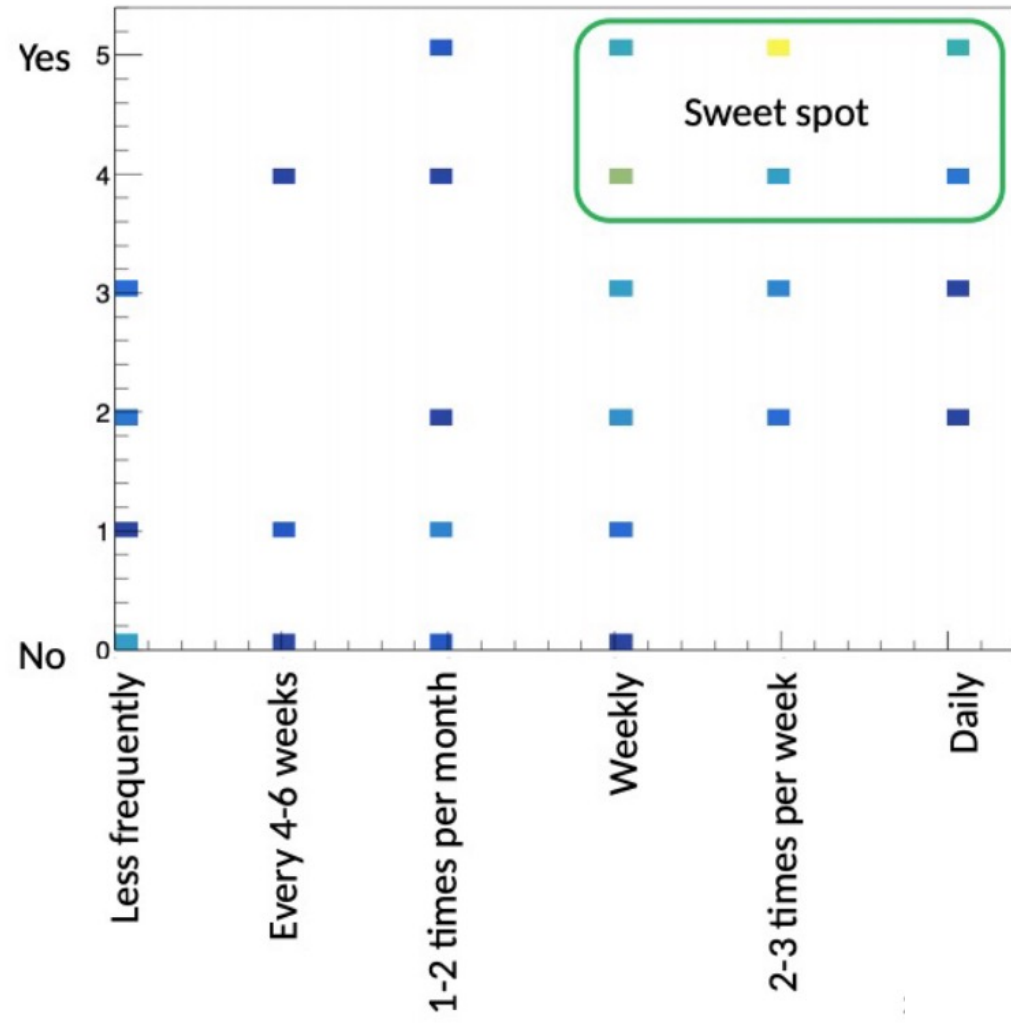
## **CMS YSC:**

- Satisfaction of CMS PhD students (2021)
- Childcare survey (2021)
- Satisfaction survey for the supervisors of CMS PhD students (2021)
- How aware are untenured CMS members of Collaboration Board matters? (2024)

More info in the **Outreach, Education and Diversity parallel session** on **Wednesday, 14:00-15:30!**

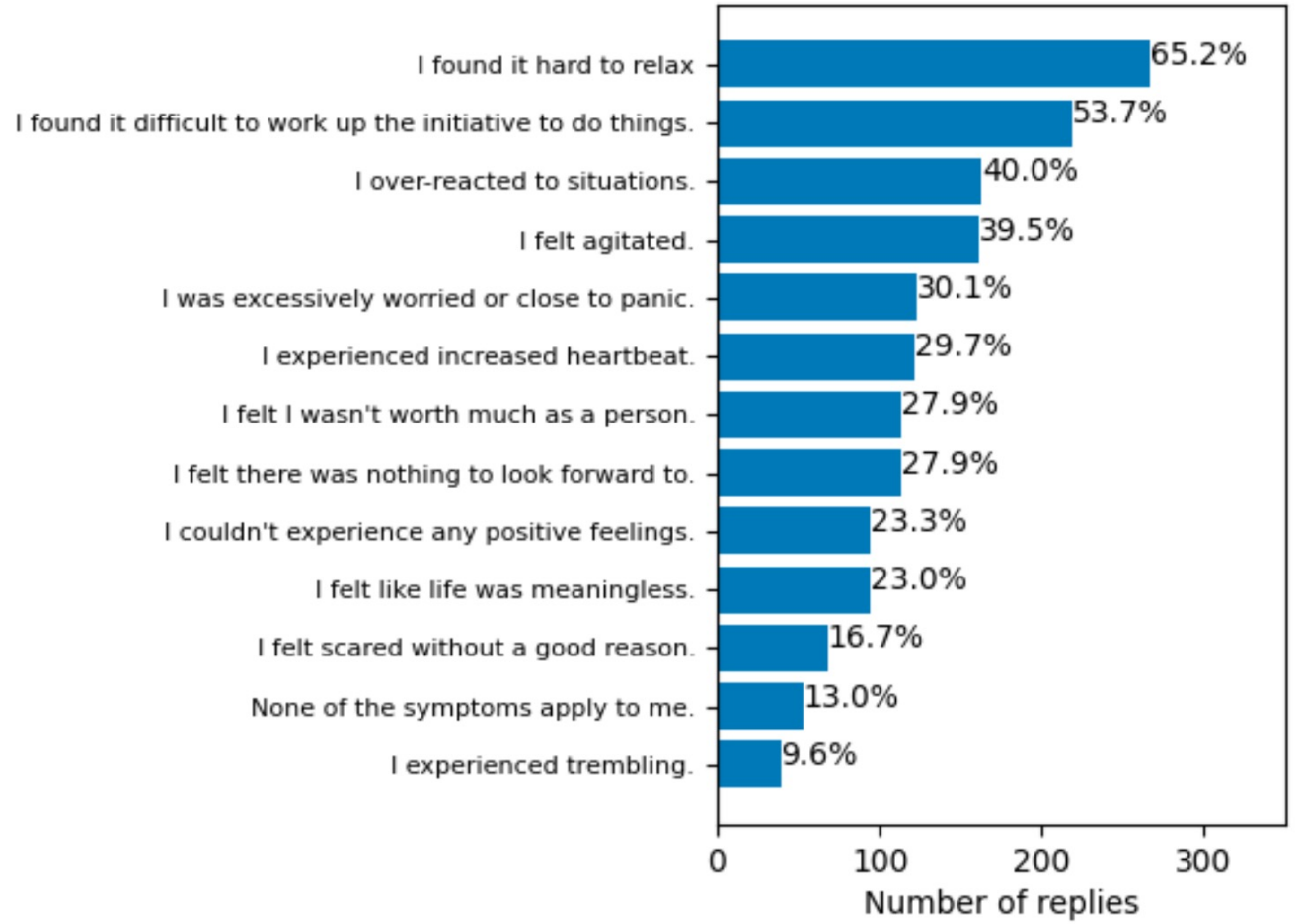


## Satisfaction with frequency of supervisor meetings



*A trend from the CMS PhD student satisfaction survey 2021.*

## Symptoms experienced in the past 2 weeks



*From the mental health check in survey 2023.*

# Other events/initiatives: ALICE Junior Reps

## ALICE Junior Ambassadors

- National contact persons.
- Raise country-specific issues to the Junior Reps

## Juniors' days during ALICE weeks

- Full afternoon for ALICE Juniors and invited guests.
- Physics talks and open discussion, followed by dinner in Geneva or in R1 (funded by ALICE management).

## Run 3 analysis resource website

- Entry point for ALICE analyses
- <https://alice-run3analysis.web.cern.ch/>



ALICE Analysis Resources

[HOME](#) [NEWS](#) [O2](#) [DATA](#) [HYPERLOOP](#)

### Weekly Meetings

Check out these meetings to stay up-to-date:

- [Combined WP4+WP14 meetings](#)  
Weekly update reports from the framework developers and analysis coordination
- [Asynchronous Quality Control meetings](#)  
Weekly QC updates by all detectors and PWGs
- [DPG Analysis Objects and Tools - Track/event properties and selections](#)  
Weekly updates about data and reconstruction performance

### ALICE Run 3 Analysis Resources

#### Welcome

Are you new to ALICE Run 3 data analysis? You can't find that one link you have been looking for? You came to the right place!

On this page you can find a collection of all resources and news that can be helpful for people engaged in analysis of ALICE Run 3 data.

#### Getting started

##### Build ALICE Software

Before you get started with an ALICE analysis, you need to install the ALICE software by following [this documentation](#) (follow the steps in [Introduction](#), [Getting started](#), [Get a Grid certificate](#), and [Build ALICE software](#)).

##### Setup GitHub

In order to contribute to ALICE software on GitHub you need to [create a personal GitHub account](#) (only in case you have no account yet). Go ahead and [create a fork](#) of the [AliceO2Group repositories O2Physics](#) and [O2](#) (and any other repository you would like to contribute to).

For explanation about how to use Git check out the [ALICE O2 Analysis documentation](#) and the preparatory sessions of the [O2-Analysis Tutorials](#).

#### Physics Coordination Update

# Other events/initiatives: ATLAS ECSB

## ATLAS Meet and Eat

- Social networking event over a meal between pairs of junior and senior ATLAS members. Hybrid format. Twice per year.

## Induction Days

- Full day event aimed at PhD students. 3 per year organized by the ATLAS ECSB.
- Talks and software/tool tutorials. ATLAS Control Room visit.

## Office Hours with Physics Coordination

- Held informally and in hybrid format.

## Town Hall with ATLAS Management and Physics Coordination

- Pre-submitted and live questions. Held once per year.

## ECSB volunteer committee

- Open to all ATLAS early career researchers





# Other events/initiatives: CMS YSC ([link](#))

## About the YSC sessions

- Informal sessions to learn more about the YSC.

## Coffee with Senior Scientists Events

- 3 so far (June 2023, February and April 2024). In collaboration with the CMS Career Committee.
- Informal chats between untenured CMS members and senior scientists over coffee.

## Meetings with the Spokesperson candidates (2024)

- Informal Q&A sessions for untenured CMS members.

## Social events

- In person or fully virtual.

## Social media

- Team of 4 people manage our [Facebook](#), [X](#), [Instagram](#) and [YouTube accounts](#).

## Talks at the CMS Induction Course

- Usually twice per year. Organised by the CMS Engagement Office.

## YSC regional representatives

- Act as contact persons to help to spread the word about YSC initiatives.





# Other events/initiatives: LHCb ECGD Office

## Runs an interactive plenary session

- Variety of topics (full list on webpage)

## Supports the Laura Bassi initiative ([mattermost](#))

- Set up in 2019 to tackle the underrepresentation of women in HEP.

## Leadership/diversity training for working group convenors

- February 2021. To be repeated every few years.

## Supports the LHCb starterkit ([link](#))

- Established in 2019. Create and organise programming workshops and LHCb software tutorials.

## Weekly newsletter and maintains the ECGD webpage.

- [Link to newsletter](#)
- [Link to webpage](#)

## LHCb Starterkit



Starterkit is a group of physicists who want to improve the working lives of young researchers working on the LHCb experiment.

We create and organise workshops that cover topics ranging from basic programming skills, such as using Bash and Python, up to in-depth explorations of the LHCb software.

### ? Always feeling stuck?

The goal of Starterkit is to demystify the LHCb software. If you've ever felt like you're not sure why you're writing the code you're writing, or not sure what code you even need to write, we can help you.

### ↗ From the bottom up

We start from the very basics, each lesson building on the last. Once you understand the details and how things fit together, you have the power to learn more on your own.

# Summary

The LHC ECSF aims to represent and meet the professional needs of **early career researchers** working on the four main LHC experiments.

Act as contact persons to **address issues** affecting the early career researcher community, **organise events/initiatives** and provide **representation** in our Collaboration (and for ALICE, Management) Boards.

Elected members + volunteers. New ATLAS/CMS volunteers welcome!

# Thank you

Any questions?