



EARLY CAREER SCIENTISTS BOARD

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THE ATLAS COLLABORATION

- ~6000 active members
- ~3000 ATLAS authors
- ~1200 physics PhD students
- ~480 physics masters/ diploma students
- ~450 undergraduate/ summer students
- ~90 engineering students



- | | |
|----------------|--------------|
| Argentina | Norway |
| Armenia | Palestine |
| Australia | Philippines |
| Austria | Poland |
| Azerbaijan | Portugal |
| Brazil | Romania |
| Canada | Russia |
| Chile | Serbia |
| China | Slovakia |
| Colombia | Slovenia |
| Czech Republic | South Africa |
| Denmark | Spain |
| France | Sweden |
| Georgia | Switzerland |
| Germany | Taiwan |
| Greece | Türkiye |
| Israel | UAE |
| Italy | UK |
| Japan | USA |
| Mongolia | CERN |
| Morocco | JINR |
| Netherlands | |

ATLAS Collaboration

183 institutions (251 institutes) from 41 countries

WHO ARE WE?

THE EARLY CAREER SCIENTISTS BOARD (ECSB) MEMBERS

- Early Career Scientists = all students + all scientists who are within ten years of receiving a final degree



Christian Appelt



Hannah Arnold



Petar Bokan



Laura Bruce



Hassnae El Jarrari



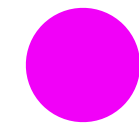
Kevin Greif



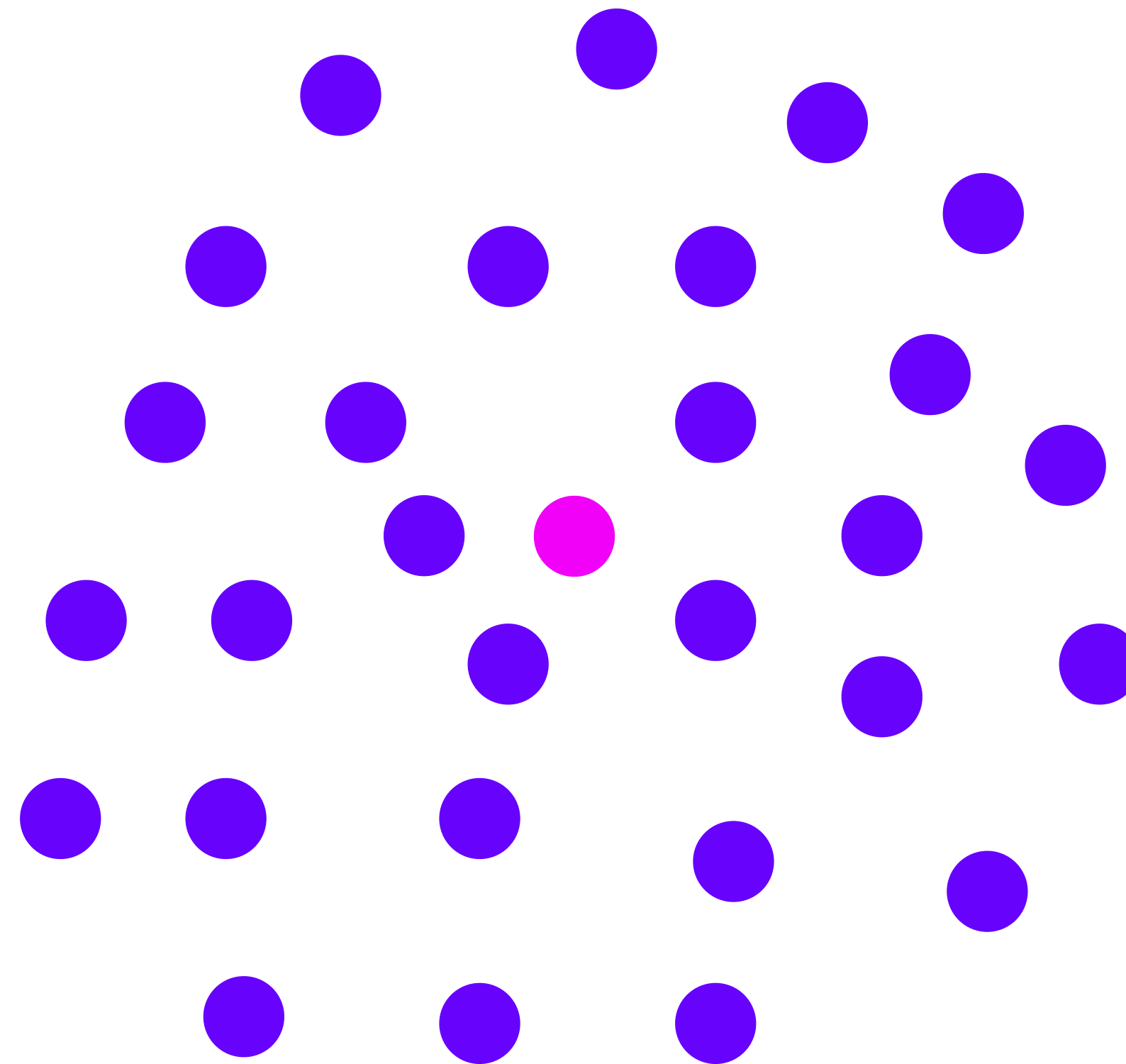
Maximilian Swiatlowski



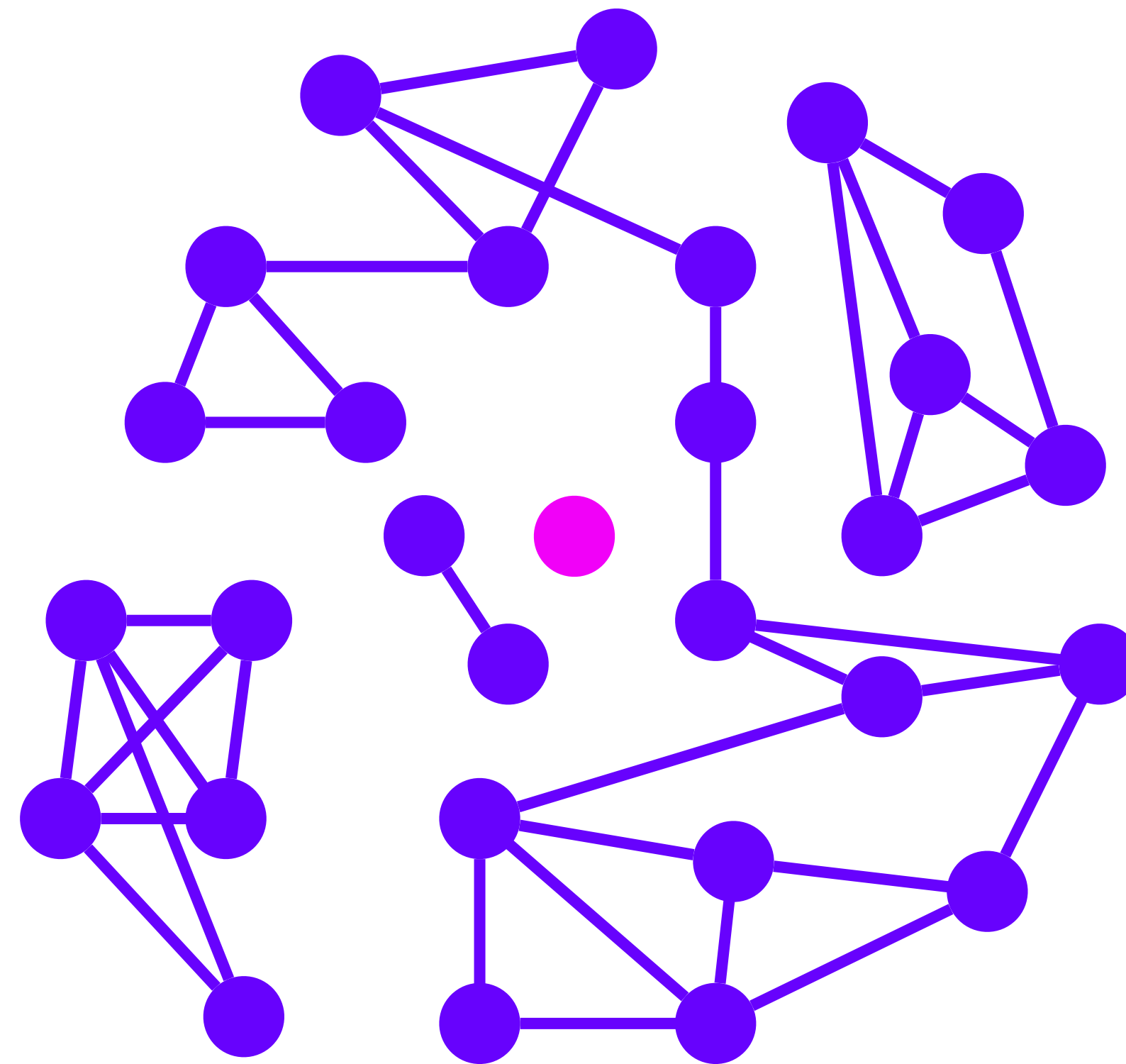
Imagine you are an **Early Career Scientist**

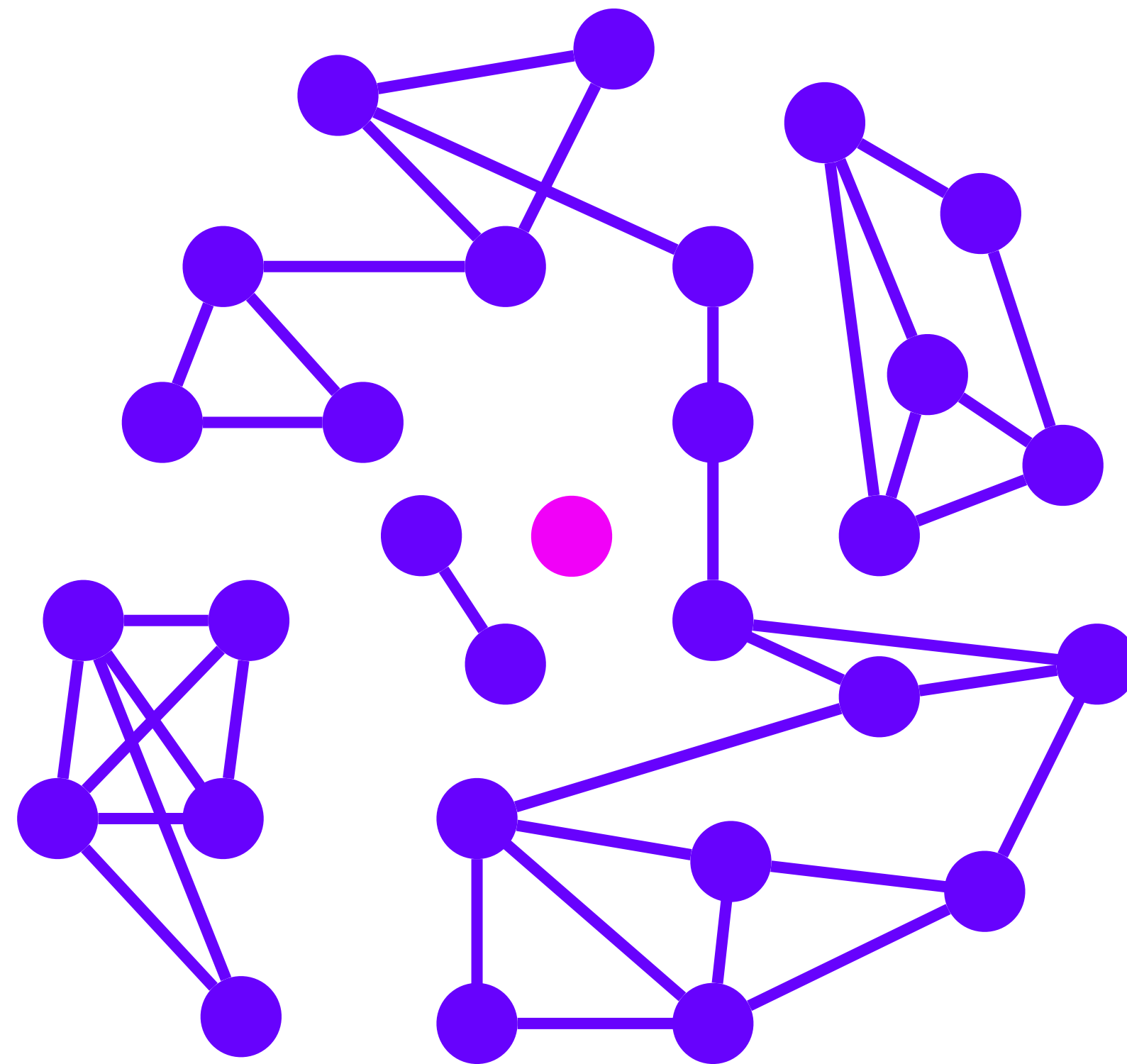


Imagine you are an **Early Career Scientist** who enters a large collaboration



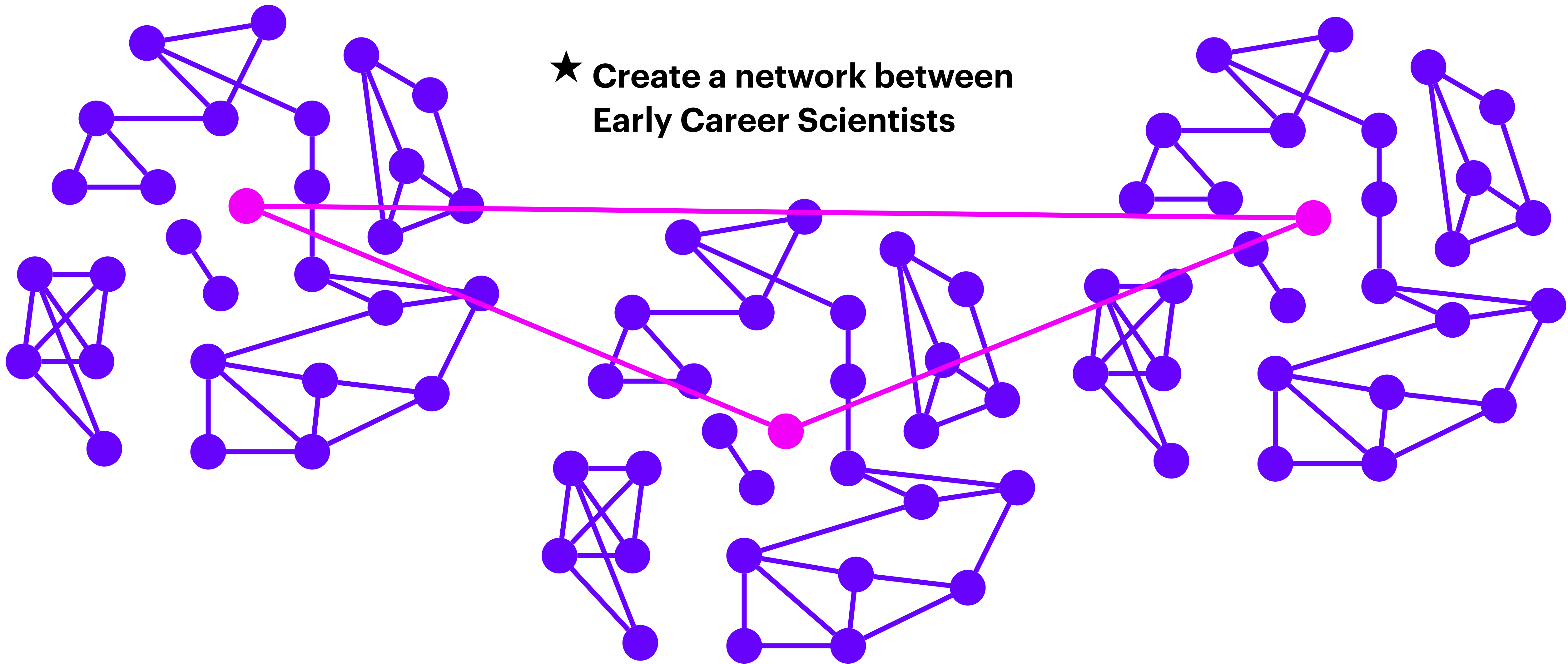
Imagine you are an **Early Career Scientist** who enters a large collaboration with a pre-defined structure.





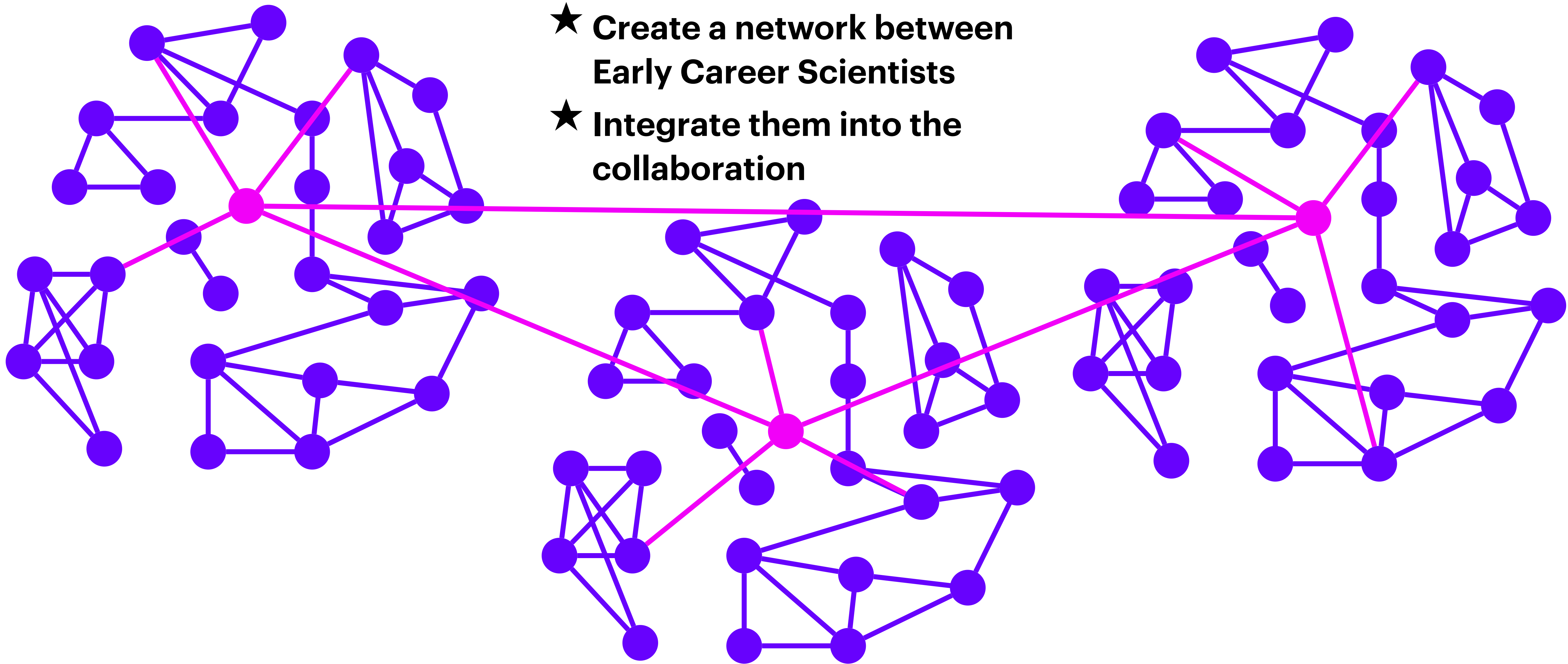
YOU WOULD NEED HELP

★ Create a network between
Early Career Scientists



WHAT WE DO

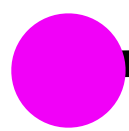
- ★ Create a network between Early Career Scientists
- ★ Integrate them into the collaboration



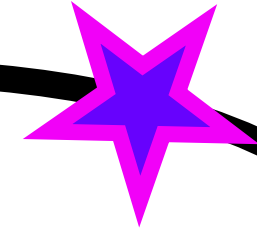
WHAT WE DO

THE GOAL:

**EVERY EARLY CAREER SCIENTIST HAS EQUAL
OPPORTUNITIES INDEPENDENT OF THEIR BACKGROUND**



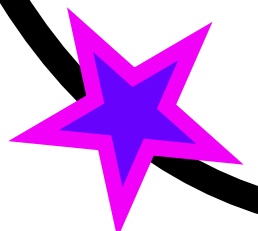
**Hybrid
Induction days
+ Software tutorial
3x/year**



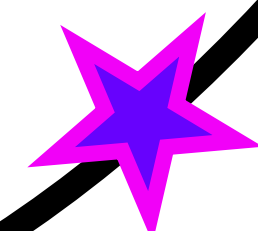
**A year in
ATLAS**



**ATLAS
Meet+Eat**



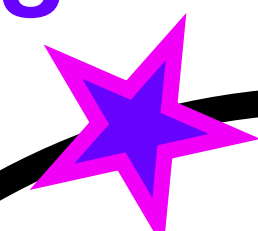
**CERN-wide
mentoring program
Mentoring@CERN**



**LHC-wide
soft skill
workshops**



**LHC-wide
job matching
event**



**Summer
party**





INDUCTION DAY

+ FOUR DAYS OF SOFTWARE TUTORIALS

- **Introduction to the collaboration by our Spokesperson**
- **Various talks to introduce internal mechanisms**
- **In-person tour of the ATLAS control room**
- **D&I and Outreach and Education talks**
- **Talks on 'How to do a PhD' and 'How to do an ATLAS analysis' by the ECSB**
- **Social event to meet people and form first networks**

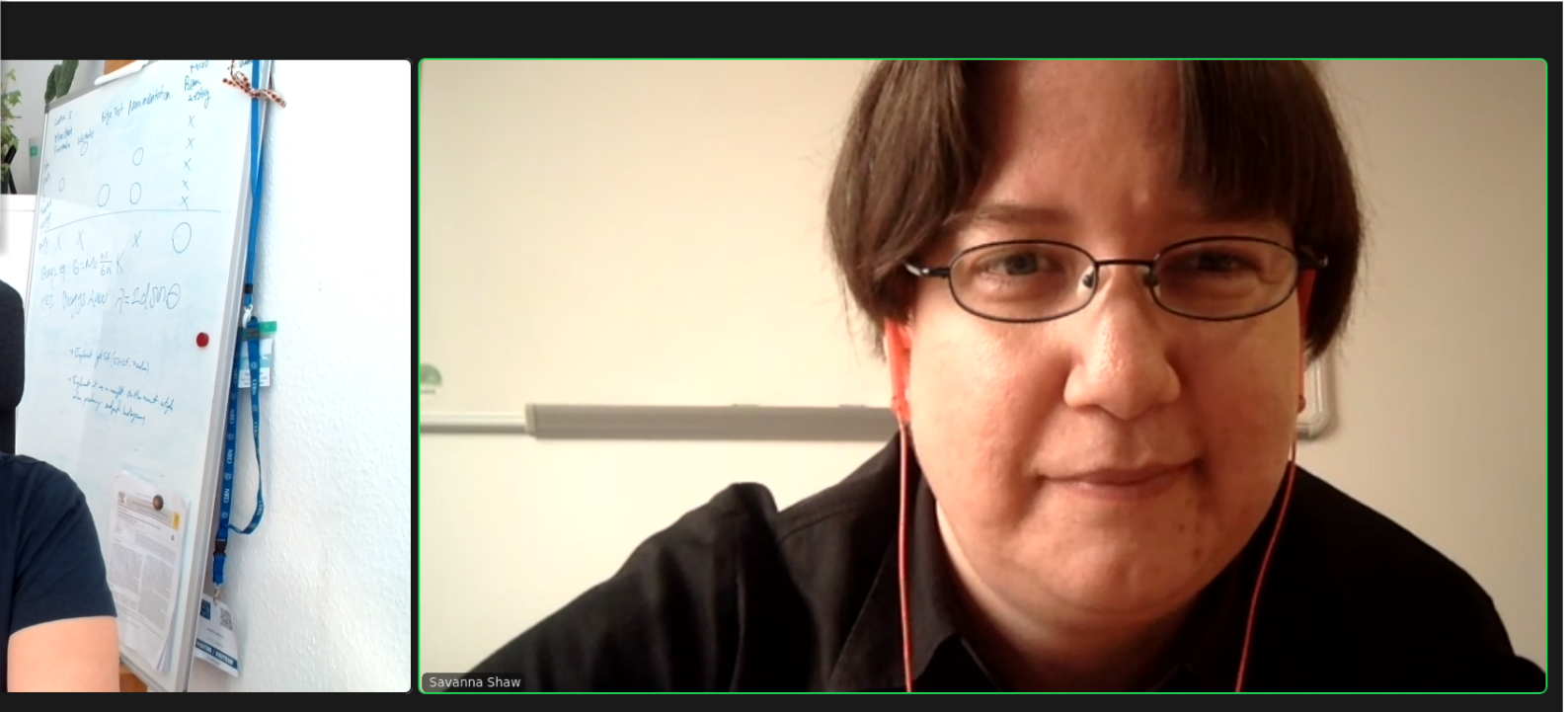
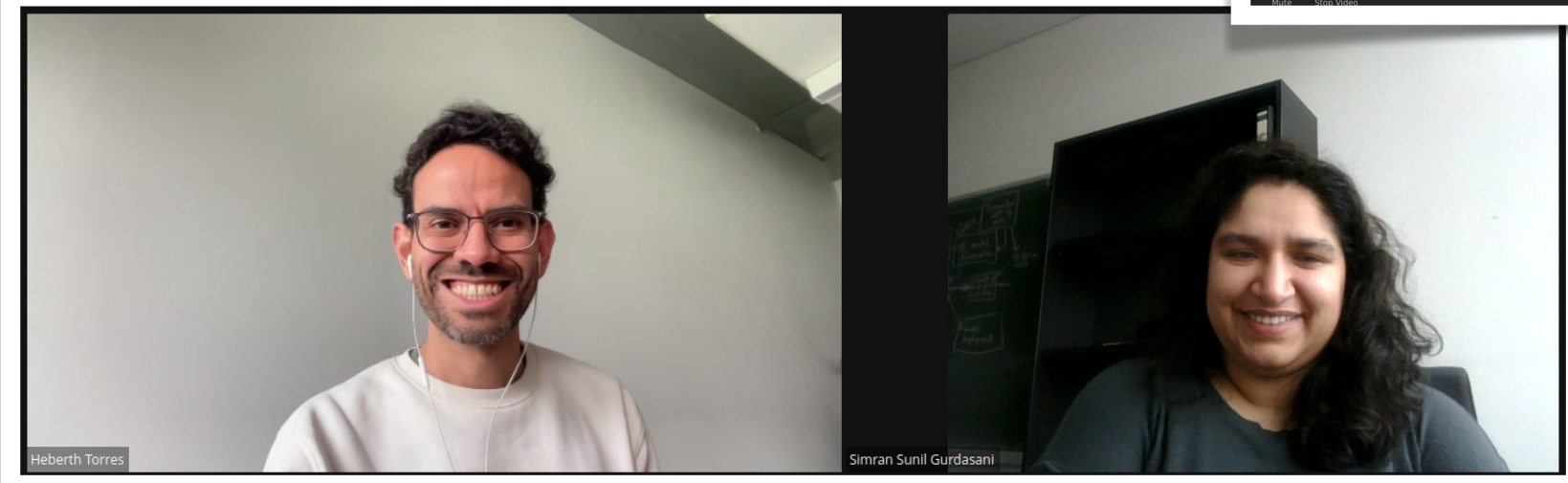
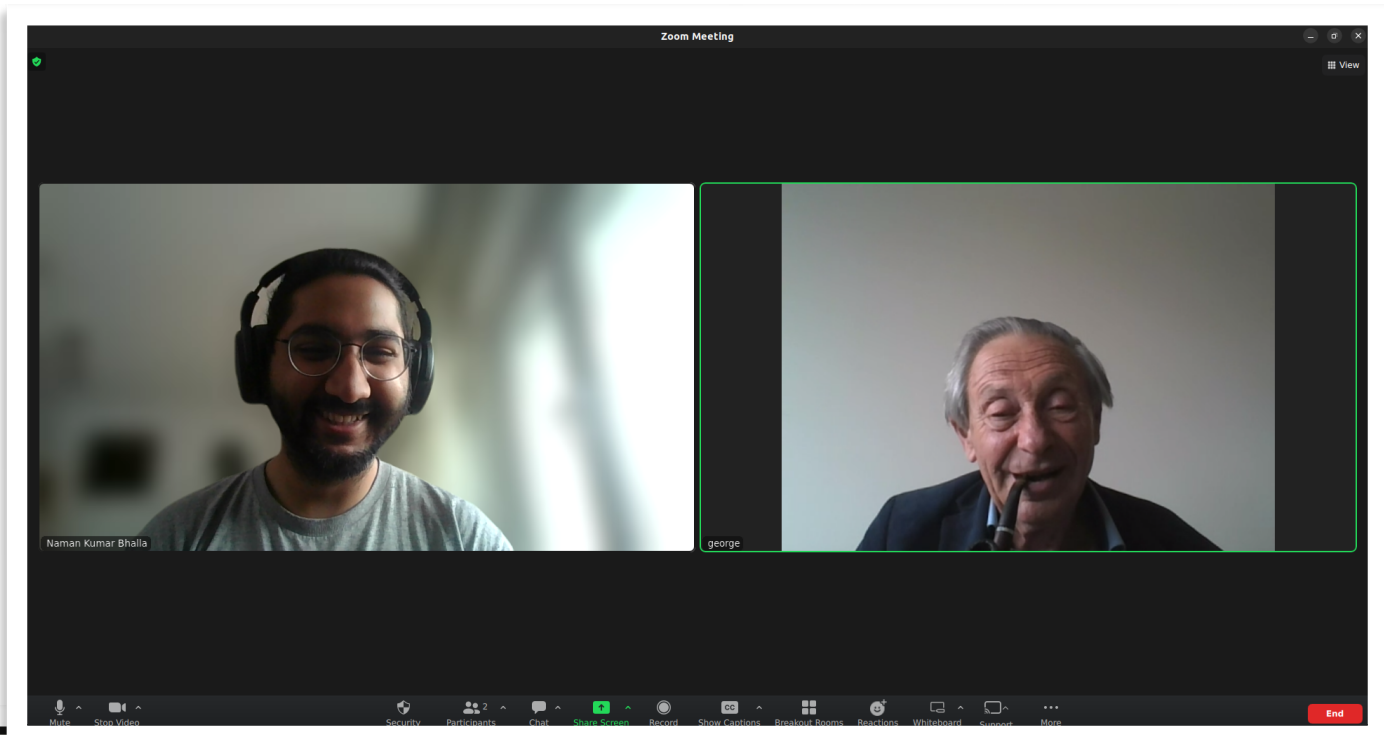
A YEAR IN ATLAS

FOLLOW UP FROM THE INDUCTION DAY

- **More specific talks about ATLAS operations**
- **Panel discussion on the impact of work in operations on the career**
- **How to get conference talks in ATLAS**
- **Publications in ATLAS and internal review schemes**
- **How to get an ATLAS thesis award**

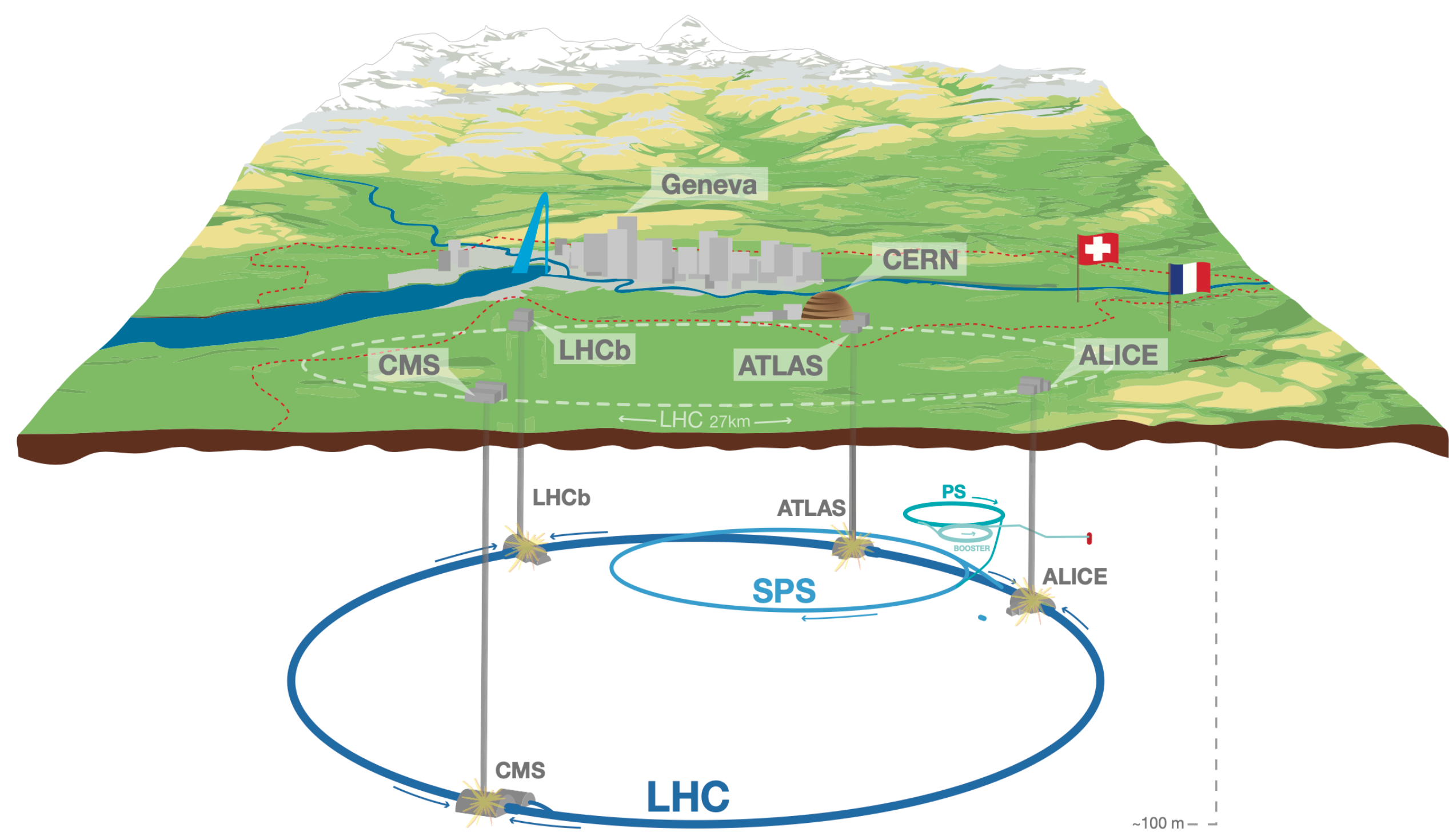
ATLAS MEET+EAT

NETWORKING EVENT | FEBRUARY 2024 | ~60 PAIRS

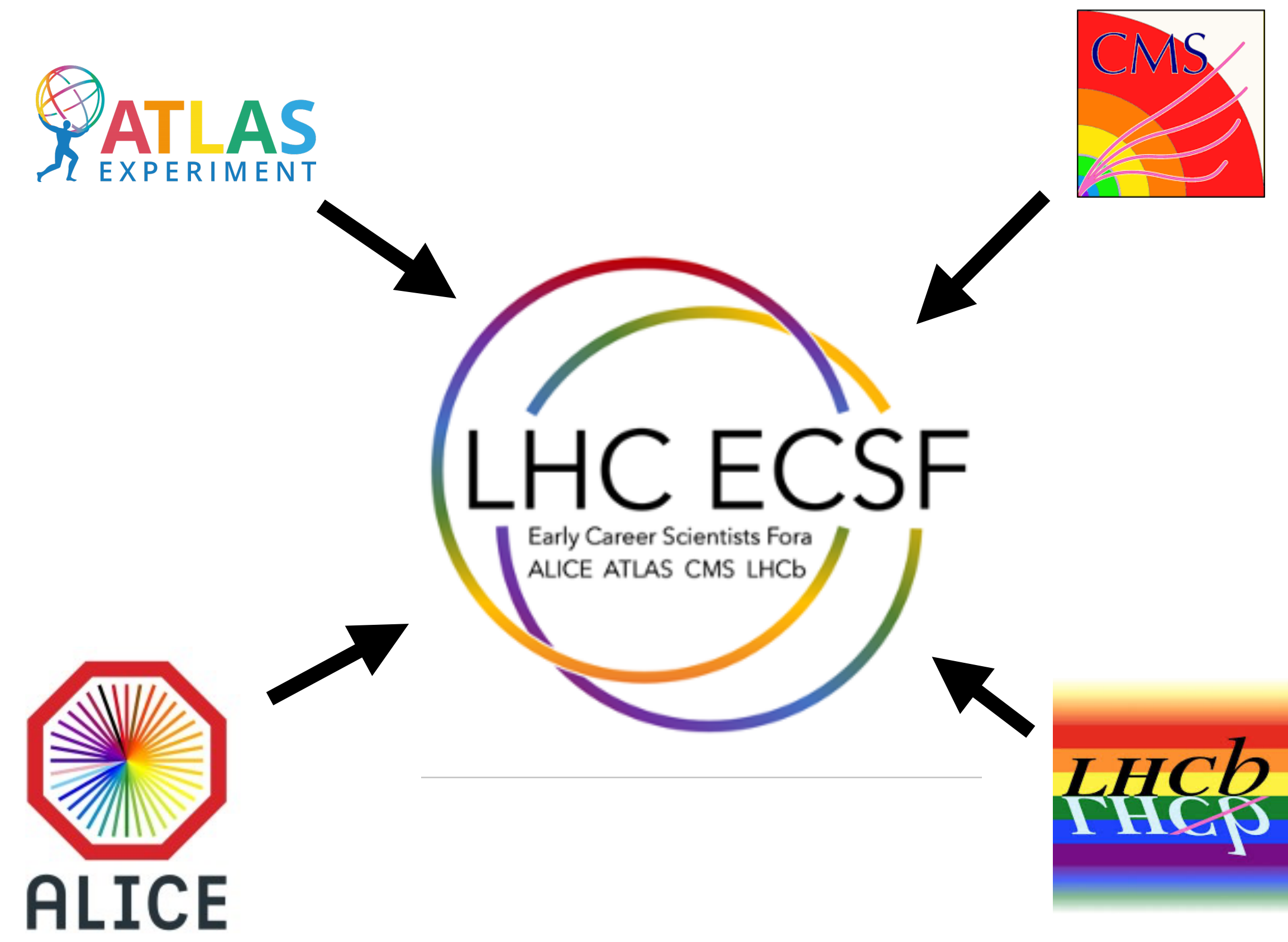


ADDITIONAL EXCHANGE

LHC EARLY CAREER SCIENTISTS FORA: early career scientists representatives of each experiment



[CERN, 2014]



CONCLUSION

THE GOAL:

EVERY EARLY CAREER SCIENTIST HAS EQUAL OPPORTUNITIES INDEPENDENT OF THEIR BACKGROUND

- We are constantly evolving and collecting feedback to reach our goal.
- Regular meetings with management, collaboration board chairs, and physics coordination shape an inclusive environment for early career scientists.
- Early career scientists define the future of our field, so let's take good care of them!