



# LHC Early Career Mentoring Program – Kick Off

LHC Early Career Mentorship Committee

December 12, 2023



# About us



## The LHC Early Career Scientists For a (LHC ECSF)

- The LHC ECSF consists of volunteers from the **ALICE Junior Representatives**, the **ATLAS Early Career Scientist Board**, the **CMS Young Scientists Committee** and the **LHCb Early Career, Gender and Diversity Office**

## The LHC Early Career Mentorship Committee

- Volunteers from the LHC ECSF
- This year's committee members:

### **ALICE**

Carolina Reetz

### **ATLAS**

Henry Day-Hall

### **CMS**

Antra Gaile

Andris Potrebko

Dimitrios Sidiropoulos Kontos

Dace Osīte

Conrado Muñoz Díaz

### **LHCb**

Guillaume Max Pietrzyk

Olaf Steinkamp

Lorenzo Paolucci

# About the program

- Started in 2020
- Three successful rounds → feedback from the first round can be found [here](#)
- Open to all members of a CERN experiment
- Mentor-mentee pairs can be from the same or different experiments

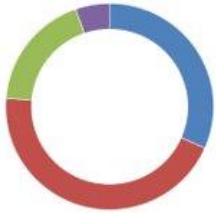
## Fourth round

- 35 mentor-mentee pairs
- All information can be found [here](#)
- We are always reachable via mail to [LHC-Early-Career-Mentorship-Committee@cern.ch](mailto:LHC-Early-Career-Mentorship-Committee@cern.ch)

# Statistics

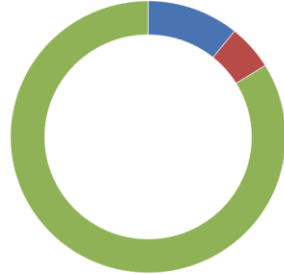
## Mentees

Career level



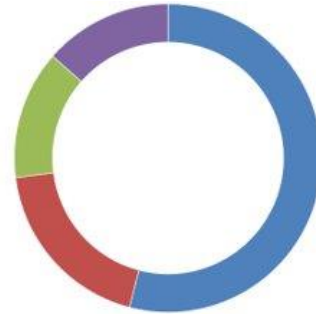
- Master student
- PhD student
- Early PostDoc
- Advanced PostDoc

Preferred mentor career level



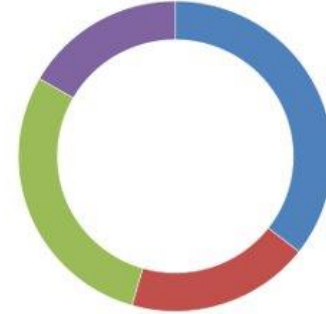
- Advanced PostDoc
- Early PostDoc
- Senior

Experiment



- ATLAS ■ ALICE
- CMS ■ LHCb

Preferred mentor experiment



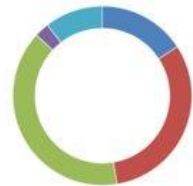
- ATLAS ■ ALICE
- CMS ■ LHCb

### Majority

- PhD and master students
- ATLAS
- Preferring ATLAS and CMS mentors

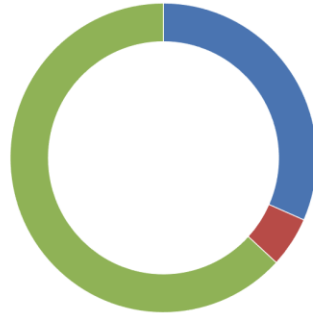
## Mentors

Preferred mentee career level



- Undergrad/Master
- PhD student
- Early Postdoc
- Advanced Postdoc
- NM

Career level



- Advanced Postdoc
- Early Postdoc
- Senior

Preferred mentee experiment



- ATLAS ■ ALICE
- CMS ■ LHCb

Experiment



- ATLAS ■ ALICE
- CMS ■ LHCb

### Majority

- Preferring early Postdoc or PhD student mentees
- ALICE and LHCb

# The matching

- **Matching is based on the information from the mentors' and mentees' registration forms, CV, and cover letters**
- **First step:**  
Assessment of all mentee applications to find possibly matching mentors  
→ Each committee member reads a certain number of mentee applications and all mentor applications and suggests matching pairs
- **Second step:**  
Assessment of mentor applications to cross-check the assignments from the first step  
→ Each committee member cross-checks the pairs from the first step in which they were not involved in
- **Third step:**  
Group discussion to finalise the matches
- **Fourth step:**  
Matching of mentees without match in the first three steps  
→ Potentially reaching out to additional mentors or refer to other programs when no match can be found

# What happens now?

- All matching proposals have been sent out by us to the mentors and mentees
  - Some mentor-mentee pairs already had their first meeting
  - Mentors and mentees organise their meetings amongst themselves
- 1) **Establish contact with your mentor – the initiative is up to you!**
  - 2) **Review the [mentorship agreement](#) in your first meeting**
    - ➔ A number of signed mentorship agreements have already been handed in to the organisers
    - ➔ **If you have not done so yet, please send them to [LHC-Early-Career-Mentorship-Committee@cern.ch](mailto:LHC-Early-Career-Mentorship-Committee@cern.ch)**
  - 3) **Decide with your mentor on the terms of mentoring during your first meeting**
    - ➔ **Reminders of:** CERN code of conduct, not discussing information internal to your collaboration if your mentor/mentee is not in the same collaboration, confidentiality, ...
  - 4) **Decide on what your goals are for this program**
    - ➔ Share these goals with your mentor/mentee
  - 5) **You are ready to start the mentoring**
    - ➔ We will contact you throughout the program to request feedback on your progress and to learn about any issues
  - 6) **The formal mentoring relationships will end as of August 31st, 2024**
    - ➔ We will ask you to reflect on your goals and to evaluate the impact that this mentoring program had on your career status/plans/perspectives
    - ➔ It is up to the mentor-mentee pairs to decide to continue the mentoring relationship after the formal end of the program round

## Important

Let us know about ANY issues or problems at the start or throughout the program!

# What happens now?

- All matching proposals have been sent out by us to the mentors and mentees
- Some mentor-mentee pairs already had their first meeting
- Mentors and mentees organise their meetings amongst themselves

## Important

Let us know about ANY issues or problems at the start or throughout the program!

1) Establish contact with your mentor – the initiative is up to you!

2) Review the [mentorship agreement](#) in your first meeting

→ A number of signed mentorship agreements have already been returned to us

→ If you have not done so yet, please send them to [LHC-Early-Career-Mentorship-Committee@cern.ch](mailto:LHC-Early-Career-Mentorship-Committee@cern.ch)

3) Decide with your mentor on the terms of mentoring during your first meeting

→ Reminders of: CERN code of conduct, not discussing information internal to your mentor/mentee is not in the same collaboration, confidentiality

4) Decide on what your goals are for this program

→ Share these goals with your mentor/mentee

5) You are ready to start the mentoring

→ We will contact you throughout the program to request feedback on your progress and to learn about any issues

6) The formal mentoring relationships will end as of December 1st, 2024

→ We will ask you to reflect on your goals and to evaluate the impact that this mentoring program had on your career status/plans/perspectives

→ It is up to the mentor-mentee pairs to decide to continue the mentoring relationship after the formal end of the program round

Keep in mind that your mentor does not have all the answers.

But they can offer you another viewpoint from a more experienced perspective.