

UK ECR HEP-ex Jobs Event

Summary for ECR ECFA

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19/09/24

WHAT

- ½ Day event
- Successfully applied for IoP funding (up to £500)
- Registered: 29 in-person (+ 25 OC+speakers), 33 over zoom
- Attach to UK national HEP community meeting (PPAP):
 - encourage ECR PPAP attendance
 - make use of people already travelling, venue etc.
- <https://iop.eventsair.com/hepp2024/>
- [timetable \(Monday only\)](#)

AGENDA

- Talks
 - “HEP-ex Careers 101” – Dr Jenny Woods (Senior Research Facilitator, Oxford)
Paths, academic/industry/narrative CVs, Fellowships, research proposals, Faculty applications, where to find vacancies, links to career & research development support webpages from 14 UK institutes, ...
 - “First results from UK Recent Hires Survey” – HP
- Panel Q&A Discussions
 - Moving from Academia -> Industry
Insights from moving to Industry jobs across a variety of sectors
 - ECR Perspectives
Recent successes in acquiring Postdocs, Fellowships & Permanent positions in the UK
 - Senior Perspectives
Viewpoints and Advice from the other side of the hiring/fellowship panel

12:00	Intro <i>Physics West Building, room W117 / Lecture Theatre, University of Birmingham</i>	12:00 - 12:05
	UK HEP-ex Careers 101 <i>Physics West Building, room W117 / Lecture Theatre, University of Birmingham</i>	12:05 - 12:35
	Recent Hires Survey results <i>Physics West Building, room W117 / Lecture Theatre, University of Birmingham</i>	12:45 - 12:55
13:00	Lunch <i>Room 125 Vinen Room, University of Birmingham</i>	13:00 - 13:50
14:00	Academia -> Industry Panellist introductions <i>Physics West Building, room W117 / Lecture Theatre, University of Birmingham</i>	13:50 - 14:15
	Panel: Academia -> Industry Perspectives <i>Physics West Building, room W117 / Lecture Theatre, University of Birmingham</i>	14:15 - 15:10
15:00	Refreshments break <i>Physics West Building, room W117 / Lecture Theatre, University of Birmingham</i>	15:10 - 15:30
	Panel: ECR Perspectives <i>Physics West Building, room W117 / Lecture Theatre, University of Birmingham</i>	15:30 - 16:25
16:00	Panel: Senior Perspectives <i>Physics West Building, room W117 / Lecture Theatre, University of Birmingham</i>	16:30 - 17:25
17:00	Closeout <i>Physics West Building, room W117 / Lecture Theatre, University of Birmingham</i>	17:25 - 17:30

RECENT HIRES SURVEY

- Aimed at people who got a permanent position in the UK since 2014
- Goals: to find out...
 - Research/Career Profiles of these successful people
 - How the day-to-day experience is different before/after permanency
 - What factors do people think were important for their success?
 - Advice for todays ECRs
- Circulated via Heads of HEP-ex groups in the UK

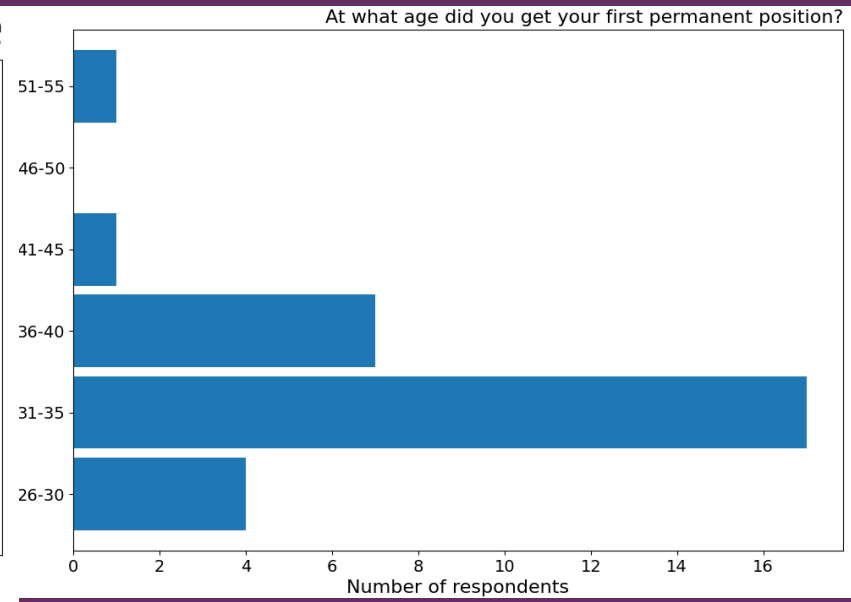
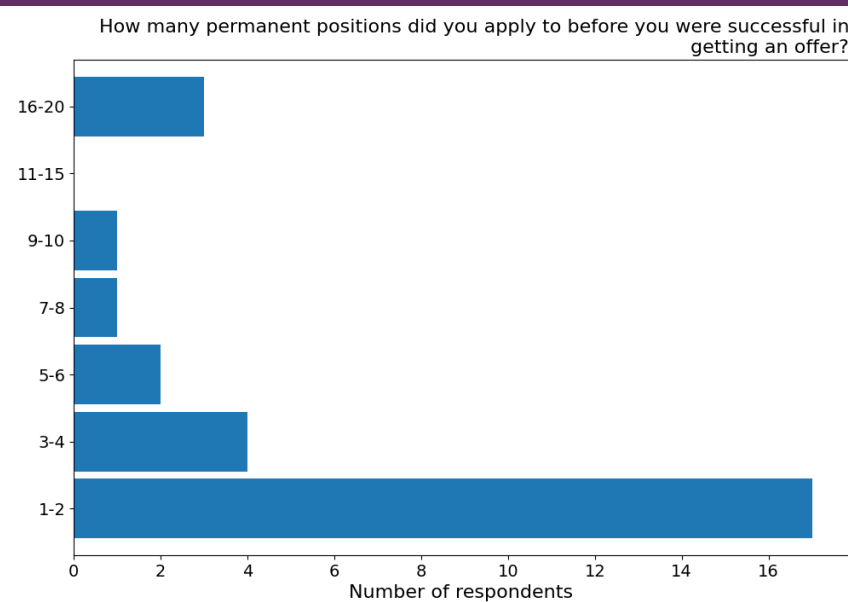
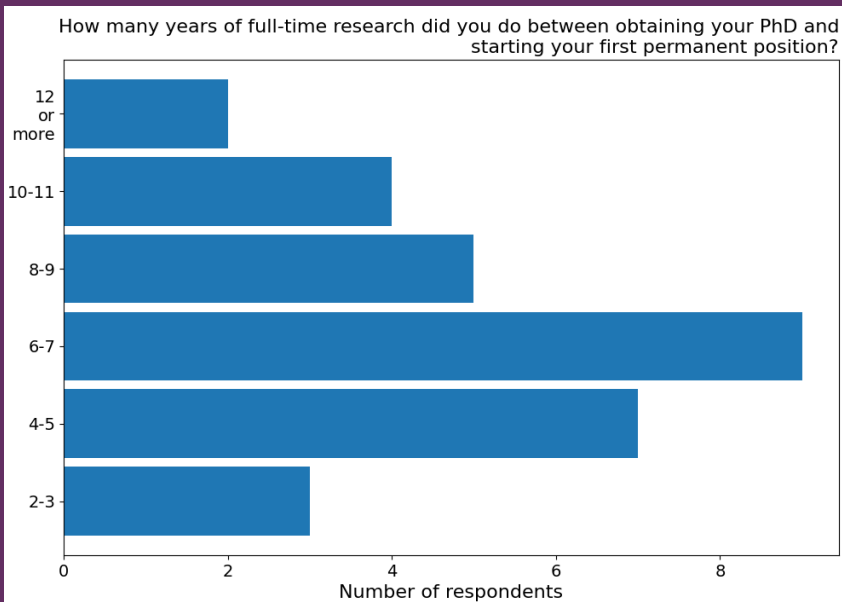
Collected **30** responses so far

Some preliminary plots shown ([slides](#)); full analysis for future arXiv report on event

- Will take care to keep analysis anonymous as possible.

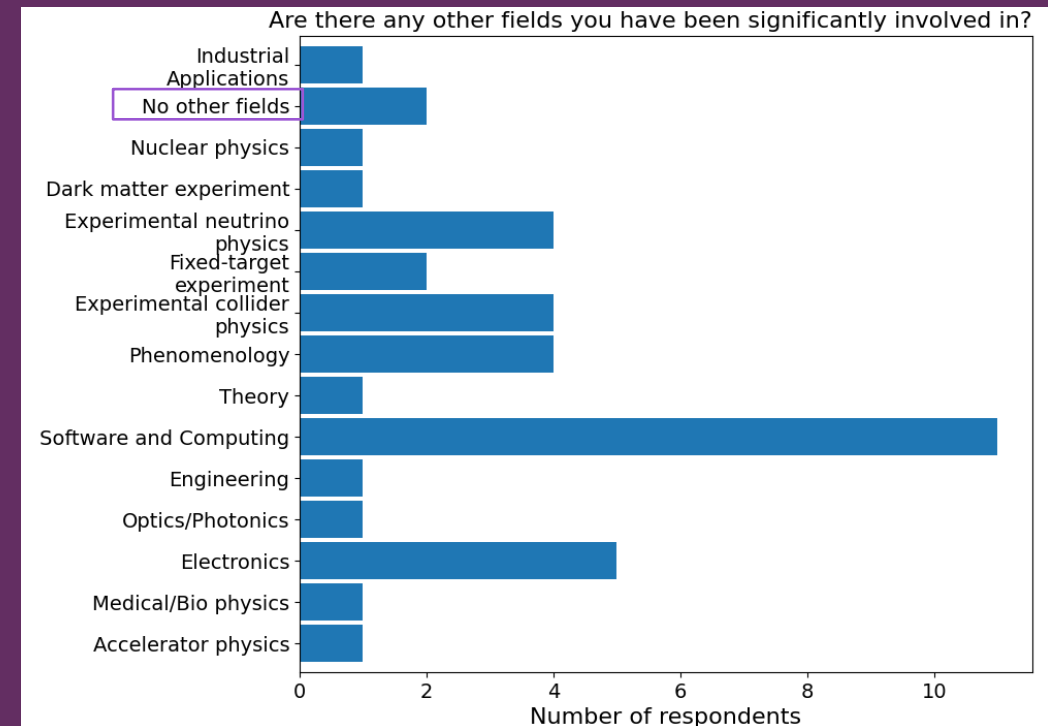
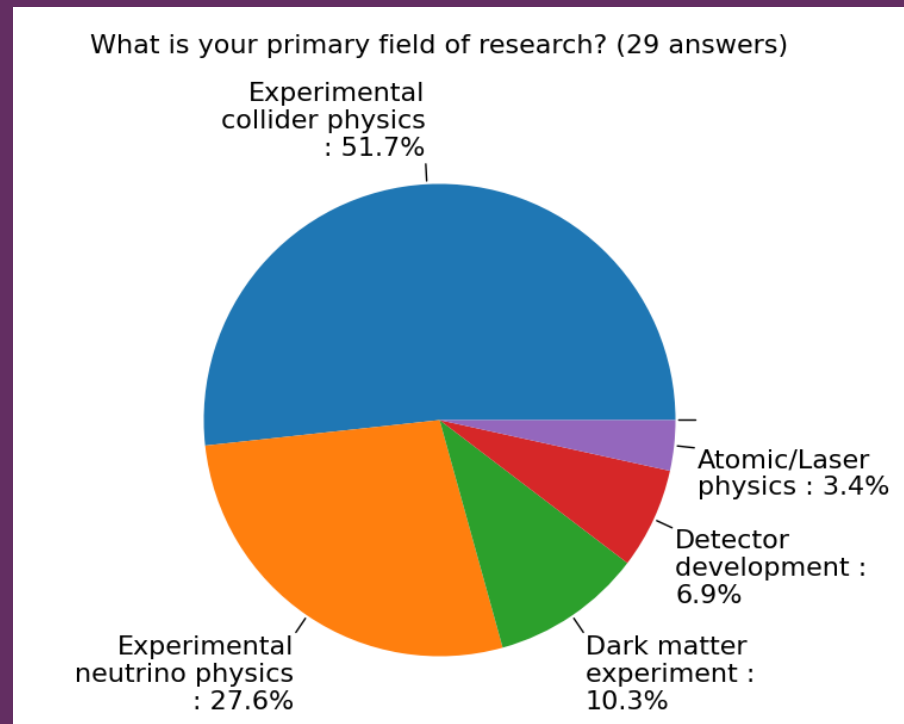
E.G. PROFILE/DEMOGRAPHICS

- 77% British nationality
- 47% affiliated to the UK for whole career
- 80% Male, 20% Female, all cis



E.G FIELD/APPLICATIONS

- 80% work in >1 collaboration
- Most work in several areas -> e.g. both analysis + hardware/S&C/pheno/MC/...

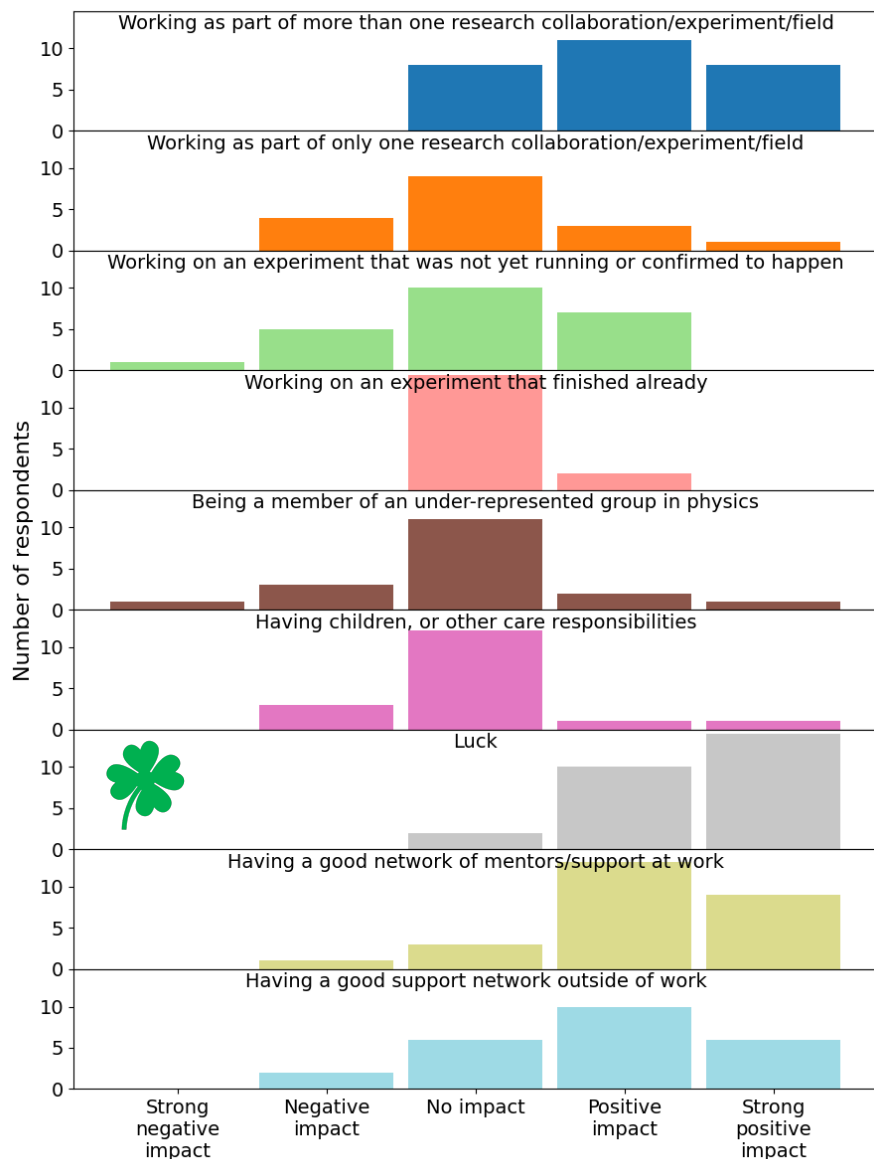


E.G. IMPACT

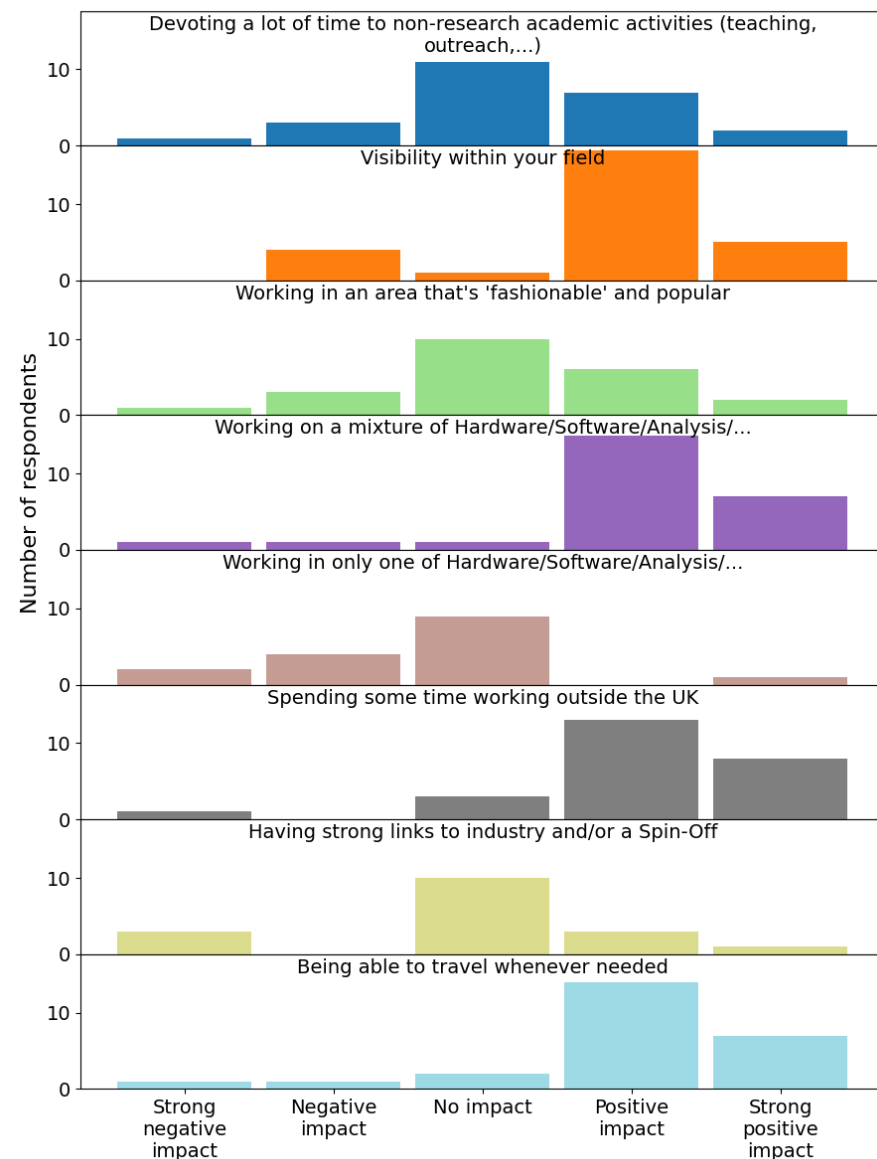
Strong positive:

- Luck
- Breadth of research/ experience
- Visibility
- Support

Do you believe that these items have had a significant impact on your career progress from PhD to your permanent position?



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INDUSTRY PANEL

- Ex-HEP colleagues
Karola Bejm, Jon Burr, Alix Fell, James Grundy, Martha Hilton, Mike Nelson
- Range of points at which they left academia
- Range of careers
Civil service, software engineer, semiconductor project manager, data analyst @ IOP/UKRI, cryptot hedge fund quant., data science apprenticeship teacher.
- Started with intros on their career paths & new jobs.



ACADEMIC PANELS

- V. successful to split into these two perspectives! Range of experiments, career stages, experiences, ...
- ECR Perspectives
Daniel Hynd, Jay Howarth, Estifa'a Zaid, Kirsty Duffy, Sarah Williams, Matt Kenzie & Dan Johnson
- Senior Perspectives
Dave Newbold, Beate Heinemann, Nigel Watson, Monica D'Onofrio, Dan Tovey, Melissa Uchida, Jon Butterworth
- Finding people for this who could come in person and gave us a good balance was by far the hardest part of organising!



THANKS

Lookout for full report on the Event + Recent Hires Survey on arXiv...

If you want to do something similar in your country, or a Europe-wide thing over zoom, we are happy to help 😊