

WG: Career prospects and ECR leadership

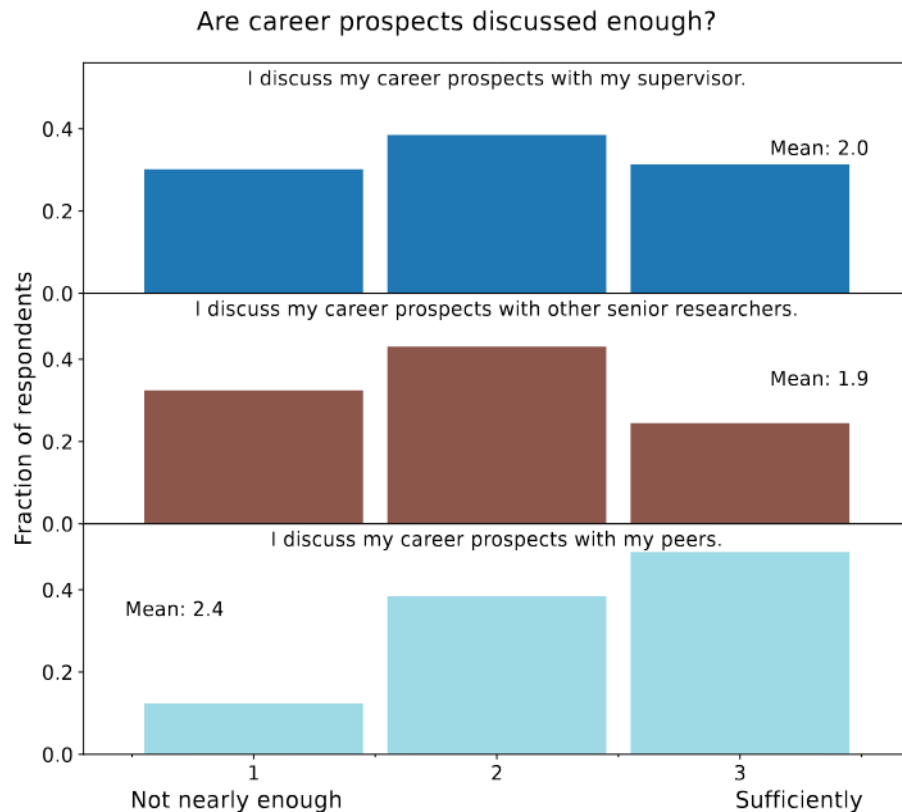
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ECR meeting CERN

Christina Dimitriadi (KTH, Sweden), Laura Huhta (JYU, Finland),
Jan Klamka (Warsaw U., Poland), Emanuela Musumeci (IFIC, Spain)

Motivation for the WG

- 2022 survey ([2404.02074](https://doi.org/10.2404.02074)) conducted among 759 ECRs revealed and quantified multiple career-related open issues
- ECR careers and leadership among the most important subjects mentioned during ECR panel at the [Paris workshop](#)



State of the WG Update

- 4 Conveners:
 - *Christina Dimitriadi, Laura Huhta, Jan Klamka, Emanuela Musumeci*
- Mattermost channel established for continuous updates and discussions
 - [Link to the channel](#)
 - Currently *41 members*
- Two WG meetings have taken place following the Paris event:
 1. [Indico page](#) for the first meeting
 2. [Indico page](#) for the second meeting
- Productive discussions in these meetings have led to the development of **draft statements** for input to the ESPPU White Paper.

What is and is not addressed in this WG

- Advocate for sustainable **careers for ECRs**
- Demand more **leadership roles for ECRs** (including contribution to the **ESPPU process**), **visibility** and **recognition**
- Request dedicated **financial support** for ECR initiatives

- Other WGs:
 - Communication WG: communicate skills of ECRs to industry, society; advertise career opportunities
 - Colliders and Beyond Colliders WGs: direct impact of different options on ECR careers

Key Points for the White Paper

For the extended
statements click
[here](#)

❖ Career Perspectives

Current trends show that most ECRs will leave academia.

- It's necessary to **inform undergraduate students** about career statistics to ensure they enter PhD programs with full awareness
- Action is needed to **make the field more attractive** *for ECRs*
- Establish a **clear timeline** and structured path toward permanent positions
- **Encourage ECRs to remain in the field** by improving job security and stability
- Equip ECRs with **training in skills** relevant both to academia and industry
- Facilitate **smoother transitions** for engineers and technical professionals into HEP

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❖ Career Perspectives

- **International mobility** is often required but can be challenging for personal reasons
 - **Reconsider the necessity of relocating** for temporary positions until securing a permanent one
- **Provide support** to help researchers manage the challenges of mobility and relocation
- Senior academics should **guide and support ECR career development**
- Implement **training programs for senior academics** to improve effective mentoring
- **Dedicated time for ECRs** to explore independent projects and diverse areas of interest beyond their main duties

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❖ ECR Leadership

- Actively involve ECRs in executive board meetings and **decision-making processes**
- **Include ECRs** in working groups and dedicated **ECR sessions** in events
- **Highlight ECR contributions** in major projects and give formal recognition
- ECRs should play a much **bigger role** in preparations of the future **ESPPU** documents

❖ Funding

- Secure dedicated **funding for ECR events** and organizations
- Establish **budget allocations** within larger institutions like CERN

Organisation of the WG moving forward and how to contribute

- Join the [afternoon meeting](#) of this WG
- Join our [Mattermost channel](#)

Next steps:

- Discuss possible solutions to the issues mentioned in statements
- Consider possible survey supplementary to the 2022 one; are there any unasked questions?
- Start drafting the paper

Thank you!:)

**Questions?
Comments?**

