<u>Draft statements</u> for the ECR ESPPU input from the Career Prospects and ECR leadership Working Group 13.11.2024

<u>Career prospects</u>

- The majority of ECRs will leave academia based on current trends. It is necessary to **raise awareness about the exact statistics** among bachelor and master students so they enter the PhD programs with full consciousness. That said, **action must be taken for the field to remain attractive for ECRs**, and for themselves to be prepared for an eventual exit. More training in the skills useful not only in the field, but also in the industry, should be provided for the ECRs.

- **A structured pathway toward permanent positions**, with a clearer timeline, would provide encouragement for remaining in the field and undertaking multiple postdoctoral positions. Other aspects that could enhance attractiveness of academic careers include greater availability of job opportunities, improved job security, and increased location stability.

- We need to strengthen collaborations with industry, making companies aware of the skills that ECRs develop in HEP to improve knowledge and workforce exchange in both directions. It should also be easier for skilled professionals, particularly those with engineering and technical expertise, to transition into HEP. These efforts will expand career pathways and make HEP a more flexible and appealing career option.

- International mobility is seen as a necessary part of a career in our field. This can be a limiting factor for personal, e.g. family, reasons. Often, the field of particle physics already involves close international collaboration without having to permanently be positioned elsewhere. Therefore, the need for longer term international mobility (like relocating for a postdoc position) could be reconsidered. An increased financial, psychological, and family support for mobility would also help to address the challenges.

- In a hierarchical academic system, **effective communication** and guidance are crucial. Senior figures have a responsibility to support the career development of young researchers, providing advice and leadership. By actively engaging in the growth of early-career researchers, senior academics help cultivate the next generation of researchers, ensuring a more robust and collaborative research environment. The two-way communication and a more collaborative relationship instead of strict supervision should become the norm across the field. Additionally, an organized and systematic training of effective supervision for seniors would further improve not only the development of ECRs, but also the outcome of their research efforts.

- Science on the very basis is driven by human curiosity. Job offers and contracts should therefore include some dedicated time that the ECRs could use to pursue other projects and areas of interest, aside from the main duties.

ECR Leadership

- ECR opinions should be actively included in the discussions about our field. They are already represented in some of the large international collaborations, for example by being included in executive board meetings. This should be further realised by including ECRs in the organization of events, in topical working groups, and having dedicated ECR sessions as an integral part of events, conferences, etc. Most importantly, ECRs must play a much bigger role in preparations of the future ESPPU documents.

- Leadership skills are valuable both within our field and in careers beyond it. ECRs are already taking on significant responsibilities, and this work should be made more visible and formally credited. This includes key roles in high-impact projects, such as full-time work on future collider studies. Recognizing ECRs' contributions can enhance their professional growth, whether they continue in the field or pursue opportunities elsewhere.

Funding

- In recent years, ECRs demonstrated the enthusiasm and capability to establish organisations and events focused on their interests. As most resources are allocated strictly for research, dedicated funds within the budget of big institutions, such as CERN, are essential to support the ECR initiatives.