

Job Matching Event (JMEv) 19 May 2020

Organized by:

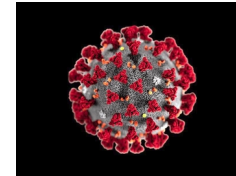
The CMS Young Scientist Committee
The CMS Career Committee

Prelude

- Every year: **career seminars** → to help young scientists (PhD students and postdocs) to move away from academia and find jobs in the industry
- But what happens with those who wish to stay in **academia**?
- Thousands of young particle physicists: trained in highly specialized skills → **HEP-oriented** technical expertise
- Meanwhile: **senior** scientists are planning to staff their labs → looking for **young** researchers with a specific know-how.
- In particular:
 - There are young people who did their PhD or postdoc in the CMS Collaboration who are looking for a way to **remain** in CMS and...
 - ...there are senior scientists in the CMS Collaboration who wish to **hire** people who already know how things work in CMS (analysis, objects or hardware tools)
 - **Job Matching Event** → intention:
 - to bring the interested parties in direct contact with each other
 - to sustain a live forum where they could meet and interact in real time.

Format of the event

- Initial idea: to organize JMEv during a CMS Week at CERN, but well... **COVID-19** came out



- So we had to **stay at home**.
- Solution: Zoom rooms where several **breakout rooms** could be enabled at the same time → virtual JMEv
- In each breakout room: young candidates will meet 1-2 senior scientists who **match** their preferences in
 - geographical region
 - position type
 - expertise (analysis, objects, hardware)
- Each breakout room will be supervised by a **moderator**. The whole room will be supervised by the **host**.
- In a few minutes you will all be **transferred** to a breakout room... **Don't forget to press the confirmation button **Join/Join Breakout Room** after the invitation of the host.**

Program of the event

- During each **session**:
 - Each senior scientist → a **presentation** of his/her group, research activities of his/her team and details about his/her open position(s)
 - (S)he will then ask YS to present their research interests and past achievements → specific details about what is of greater interest to them
 - YS will be asked to briefly present themselves if they wish so → **one-minute elevator pitch**
 - **Q&A session** about each open position will follow
- YS might visit several **breakout rooms** if they have multiple matches
- After the end of the event: the senior scientists will contact the organizers in order to get the **CVs** and **SRI** of young candidates
- After studying the CVs and SRI: senior scientists are strongly encouraged to **contact via e-mail** the candidates which they liked most for their open position(s)

Reminder: Code of conduct

Please, pay attention to the Code of Conduct:
<https://indico.cern.ch/event/915995/page/20286-code-of-conduct>

- The CERN and CMS Codes of Conduct apply here as always
- Young candidates should speak **only about their own achievements**.
 - Avoid a direct comparison with other candidates
 - Avoid to undermine the achievements of other candidates
 - If anyone attempts to interrupt another candidate, the moderator should intervene
- Senior scientists shouldn't display **any sign of preference** toward a specific candidate during the event



- Please show **respect** for your colleagues in CMS
- One last thing: Please add your **full name** in Zoom, if you haven't done so already!