

Welcome to the...

LHC EARLY CAREER MENTORING PROGRAM

Kick-off meeting
November 24, 2020

Organized by the LHC early career mentorship committee

Who are we?

Representatives from:

- ALICE Junior Representatives
- The ATLAS Early Career Scientist Board (ECSB)
- The CMS Young Scientists Committee (YSC)
- The LHCb Early Career, Gender, and Diversity Office

Why did we start this mentoring program?

- A successful career in research requires a lot more than just providing good results at work – visibility, networking, “soft”- skills, written and unwritten rules in academia, etc., are also important
- A mentor can help you move forward with confidence in your career by providing you with support, encouragement, insight, advice, and information for making informed decisions
- Mentors can gain fresh perspective and ideas, learn how to communicate more effectively, develop their leadership skills, and gain satisfaction from helping others
- Inspired by the success of other mentoring programs! [WIT@CERN](#) and [Dynament@DESY](#)

Mentoring program steps

1. Review the mentoring [agreement](#)
 - Reminders of: CERN code of conduct, not discussing information internal to your collaboration if your mentor is not in the same collaboration, confidentiality, ...
2. Decide with your mentor on the [terms](#) of mentoring during your first meeting
3. Decide on what your [goals](#) are for this program
 - We encourage you to share these goals with your mentor.
4. You are ready to start the mentoring. Now the real work starts! We will contact you throughout the program to request feedback on your progress.
5. The formal mentoring relationships will end in September, 2021. At this point 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.

- Be proactive in scheduling meetings with your mentor
- Come prepared to meetings with discussion points and questions.
 - *At the beginning of the program, I came up with a list of topics that I wanted to discuss with my mentor, and shared this with her. Before each meeting, I let her know beforehand which topic I wanted to discuss. This allowed us both to come prepared – me with questions and her with answers.*
- Take notes!
- Keep an open mind.
- Be respectful.
- Value the time spent with your mentor. Keep in mind that they are volunteering their time to help you.

Ideas for discussion points with your mentor

Some ideas to get you started...

- *What do you wish you had known during your Phd or at an earlier stage in your career?*
- *How did you get your first postdoc position? How far in advance did you start applying?*
- *How do you make decisions at each major transition in your career? What are the pros/cons of staying in the same collaboration vs. switching to a new experiment?*
- *How is a postdoc position different from a PhD?*
- *What are my career possibilities after the postdoc phase?*
- *How did you get a permanent position? Any tips? Which skills should I be developing now?*
- *How would you describe your leadership style? How did you develop leadership skills?*
- *The big picture – is having a career in academia/research what you thought it would be? What do you love most about it? What do you love the least?*
- *What are the challenges associated with raising a family and having a career in academia?*
- *How do I improve my personal standing in competitive situations?*
- *How do I write successful grant applications?*
- *How do you keep a healthy work-life balance?*
- *... much more!*

Keep in mind that your mentor does not have all the answers.
But they can offer you another viewpoint from a more experienced perspective.

- We have chosen a mentor for each of you based on your personal statement and preferences.
 - The mentors are all advanced postdocs and senior researchers who have expressed interest in volunteering some of their time to help you!
 - Please let us know for any reason if you are unsatisfied with your mentor match. This will be kept confidential, and we will do our best to find a solution.
- We hope that you take full advantage of this mentoring program!
- Check out some resources on our website: <https://lhc-mentoring.web.cern.ch/>
- This is our first year organizing this program, so we are all learning together 😊 Please contact us with any complaints/compliments/suggestions: LHC-Early-Career-Mentorship-Committee@cern.ch