NuPECC LRP – TWG 10

Careers

Goals

- Support early career researchers in their future
- Provide necessary resources
- Enable successful careers

Providing resources for early career researchers

- Database containing web pages with job advertisements
- Information about funding opportunities
- Dedicated workshop like Early Career Scientists Fora

Suggestion / Recommendation to put these infos in the NuPECC web page, together with the conferences

Suggestion / Recommendation to connect Early Career Fora with schools in the community and JENAA (Joint ECFA NuPECC APPEC Activities)

Examples: Websites with job opportunities & funding

- https://euraxess.ec.europa.eu/
  EURAXESS - Researchers in Motion is a one-stop shop for researchers and innovators seeking to advance their careers and personal development by moving to other countries. We provide tailored information and support, free of charge, to researchers, entrepreneurs and research performing organisations. Our unique web portal offers job, funding and hosting opportunities, career development guidance and free tools and much more. EURAXESS network counts 43 European countries and 9 worldwide hubs.
- https://jobs.sciencecareers.org/jobs/europe/
  with search jobs, job alerts, search employers, career advice and visit career tools
- https://www.eurosciencejobs.com/
  Search for Research Science Jobs and Postdocs in Europe (many fields and many countries)
- https://www.researchprofessional.com/
  with collections of jobs and funding in many topics (not only Physics) from different institutions all around the world

Example: Dedicated workshop for early career scientists

LHC Early Career Scientists Fora (LHC ECSF) Job Matching Event (JMEv) aims at bringing early career researchers and recruiters from our collaboration together to discuss open academic job positions on an LHC experiment.

Seniors are encouraged to not only advertise PhD and postdoc positions, but also other positions on an LHC experiment, such as technical, engineering, as well as junior/senior physicist positions on analysis, objects and/or hardware.

Multiple online job matching sessions, where each session is joined by:

- One recruiter offering a job on a LHC experiment;
- Two members of the LHC Early Career Scientists Fora serving as moderators;
- A small group of job seekers who currently work on an LHC experiment and are interested in the job being offered. The group is kept small to promote an effective discussion.

https://indico.cern.ch/event/1269746/

Prizes for early career researchers

- Offer prizes for early career researchers in nuclear physics
- Create an enhance visibility
- Possibility for early career researchers to present their research at large conferences

Examples: Prizes for early careers researchers

Many prizes in Nuclear Physics Division of EPS

- **The Dissertation Award in Nuclear Physics** is awarded by the Nuclear Physics Board - on behalf of the Nuclear Physics Division of the European Physical Society. The award recognises the excellency of a recent Ph. D. in Nuclear Physics. Every 3 years to 3 candidates.
- **The Lise Meitner Prize** is awarded every 2 years to one or several individuals for outstanding work in the fields of experimental, theoretical or applied nuclear science.
- **The IBA Europhysics Prize for Applied Nuclear Science and Nuclear Methods in Medicine** is awarded every 2 years to one or more individuals for outstanding work in the field of nuclear science and medicine. The work must have been published in a peer reviewed journal.

Many other prizes in EPS => https://www.eps.org/page/distinction_dg_prize

- **The Emmy Noether Prize** is awarded twice per year (full career and mid career) for women in physics

For the career point of view the following **EPS-HEPP** prizes can be also used as a model:

- **The Young Experimental Physicist Prize**, for outstanding work by one or more early career experimental physicist (maximum of 8 years - excluding career interruptions - of research experience following the PhD) in the field of Particle Physics and/or Particle Astrophysics.
- **The Gribov Medal**, for outstanding work by an early career researcher (maximum of 8 years - excluding career interruptions - of research experience following the PhD) in Theoretical Particle Physics and/or Field Theory.
- **The Outreach Prize**, for outstanding achievement in outreach, including education and the promotion of diversity, in connection with High Energy Physics and/or Particle Astrophysics.

Early Career Prizes also in IUPAP (International Union of Pure and Applied Physics) => https://iupap.org/awards/young-scientist-prizes/

Early Career Scientist (former Young Scientist) Prizes r**ecognize the contributions of early career physicists within the subfields of each Commission** (up to 8 years of research experience following Ph.D., excluding career interruptions). Every 3 years to 3 candidates.

Suggested Prizes:

- Young Researcher Prizes for PhD thesis (theoretical and experimental)
- Young Researcher Prizes for theoretical and experimental work at the early stage of the career (i.e. less than 8 years)
- Diversity Prize
- Outreach Prize

Suggestion / Recommendation to have prizes for PhD every year (not every 3 y) to stimulate the participation.
Award not only with diploma but also with a talk in one of the topic conference in Nuclear Physics

Fostering Networks

- Europe-wide workshops to bring early career researchers together, similar to *EPS Young Minds*
- Foster exchange and networking between early and advances career researchers

Examples: EPS Career initiatives

- **Young Minds**
  The EPS encourages young scientists to actively develop their leadership, networking and outreach skills to enhance their career opportunities and involvement in the European physics community. The EPS Young Minds Sections engage in local outreach activities and European networking http://www.epsyoungminds.org/

- **International Association of Physics Students**
  The EPS Secretariat hosts the International Association of Physics Students. IAPS is an association of physics students and student societies from around the globe, working to promote peaceful collaboration amongst them. https://iaps.info/

Contributions of early career researchers to NuPECC

- Early career researchers as Representative(s) in the NuPECC committee
- Close connection to similar groups in the different countries & collaborations

Suggestion / Recommendation to have at least 1 ECR in the NuPECC committee and to search in all large & small collaborations similar representatives

Example: ECFA Early-Career Researcher Panel

- https://ecfa.web.cern.ch/ecfa-early-career-researchers-panel
- Panel to discuss all aspects that contribute in a broad sense to the future of the research field of particle physics
- At least a member from each participating country/institution, at least one Post-Doc and one PhD student