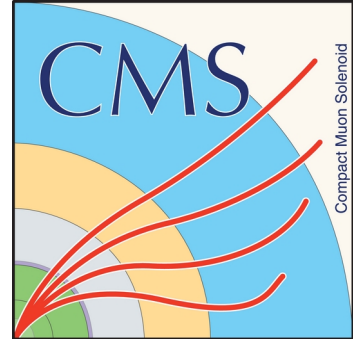




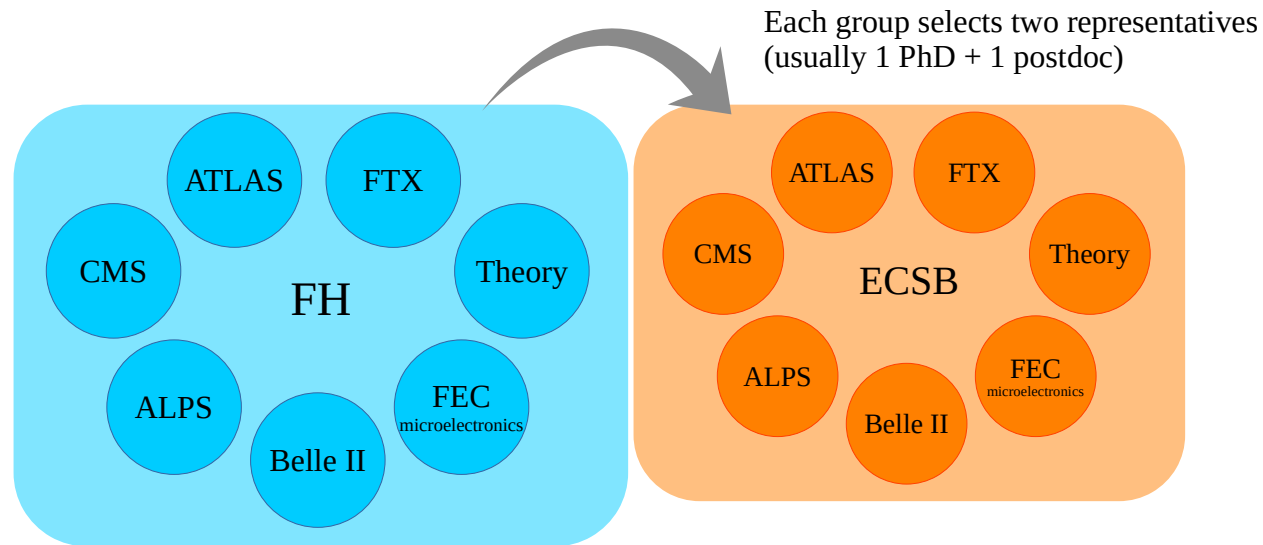
DESY Fellow Day  
June 14<sup>th</sup> 2024



# **FH Early Career Scientist Board**

Andrea on behalf of the ECSB

- Early Career Scientist Board:
  - > Representatives of doctoral and postdoctoral researchers in the FH division
  - > Biweekly meetings with other representatives
  - > Meetings every few months with FH director, currently Beate



## Our mandate

### Issues/concerns affecting Early Career Scientists

Career prospects, mentoring, change of rules, report issues

### Events on campus

Propagate news from other groups about events on campus: socialization events, seminars, courses, colloquia

### Coordination with other Early Career groups

YHEP, DOIT, ECFA ECR, QU postdoc council

### DESY position in HEP

Participate in several taskforces to keep DESY at the frontier of HEP: Diversity&Inclusion, Future Colliders, Relations, Outreach etc.

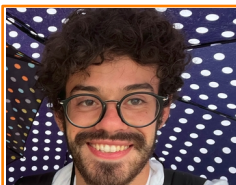
**Todd Kozlowski**  
ALPS, Postdoc



**Christina Schwemmbauer**  
ALPS, PhD



**Savannah Clawson**  
ATLAS, Postdoc



**Nicola de Biase**  
ATLAS, PhD



**Oliver Majersky**  
ATLAS Zeuthen, Postdoc

Looking for a replacement

ATLAS Zeuthen, PhD



**Ana Luisa Carvalho**  
Belle II, Postdoc

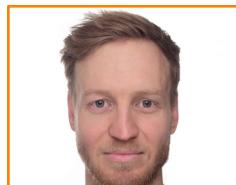
**Raimundo Hoppe Elsholz**  
Belle II, PhD



**Andrea Cardini**  
CMS, Postdoc (chair)



**Lovisa Rygaard**  
CMS, PhD



**Thomas Madlener**  
FTX, Postdoc



**Antonios Athanassiadis**  
FTX, PhD



**Maximilian Löschner**  
Theory, Postdoc (chair)



**Craig Lawrie**  
Theory, Postdoc



**Rebecca Olga von Kuk**  
Theory, PhD



# More info on our website



Deutsches Elektronen-Synchrotron DESY  
A Research Centre of the Helmholtz Association

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## FH-ECSB | FH early career scientist board

**FH-ECSB HOME**

OFFICIAL MANDATE

DESY ORGANISATION AND FH

INTRODUCTION TO DESY

CONTACTS

WHAT WE ARE WORKING ON

EARLY CAREER COMMUNITIES

USEFUL LINKS

JOBS/GRANTS OPPORTUNITIES

MENTORSHIP PROGRAMS

EVENTS

FH NEWSLETTER



PAST EVENTS

FH-ECSB Home /

### Website description

This page is dedicated to PhD students and Postdocs belonging to the FH-department at DESY. Communication and feedbacks are the core part of the website. Here you can find information about the most important topics for young career scientists.

### What to expect from the early career scientist board?

The [FH-department](#) has a new Early career scientist board now!  
We are representing each of the group belonging to the FH-department.  
We are regularly reporting to the [FH-Director](#), about problems, possible improvements and feedbacks from the early career community at DESY.  
We address topics like: PhD well being and duties, the future of PostDocs, recognition of merits, better communication of events and opportunities and much more..

### Feedback

Feedback

Send Feedback

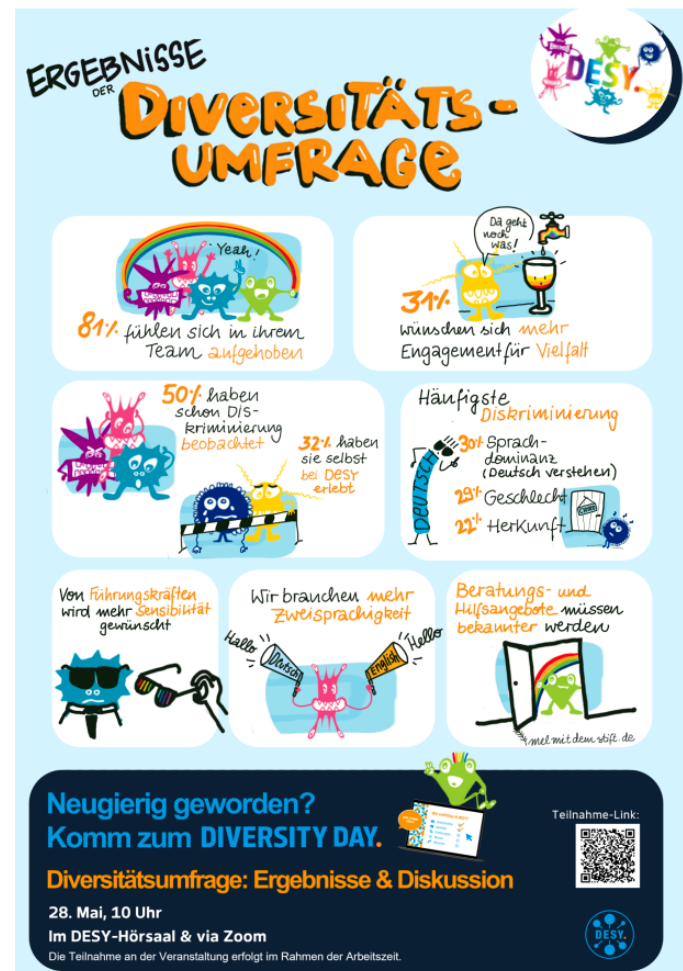


<https://fh-ecsb.desy.de/>

Lots of info for young  
scientists, especially  
newcomers!

- Possibility for postdocs to access additional guidance
- Help in making a plan at the start of the contract (after choosing the group/subgroup to join)
- Mentor initially assigned by FH director in agreement with group leader
- The postdoc can then select a new mentor (or keep the one assigned) after 1 year – so they have time to get to know the DESY staff
- All done in conjunction with a more precise definition of a postdoc supervisor tasks (the staff member who is the primary contact for the postdoc)
- Should become official sometime this year, some trial implementations are starting already
- The ECSB was consulted on the definition of the roles, goals, and mechanism to select the mentor

- ECSB met with the Diversity and Inclusion officer
- Some of us attend the diversity round table meetings and offer support
- Discussion on bilingualism at DESY:
  - > If you spot issues with documents or emails not translated in English and German you can contact the dedicated email
  - > [bilingual@desy.de](mailto:bilingual@desy.de)
- We were also contacted to review the draft of the Diversity Survey you might have heard about during the Diversity Day



- Initial mismatch between her mandate and expectations from scientists
  - > Round of introduction across FH groups interrupted
  - > large differences in stress factors between scientists and other DESY employees
- ECSB + QU PhD/postdoc councils met with the DESY psychologist → clarified her mandate and competences
  - > Mental health first aid
  - > Contact for crisis situation: burnout, conflict situations, sexual harassment
    - No legal obligation to report what is said during meetings
  - > Support people getting back to work after long absences (sick leave, accidents, parental leave, ...)
    - Automatic message for absence > 6 weeks
  - > Support on conflict management
  - > Helps organizing workshops on mental health (currently low attendance from scientists)
  - > Can help organizing dedicated mental health retreats for groups upon request

- Survey on colloquium attendance:

- > Results shown to Beate and taskforce, report sent to taskforce

- > Main takeaways:

- General appreciation for quality of speakers and topics
    - Mostly seen and valued as working time
    - Rather large variance of opinions on time slot

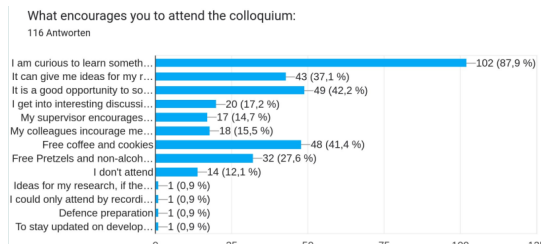
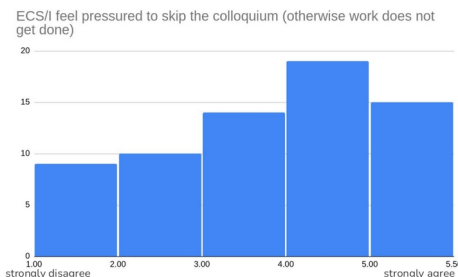
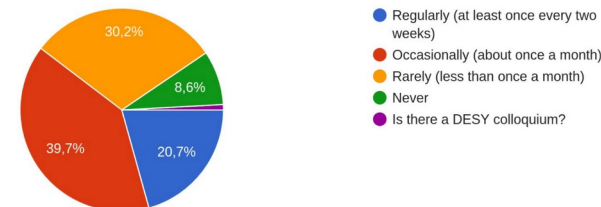
- Working hour tracking:

- > Currently not for scientists → actions taken by DESY and other Universities to keep it that way

- Facilitate contact with FH director:

- > Beate has shown interest in having more events with FH PhDs and postdocs  
→ we are available to help

How regularly are you attending the colloquium?  
116 Antworten



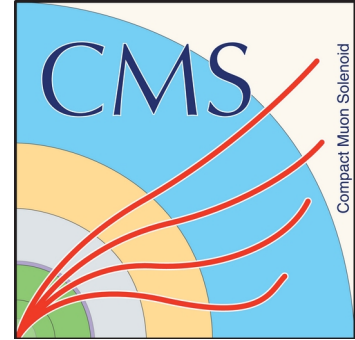


- ECSB contacted by taskforces to hear from young scientists several times
  - > Future colliders, seminars, colloquia, postdoc mentoring, doctoral studies
- Good synergy with other ECS groups when needed
- We contributed to most discussion groups during the FH retreats, our contributions were valued and the staff wants to hear from young scientists
- Drastic improvement of our involvement with respect to 2022
- Feel free to come look for us for any question or request





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**Thanks for the attention.**

Andrea for the ECSB