

For ECRs, a timely, transparent decision on future projects, coupled with sustainability and clear career perspectives, is essential to secure the field's long-term success and appeal.

To ensure the attractiveness of the field of European particle physics, a timely decision on the next flagship project is critical for ECRs. Long-term positions are necessary to retain the critical expertise of ECRs to realise long-term projects. These are only enabled by a clear path towards such projects. The decision-making along this path should be transparent and comprehensible. As the ones who will carry out a future collider project, ECRs desire corresponding participation in this process. In particular, sustainability throughout the life cycle of all future projects is a core priority of ECRs.

Good working conditions remain a significant aspect of attractiveness of a career in our field for ECRs, in particular scientific visibility, work-life and family balance as well as the proactive handling of (mental) health issues.

The career prospects and recognition of expertise should be equal among all working areas of our field [e.g. accelerator physics, computing, detector development, data analysis or theory].