

ET-PP

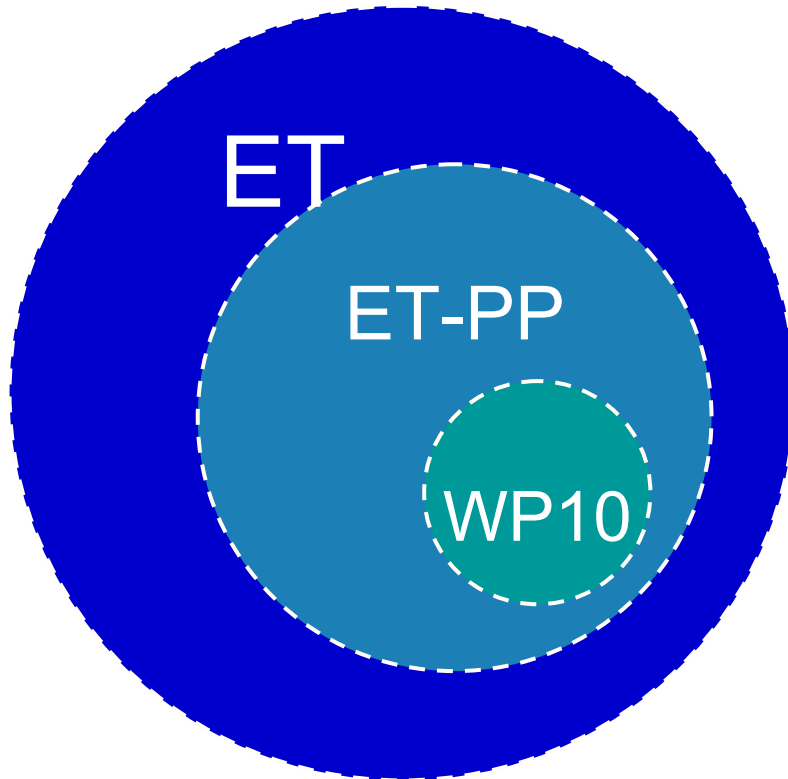
**Preparatory Phase for the Einstein Telescope
Gravitational Wave Observatory**

WP10.5: Early-Career Scientist Mentoring Programme

Martin Hendry, University of Glasgow, UK

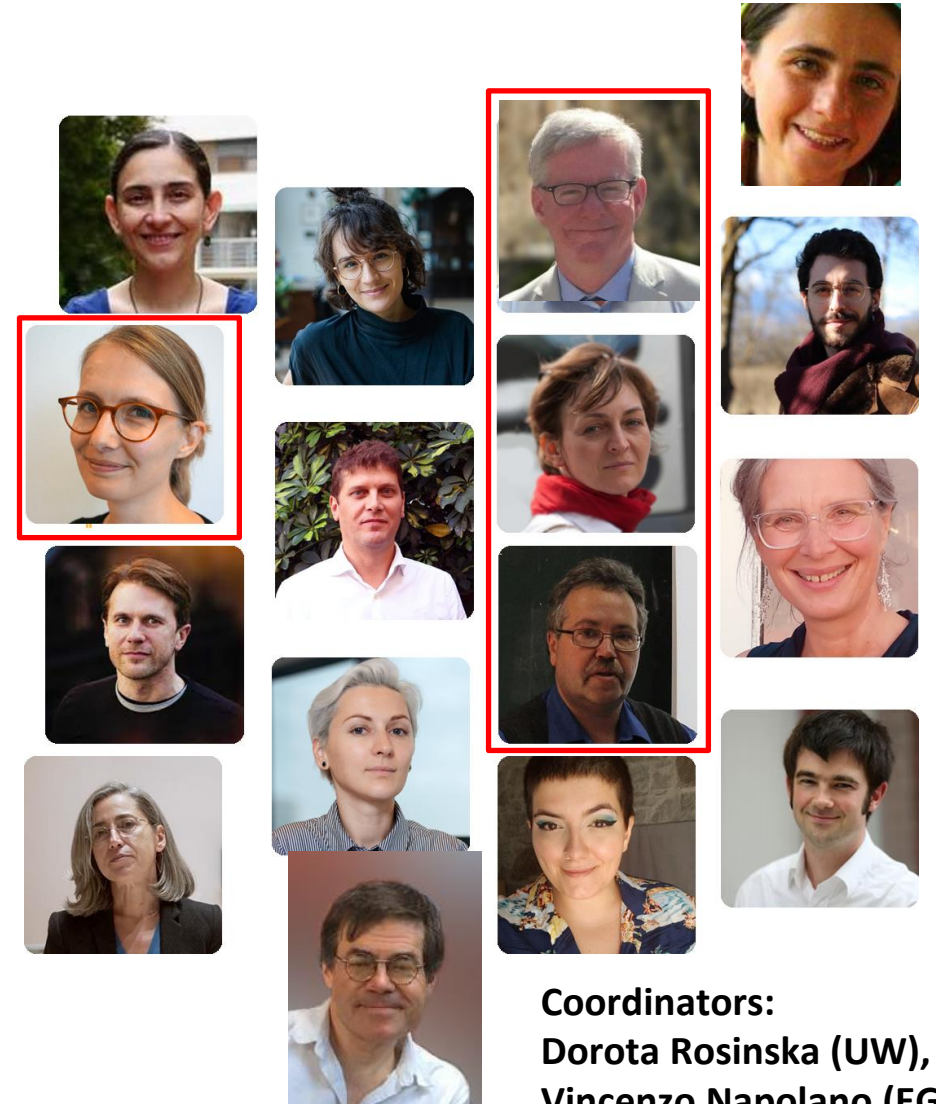
on behalf of the WP10 team

MEET THE TEAM



~20
people contribute

**Einstein Telescope Preparatory Phase WP10:
Education, Outreach and Citizen Engagement**



WP10 deliverable D10.5: Launch ECR mentorship and training programme

Co-ordinators: M. Hendry; M. Biesiada, G. Koekoek, S. Rieger, D. Rosińska

Evolved plan,
Jan-Sep 2025

Key tasks and milestones

- Gather information on **similar MTPs**, across GW community and beyond
- Meet with leadership of **LECS** (LISA), **LAAC**, **ECSC**, **GWECS**
→ advisory group of ECRs → “**Mentorship and Training Council**” (MTC)

Jan/Feb
2025

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Mar-Jul 2025

What have we learned so far?...

- **Lots of activity/good practice, involving both mentorship and training aspects**



Contact

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research conditions - this is what the
International Max Planck Research
Schools stand for. The first such school
was founded in the year 2000. Since then



A state-of-the-art degree in research

Since 2000, the International Max Planck Research Schools (IMPRS) have become a permanent part of our efforts to promote Ph.D. students. Talented German and foreign junior scientists are offered the opportunity to earn a doctorate under excellent research conditions. A shared characteristics of the graduate programmes at Max Planck Institutes is a close collaboration with universities.

Currently, there are 68 IMPRS. The research schools are established





[IMPRS Global Multiplicity – A Social Anthropology for the Now](#)

Max Planck Institute for Social Anthropology, Halle (Saale), Sachsen-Anhalt



[IMPRS for Gravity at the Extreme](#)

Max Planck Institute for Gravitational Physics, Potsdam-Golm, Brandenburg

Max Planck Institute for Gravitational Physics (Hanover), Hannover,
Niedersachsen



[IMPRS: The Leipzig School of Human Origins](#)

Max Planck Institute for Evolutionary Anthropology, Leipzig, Sachsen



International Lecture Week on Gravitational Waves - Bridging Engineering and Physics

16–20 Sept 2024
Europe/Zurich timezone

Overview

Timetable

Scientific Programme

Registration

Payment

Venue

Dr. Fumiko Kawazoe / Ulla Lardinoix

✉ LectureWeekGW@physi...

The SFB 1464 TerraQ (Germany) and the EXC 2123 QuantumFrontiers (Germany) at Leibniz Universität Hannover, the RWTH Aachen University (Germany) and the University of Maastricht (The Netherlands) are collaborating on an **International Lecture Week on Gravitational Waves**.

Target of this event is to bring together early career scientists from engineering and physics to expand their knowledge of gravitational wave physics, astronomy, and related fields. The program features lectures on foundational theories and experimental aspects guiding participants through the fascinating realm of gravitational wave astronomy while introducing related sciences to stimulate their interdisciplinary thinking.

The highly interdisciplinary approach of this lecture week includes three themed lectures each day and numerous dedicated sessions for early career scientists to engage in discussions and networking activities with peers.

Participants will also actively contribute by giving brief presentations aimed at peers from a broad range of scientific disciplines enhancing their science communication skills.

With the support of organized social events, the Ressort Eifeler Tor provides an ideal setting for fostering creative scientific discussions and promoting a harmonious environment where scientists from diverse disciplines can effectively collaborate and interact.



Starts 16 Sept 2024, 12:00
Ends 20 Sept 2024, 14:00
Europe/Zurich



Dormio Resort Eifeler Tor
Heimbach, Germany
[Go to map](#)

IMPRS Lecture Weeks: a model for Early Career training

KEY STRENGTHS

- “Retreat” format for specialized teaching and team building
- Remote, but nice, location!
All together under one roof
- Cross- and multi-disciplinary, as well as fully international
- Builds on existing successful GW “summer school” model
- All participants should gain a basic understanding of their non-specialist topics

CHALLENGES / QUESTIONS

- Requires significant investment: funding, personnel, time, effort
- Should training be at ETC level or devolved by region/country?
- Multi-disciplinary themes + “soft” skills = intensive experience
- What is optimal cadence of training, and how to align with ETC induction? Alumni network?
- Don’t want to duplicate other institutions and collaborations

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<http://www.europlanet.tfai.vu.lt/homepage/mentorship/>

EARLY CAREERS TRAINING AND EDUCATION PORTAL

EUROPLANET MENTORSHIP PLATFORM

[Home](#)[About](#)[Enrolment](#)[Mentors](#)[Mentees](#)[Ask our advice](#)[Code of conduct](#)

The Europlanet Mentorship platform aims to provide a central point of contact for early career scientists to develop expertise, ask questions and discuss career plans with more established members of the planetary community.

Through the Europlanet Mentorship programme, we aim that Mentees are given the support they need to become collaborative and open-minded colleagues and leaders, enabling them to pursue their chosen career paths.



<https://lhc-mentoring.web.cern.ch/>[ABOUT](#)[NEWS](#)[SCIENCE](#)[RESOURCES](#)[SEARCH](#) | [EN](#) ▾[News](#) ▸ [Announcement](#) ▸ Topic: At CERN[Voir en français](#)

Mentoring@CERN: A new and unique mentoring programme for the CERN community

17 APRIL, 2024

The [LHC Early Career Mentoring Committee](#) and CERN's [Women in Technology group](#) have teamed up to launch a new and unique mentoring programme: **Mentoring@CERN**.

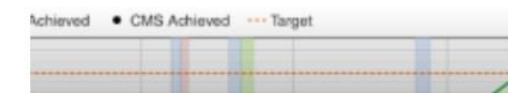
The pilot phase of this initiative, which aims to promote professional development and support within the CERN community, is set to commence on 15 April.

Who can participate?

If you're **associated with CERN through a contract**, whether as staff, fellow, student, user, PART, or external contractor, you're eligible to join. You don't have to work for the LHC experiments or be a woman to take part.

There are **no age or career level restrictions**, ensuring that anyone can apply to be a mentor or mentee. We carefully pair mentors and mentees on a case-by-case basis with personalised matches.

Related Articles



LISA Early Career Scientists: a model for Early Career mentoring

LISA Consortium User Guide

User guide ▾

Groups ▾

Getting help ▾

Contributing

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← Previous

Next →

LISA Early Career Scientist Group
(LECS)

Purpose

Responsibilities



LISA Early Career Scientist Group (LECS)

Access: Full members

Contact: [lecs-chairs\[at\]lisamission.org](mailto:lecs-chairs[at]lisamission.org)

Governance:

- co-chair: Razvan Balasov
- co-chair: Thomas Kupfer
- co-chair: Valeriya Korol

Purpose

The Early Career Scientist Group intends to gather consortium members at an early stage of their careers (PhD students, postdocs, assistant professors, etc). Physicists and engineers are very welcome to express their interest, especially new-comers.

As an official consortium group, a list of members is maintained as well as a mailing-list. We hold regular telecon, announced by emails and messages in the dedicated Slack channels. Our Slack channel [#lecs](#) is used for spontaneous discussions and announcements. The telecon minutes, brainstorming documents, along with other resources can be found on our Wiki: <https://gitlab.in2p3.fr/j2b.bayle/lecs>.

To ask for membership, access to the consortium Slack and to our Wiki, please write an email to the chair email address above.



🔍 Search



ENG
UK



06:46
11/01/2023



Scope of the group



Discuss needs and values shared by younger generations



Support career development, job and grant opportunities



Foster collaboration and facilitate exchange of info. (welcome new members, cross-disciplinary dev...)

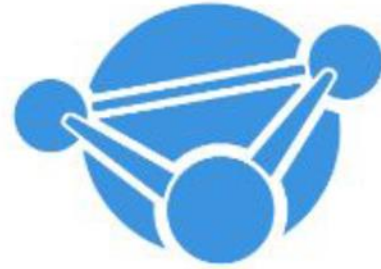


Promote participation of young scientists in leadership, outreach, diversity, soft skill development...



Lay the foundations for a functional, enjoyable and inclusive working environment

LECS mentorship program



The goal of the program

The LECS mentorship program aims to provide help and guidance for junior LISA scientists at the beginning of their careers.

The **objectives** of the program are:

- Provide personal mentorship for junior LISA scientists
- Connect and provide a support network for junior scientists
- Create a generally open and inclusive environment

Mentors

Mentors are experienced members of the LISA Consortium who can provide connections and guidance for the career development of the mentees.

The mentors are not meant to substitute the supervisors/group leaders, but rather be an **additional resource of advice**. The mentors are willing to share their academic career path and expertise, but also discuss non-academic topics such as:

Challenges in academia

impostor syndrome

finding jobs

Diversity and inclusion

work/life balance

and many more

Mentees

Benefits of participation in this program include:

- receiving individual feedback in line with their personal goals for growth
- seeing their professional network enlarge
- being supported on issues related to inclusion and work/life balance

Mentees should note that mentors are not meant to substitute supervisors or act as counsellors. It is the responsibility of the mentee to seek specialist support if needed, and of the mentors to openly suggest it.

Example topics to discuss

- Challenges in academia
- Impostor syndrome
- Finding jobs in academia
- Applying for grants and fellowships
- Equity, diversity and inclusion
- Work/life balance
- Developing academic skills
- Living in foreign countries
- Organisational culture
- Working in a large collaboration
- Family and career

Example questions: <https://wiki-lisa.in2p3.fr/Mentorship/ExampleQuestions>

Credit: Valeriya Korol and Thomas Kupfer

Mentoring resources

- Nature's guide for mentors
- Nature career's podcast
- Harvard Graduate Women in Science and Engineering (HGWISE) Mentoring Program
- Resources gathered by the Committee on the Status of Women in Astronomy (CSWA)
- Mentoring resource for students/mentees to help set up a mentoring network, and set expectations with your mentor(s), by U. of Michigan
- Mentoring resource for faculty for mentoring graduate students, by U. of Michigan
- Effective mentoring practices guide, by Brown University
- Resource page for effective mentoring in STEM
- Mentoring resources list by AstroBetter
- "How to get the mentoring you want: a guide for graduate students", by U. of Michigan
- 11 Best Practices for University Mentoring Programs
- Creating a Workplace Mentoring Program: Key Steps and Tips

Thanks to Floor Broekgaarden for collecting most of these resources during the EAS21 meeting.

Credit: Valeriya Korol and Thomas Kupfer

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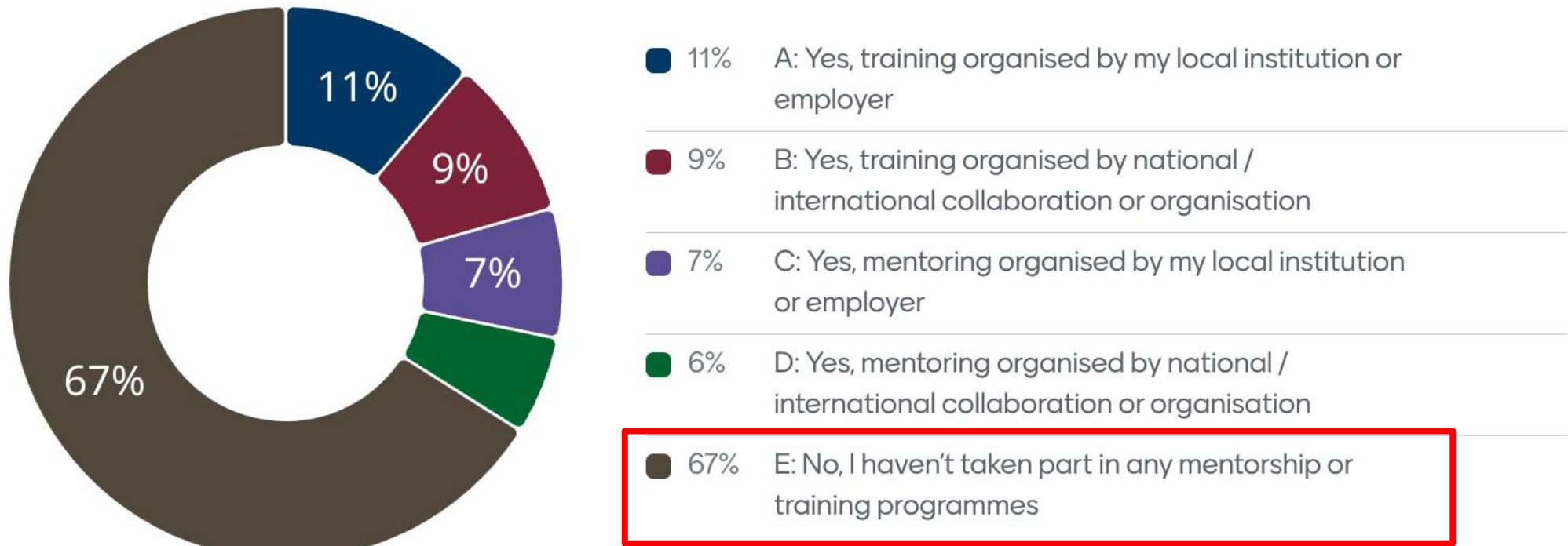
Mar-Jul 2025

What have we learned so far?...

- **Lots of activity/good practice, involving both mentorship and training aspects**

Mentimeter survey of Early Career colleagues in Bologna, Glasgow. (Broadly consistent results from each cohort)

Q1: Have you **previously taken part** in an Early-Career Mentorship and Training programme? *(Please select **all** that apply)*



Q2: What **barriers** have stopped you accessing good mentoring/training, and how could the **ET MTP** remove them?

Unaware of existence

No opportunities

Lack of time

Distance

Lack of awareness

Not knowing about it

Never had the opportunity to take part in one

Fubding to attend, knowledge of whats going on

Q2: What **barriers have stopped you** accessing good mentoring/training, and how could the **ET MTP remove them**?

Not tailored to my area

I don't know how it's supposed to support me

Not part of a large collaboration.

time

Felt unnecessary

Not knowing about it

Funding for travelling to in person training sessions. Online sessions during working hours are difficult to attend

I was never exposed to information relating to them

Q2: What **barriers** have stopped you accessing good mentoring/training, and how could the **ET MTP** remove them?

Often found out about them too late in the stage of career I was at.

Too many mentoring programs, which one do I do?

Availability of researchers in my field

Mentor time

Difficult to access in US, require good fits in mentoring which can be difficult to find.

Overlap with other stuff / lack of time

Lack of advertising of these programmes.

Supervisor being against doing them

Q2: What **barriers have stopped you** accessing good mentoring/training, and how could the **ET MTP remove them?**

I wasn't in a place where I was presented with such a program or thought I needed it

Unaware of or inexistence of opportunities

More well-established systems to get mentorship from peers at a stage that's close to where I'm at (but a bit more advanced)

Lack of time

Not know about any

Lack of knowledge about the programs

Time/ training not directly related to my research, so takes time away from it

Communication about upcoming trainings

Q3: Are there any **incentives** that would motivate you (and potential mentors) to actively participate in an ET MTP?

Free lunch

Funding

Merchandise :D

Connectivity to job opportunities

Merch

Reminder, otherwise I am in

Clear goals of the scheme

Cold Hard Cash

Q3: Are there any **incentives** that would motivate you (and potential mentors) to actively participate in an ET MTP?

Learn something usefull

Travel support

Career advice

Free events

Opportunity advertising

Yes pretty much , if i foudn
researchers working in my
field i would be interested

Clear evidence that it's
useful

A mentor in a similar
research field

Q3: Are there any **incentives** that would motivate you (and potential mentors) to actively participate in an ET MTP?

Free food/coffee/drink :)

It being presented as a vital part of the PhD journey rather than an add-on

Opportunity advertising

including Virgo

Q3: Are there any **incentives** that would motivate you (and potential mentors) to actively participate in an ET MTP?

Interesting topics

Recognition in my institution

Transversal skills are very important!

Useful for my work

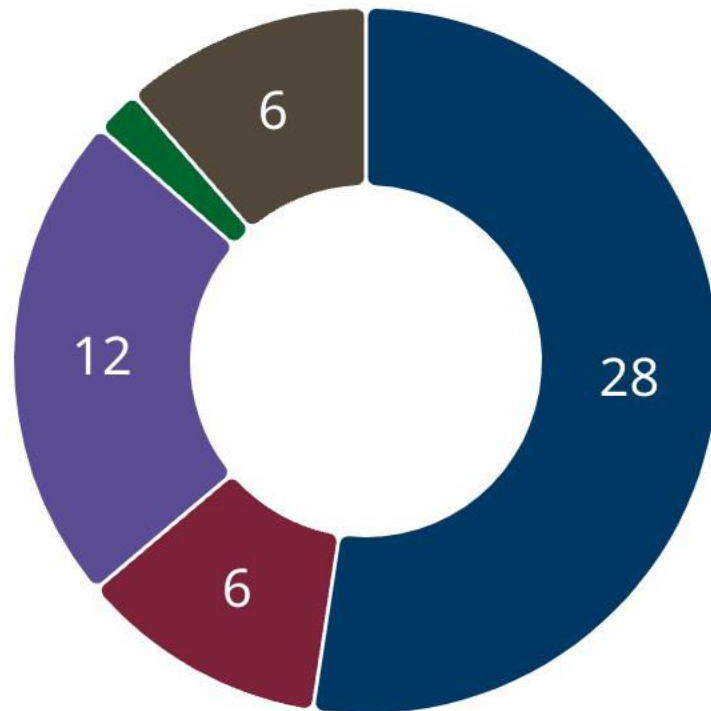
Recommended by colleagues

Clear structure of the program

International climat

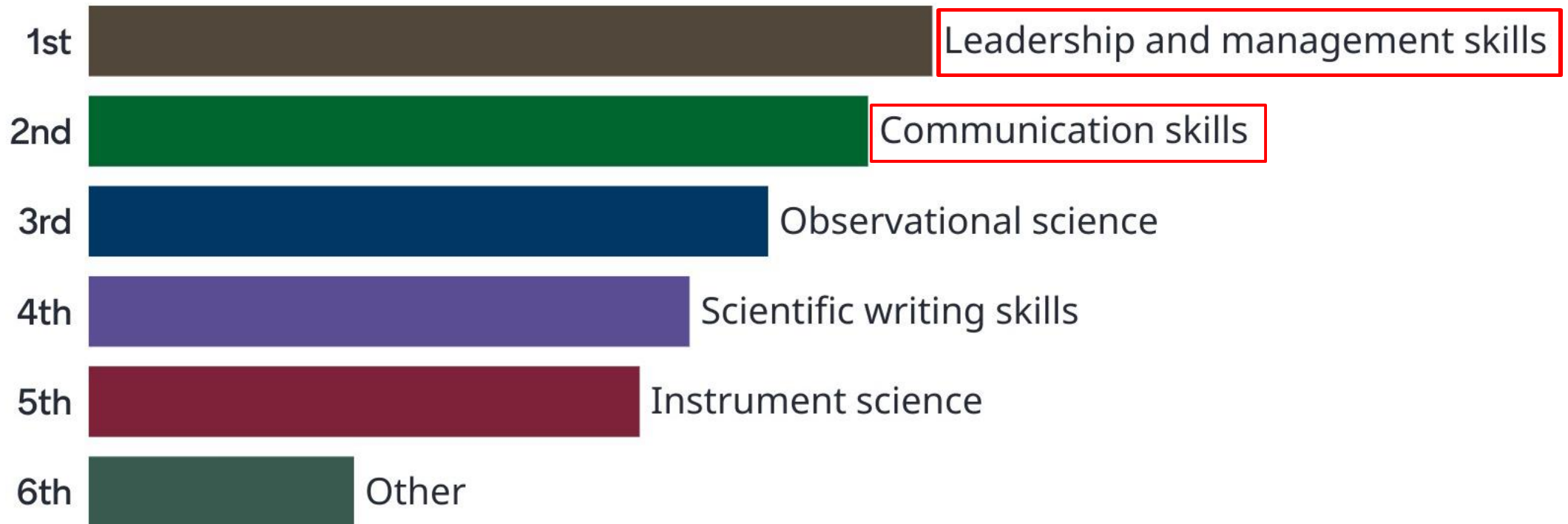
Holistic approach including general skills

Q4: Which mentoring format would suit you best? *(Please select **one**)*

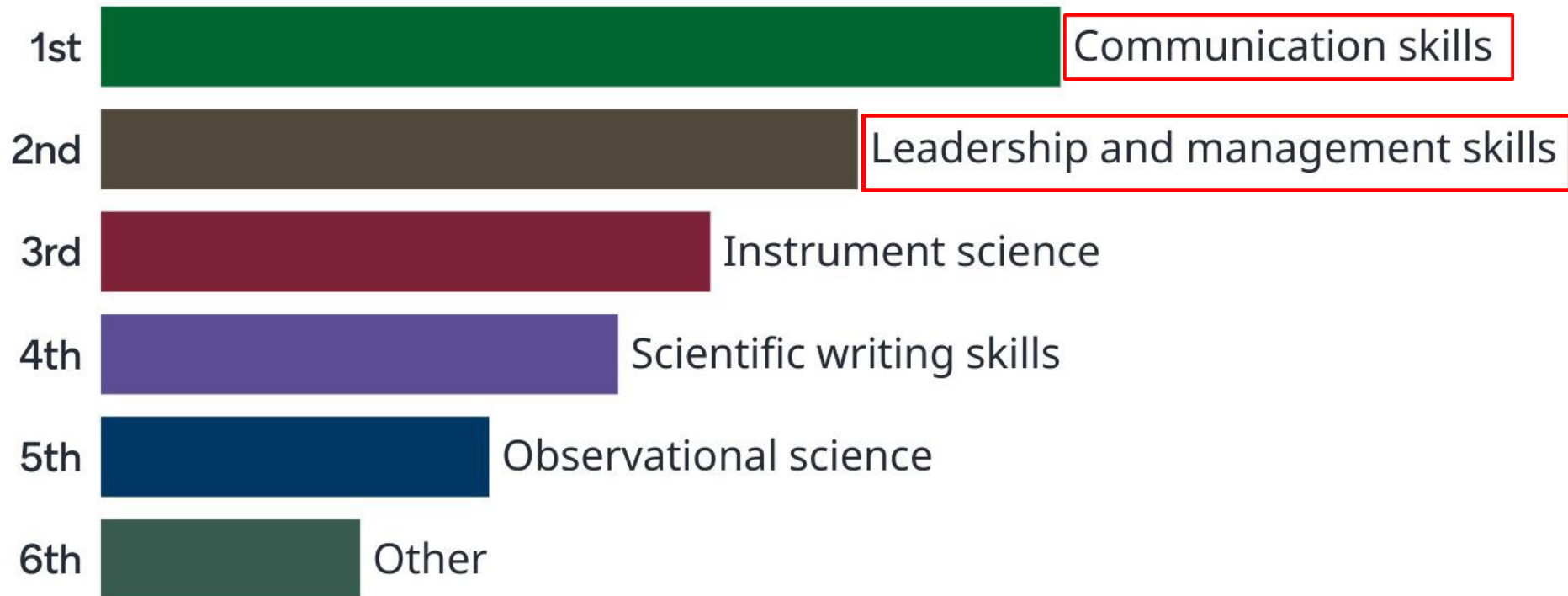


28	A: One-to-one meetings
6	B: Peer group mentoring
12	C: Themed workshops
1	D: Online discussion forum
6	E: Shadowing
0	F: Other format

Q5: Which of these **skills** should the ET MTP **prioritise** in its first phase?



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Q6: Which **three outcomes** would you most like an ET Mentorship and Training Programme to deliver?



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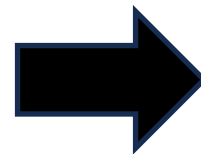
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Key Objectives

1. Avoid repetition/duplication
2. Broaden scope beyond ECRs

WP10 D10.5: ECR Mentorship and Training Programme

QUESTIONS / ISSUES FOR DISCUSSION

- IMPRS-like approach provides an excellent model, but this will require significant investment and planning. **(How) do we want to tackle this?**
- Fully international (i.e. whole-collaboration) vs regional model?
- How best to integrate with ETC onboarding / induction process?
- How best to avoid repetition or duplication with programmes at ECRs' home institutions and/or other collaborations (e.g. LSC, Virgo, LISA)?
- Existing mentorship schemes such as LECS provide successful model, with many resources created and questions about structure and approach addressed. **Do we proceed with a LECS-like mentoring model?**
- As with training, how do we best avoid repetition and overload?