



# Early Career Scientists in High Energy Physics

Anna Pollmann *for yHEP*  
[anna.pollmann@uni-wuppertal.de](mailto:anna.pollmann@uni-wuppertal.de)

- representing scientists w/o permanent contract (PhD students, Post-docs, etc.)
- currently 285 members
- Management Board elections in October (for one year)
- **working groups**
  - Awareness and communication
  - Working conditions
  - Career planing
  - Future of HEP
- **annual meeting 2018**
  - DPG Würzburg (KET/KAT), Bochum (KHuK)

Contact: [yhep-info@desy.de](mailto:yhep-info@desy.de); Website: [yhep.desy.de](http://yhep.desy.de)

## yHEP Board

### KET Section

*Elementary particle physics*



**Ulrike Schnoor**  
Representative



**Hendrik Jansen**  
Deputy  
*Chair of yHEP MB*

### KAT Section

*Astro-particle physics*



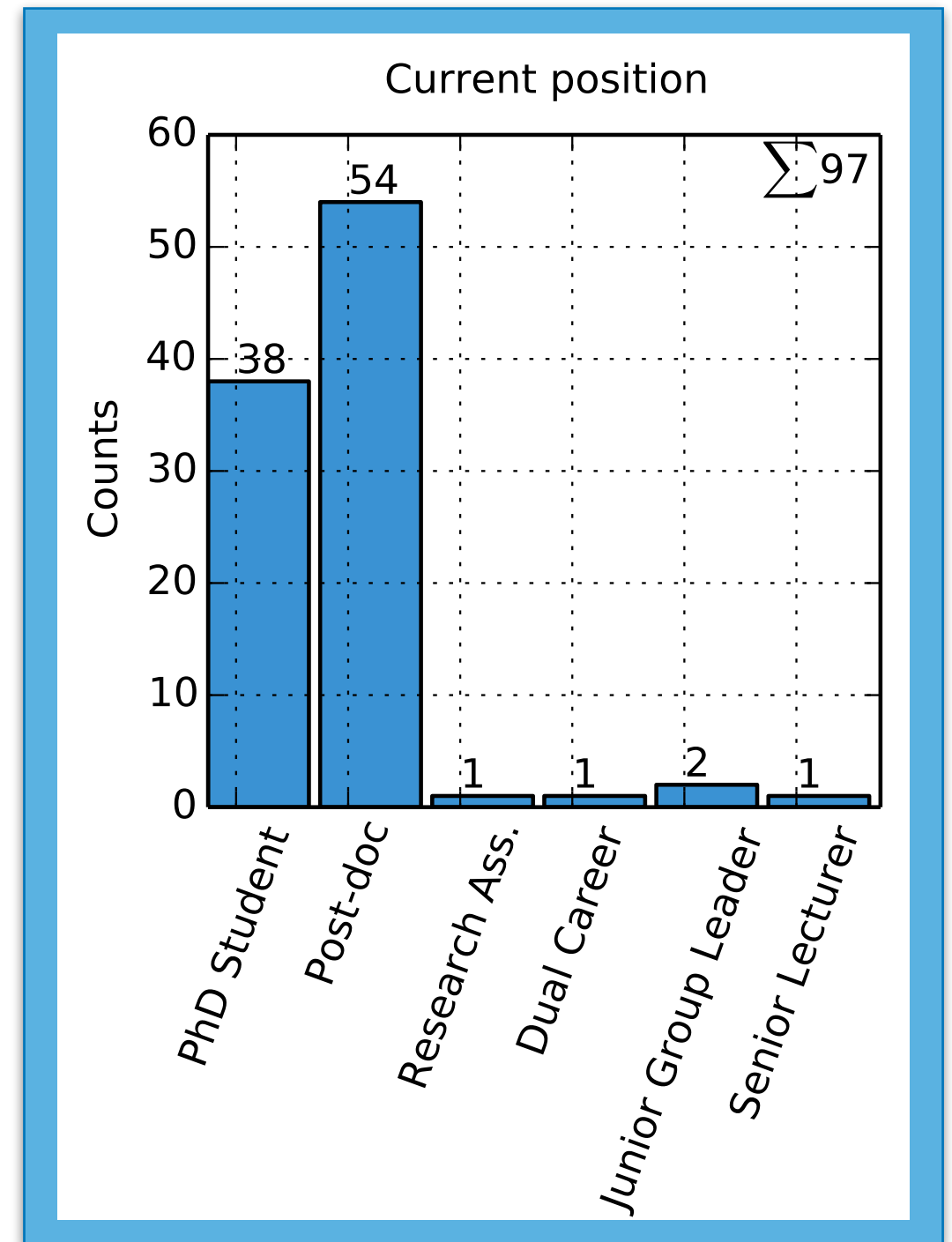
**Anna Pollmann**  
Representative



**Michael Willers**  
Deputy  
*Deputy Chair of yHEP MB*

# yHEP in Numbers

- numbers (based on Survey '17)
  - 76% in experimental physics
  - 66% particle physics
  - 70% in a collaboration
  - 93% of Post-docs male
- request of members to yHEP:
  - arise awareness for the needs of non permanent scientists in general public, policy-makers, special interest groups
  - strengthen the academic „Mittelbau“ (*PhD scientists below faculty*)
  - transparency in career path



Request of contribution to current discussion by German representatives of ECFA (European Committee for Future Accelerators)

=> survey among yHEP members and beyond

## General experiences / publications

- verification of the claim of your contribution for applications/ interviews difficult
- location / centrality of your position in regard of your collaboration impacts recognition
- search for exotic physics -> null results correlated with minor abilities
- forms of funding agencies don't foresee space to explain your contribution to a collaborative paper
- + talks are distributed in a fair fashion

## Filling of leadership roles

- „noisy“ people are favoured over „work-horses“
- names of positions have different meaning in different collaborations
- selection criteria unclear

## Suggestions

- ▶ transparency
- ▶ enable an application process for leading positions in collaborations
- ▶ incl. early career scientists into decision making processes
- ▶ elaborate on achievements / paper contributions in letter of reference



# Contribution to the German input to the European strategy of particle physics

## Central points

- projectable career perspectives in science to ensure an attractive field of HEP
- improve working conditions, e.g. sufficient time for science, to avoid „brain drain“
- enable sufficient contracts for experts on detectors connected to the detector lifetime
- enable connection of family and careers in science

*„Die Teilnehmer [Particle physics community] unterstützen die Forderungen des wissenschaftlichen Nachwuchses mit Nachdruck, damit auch zukünftig, trotz der sehr langen Zeitskalen vieler der oben genannten Projekte, exzellente Forschung an vorderster Front möglich sein wird.“*

# What can you do to improve your situation / ... the situation of your PhD students / post-docs?

## Transparency

- compiling/reading statistics
- annual appraisal
  - starting end of PhD
  - regarding potential / perspective in science
- at start of Post-doc position
  - which qualifications to gain
  - science agenda

e.g.



## Talent management

- qualification

## Challenge young scientists / get challenged

- involvement into decisions
- increasing responsibilities
- realising their own ideas
- small grant proposals



# Final remarks

## yHEP elections upcoming

- starting in about 2 weeks
- sign up on the mailing list to be able to contribute with your vote  
Website: [yhep.desy.de](http://yhep.desy.de)
- participate in online discussions / working groups / representative

**Join the dinner today!**

**Wilma Wunder at 20:30h**

Markt 11

about 900m from Main Station  
near Cathedral Mainz

*Please tell me in advance (per mail)  
so that I can ask for more places at the table!*

