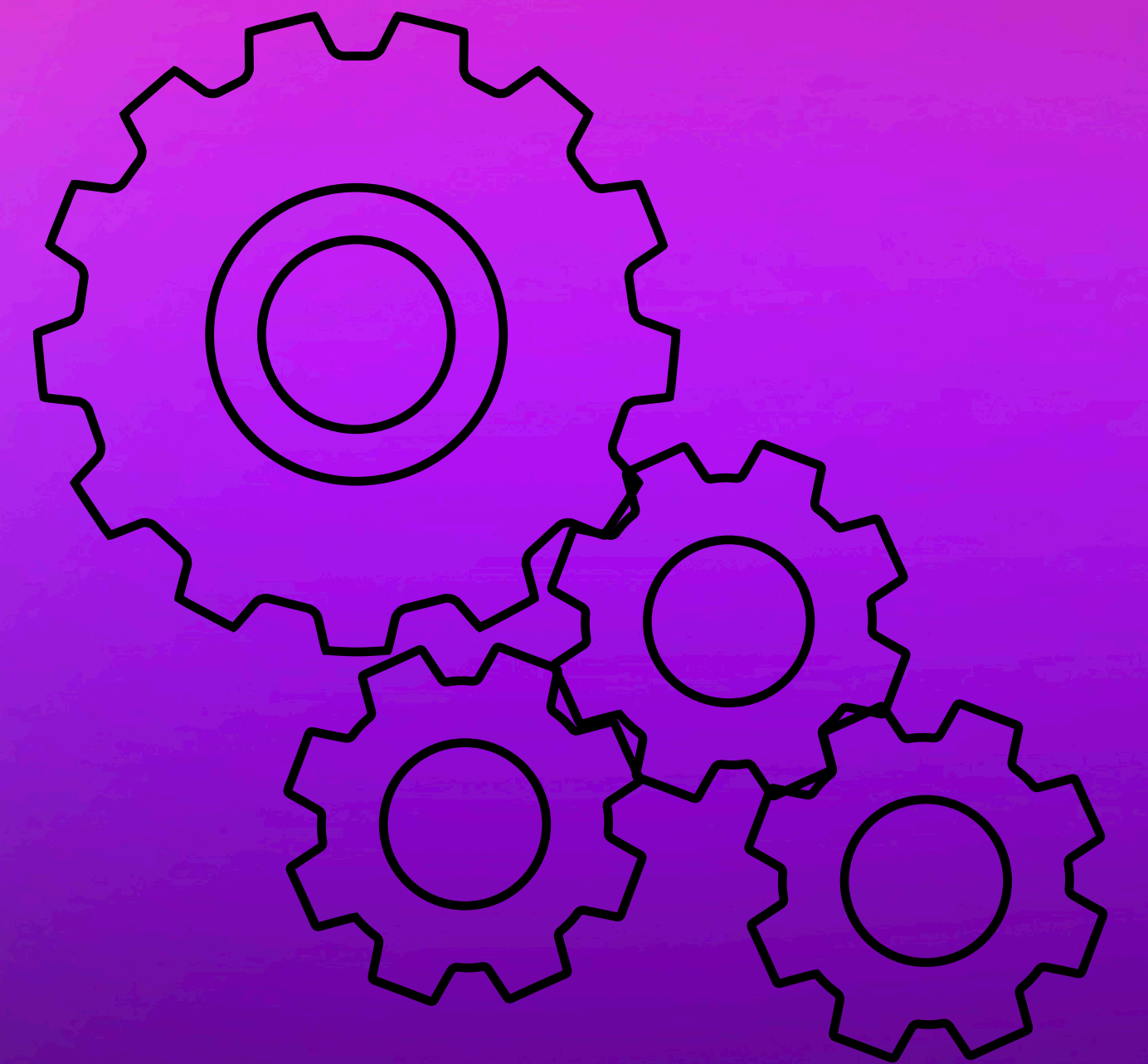


HOW TO SUPPORT EARLY CAREER SCIENTISTS IN A LARGE COLLABORATION *(such as ATLAS)*

Dr Christian Appelt

09 Jul 2024, EPS-HEP 2025 | Marseille

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OUTLINE

1. ATLAS COLLABORATION IN NUMBERS
2. SUPPORT FOR EARLY CAREER SCIENTISTS
3. GENERAL REMARKS AND KEY ISSUES



- | | |
|----------------|--------------|
| Argentina | Netherlands |
| Armenia | Norway |
| Australia | Palestine |
| Austria | Philippines |
| Azerbaijan | Poland |
| Brazil | Portugal |
| Canada | Romania |
| Chile | Serbia |
| China | Slovakia |
| Colombia | Slovenia |
| Czech Republic | South Africa |
| Denmark | Spain |
| France | Sweden |
| Georgia | Switzerland |
| Germany | Taiwan |
| Greece | Türkiye |
| Israel | UAE |
| Italy | UK |
| Japan | USA |
| Mongolia | CERN |
| Morocco | JINR |

ATLAS Collaboration

177 institutions (243 institutes) from 40 countries



Afghanistan	India	Romania
Algeria	Indonesia	Russia
Argentina	Iran	Rwanda
Armenia	Iraq	San Marino
Australia	Ireland	Saudi Arabia
Austria	Israel	Senegal
Azerbaijan	Italy	Serbia
Bahrain	Japan	Slovakia
Bangladesh	Kazakhstan	Slovenia
Belarus	Kenya	South Africa
Belgium	Kyrgyzstan	South Korea
Botswana	Latvia	Spain
Brazil	Lebanon	Sri Lanka
Bulgaria	Lithuania	Sudan
Canada	Madagascar	Sweden
Chile	Malawi	Switzerland
China	Malaysia	Syria
Colombia	Malta	Taiwan
Croatia	Mauritania	Thailand
Cuba	Mexico	Türkiye
Cyprus	Mongolia	Turkmenistan
Czech Republic	Montenegro	Ukraine
Denmark	Morocco	UAE
Ecuador	Nepal	Uganda
Egypt	Netherlands	UK
Ethiopia	New Zealand	Uruguay
Finland	North Macedonia	USA
France	Norway	Uzbekistan
Georgia	Pakistan	Venezuela
Germany	Palestine	Vietnam
Ghana	Paraguay	Yemen
Greece	Peru	Zambia
Guatemala	Philippines	Zimbabwe
Hungary	Poland	
Iceland	Portugal	

ATLAS Collaboration member nationalities

Over 5900 members of 103 nationalities

ATLAS MEMBERS

08.07.2025

STAFF

Administrator/other	139
Engineer with PhD	373
Engineer without PhD	563
Physicist	2383
Technician	358
Total	3816

STUDENTS

Engineering student	102
Physics PhD student	1148
Physics masters/diploma student	473
Undergraduate/summer student	585
Total	2308

6124

ATLAS MEMBERS

Early career scientists = all students + all scientists
(≤ 10 years after final degree)

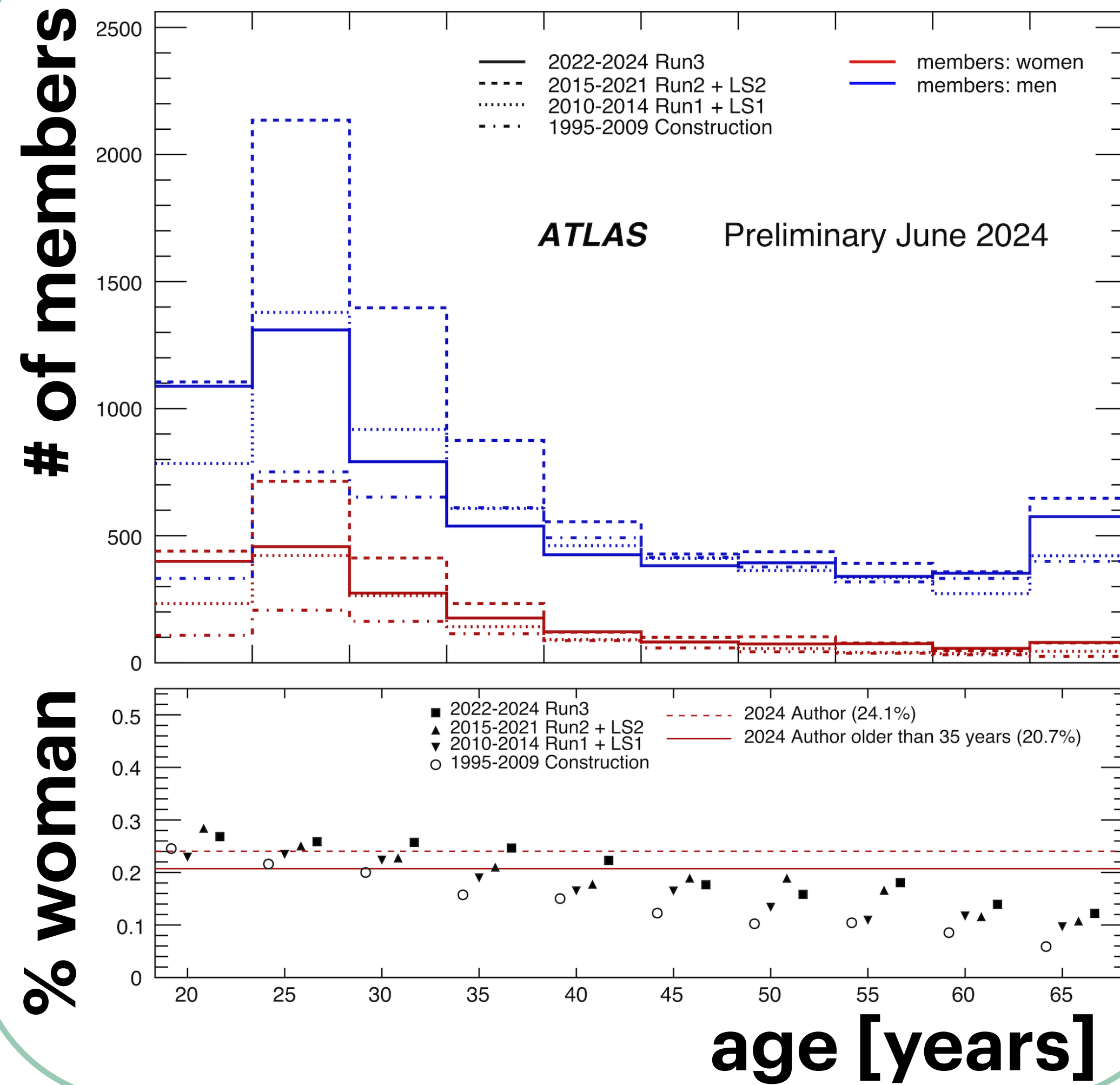
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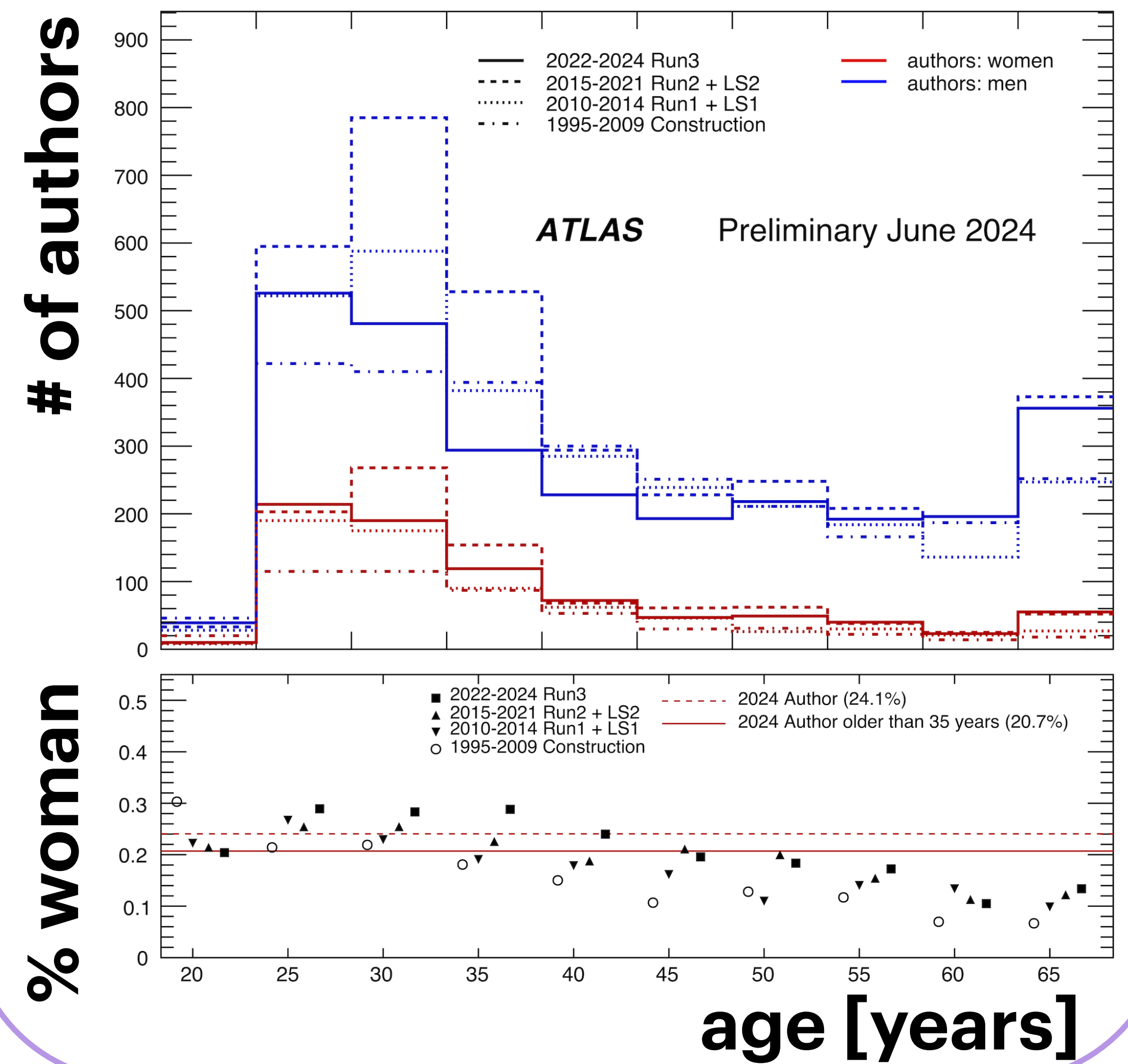
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AGE

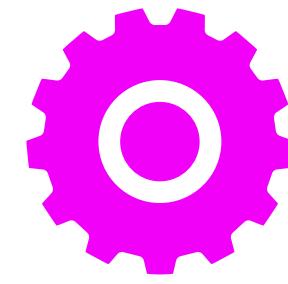
MEMBERS



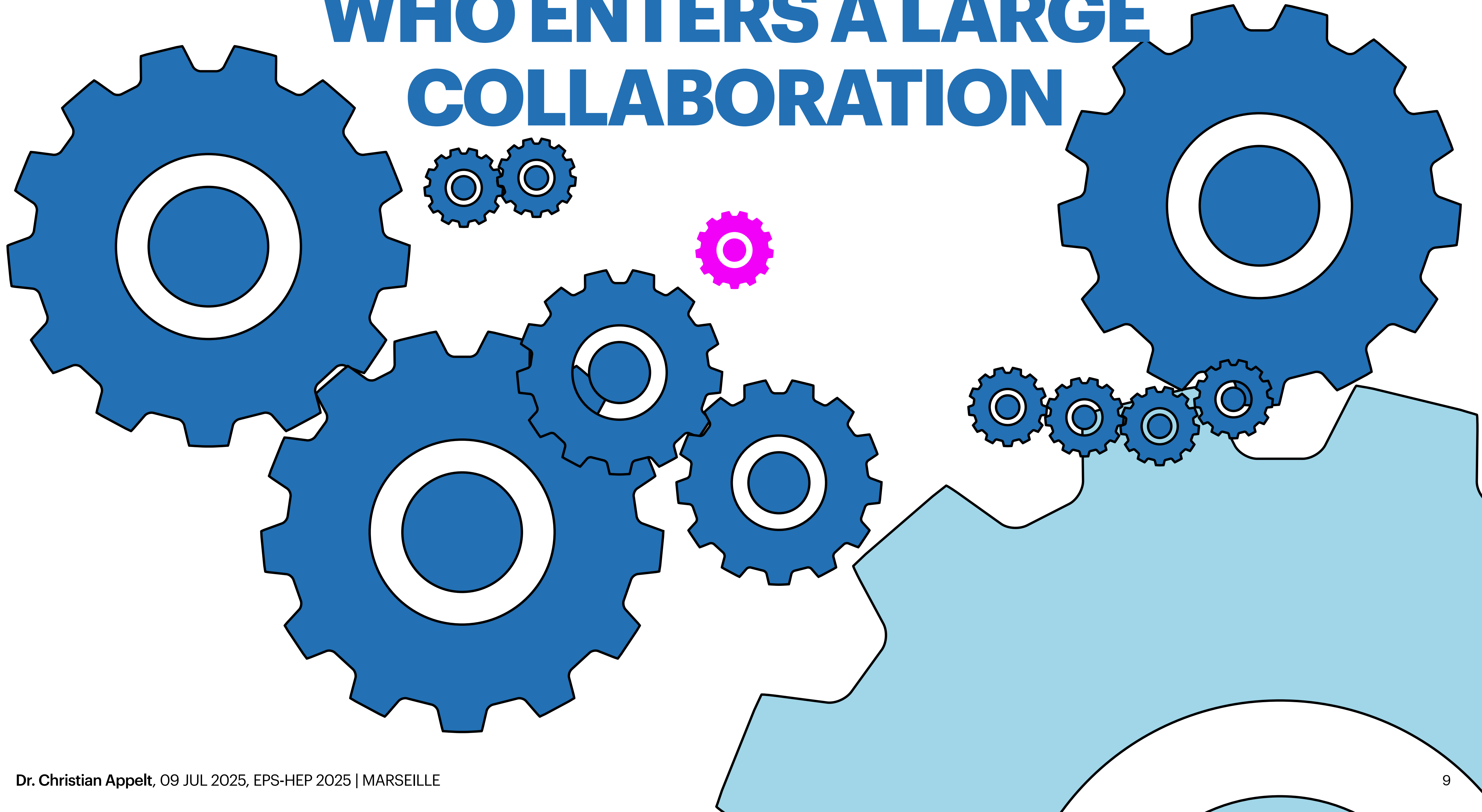
AUTHORS



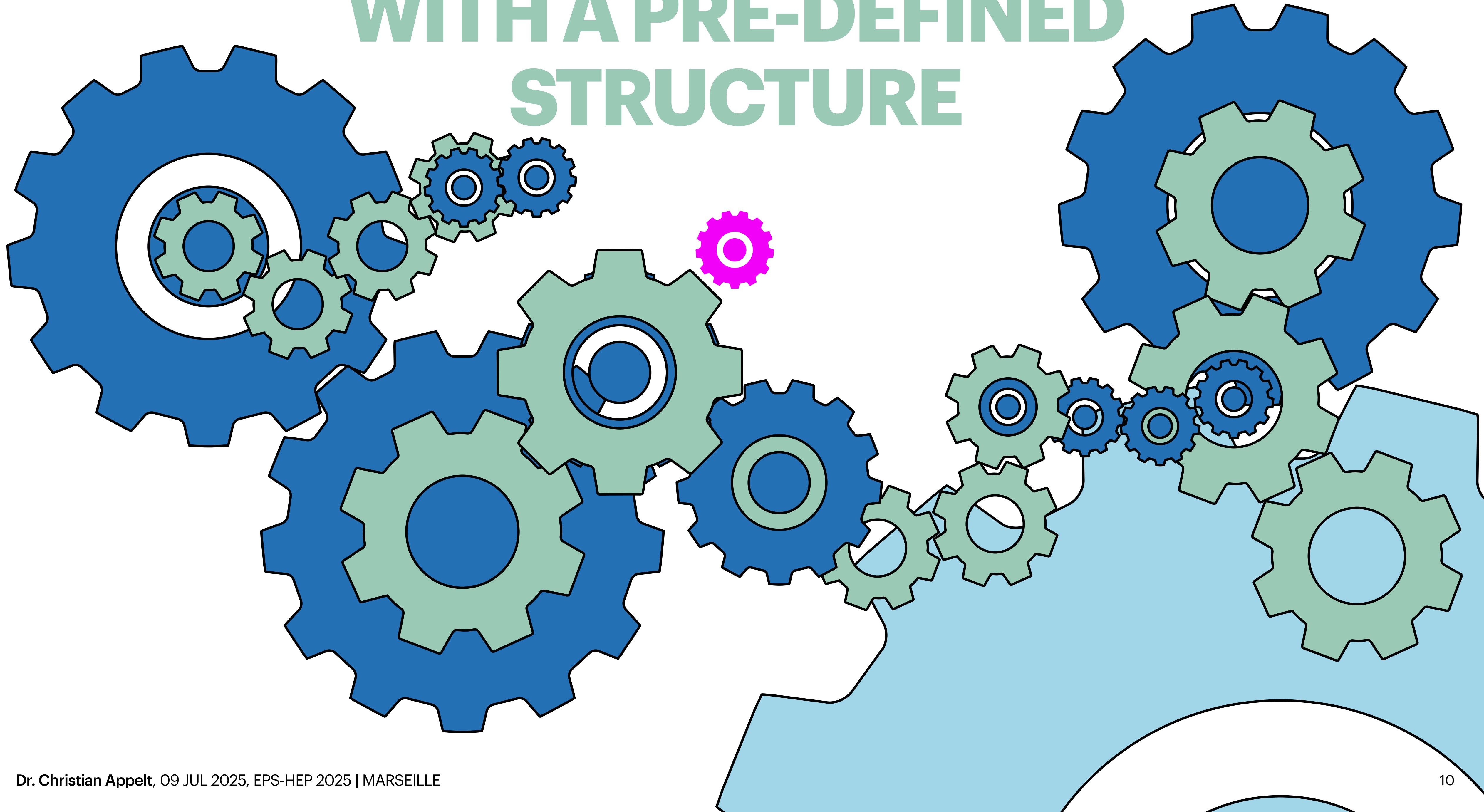
IMAGINE YOU ARE AN EARLY CAREER SCIENTIST



WHO ENTERS A LARGE COLLABORATION



WITH A PRE-DEFINED STRUCTURE





YOU WOULD NEED HELP



YOU WOULD NEED HELP

- ★ Integrating into the collaboration
- ★ Connecting with other early career scientists

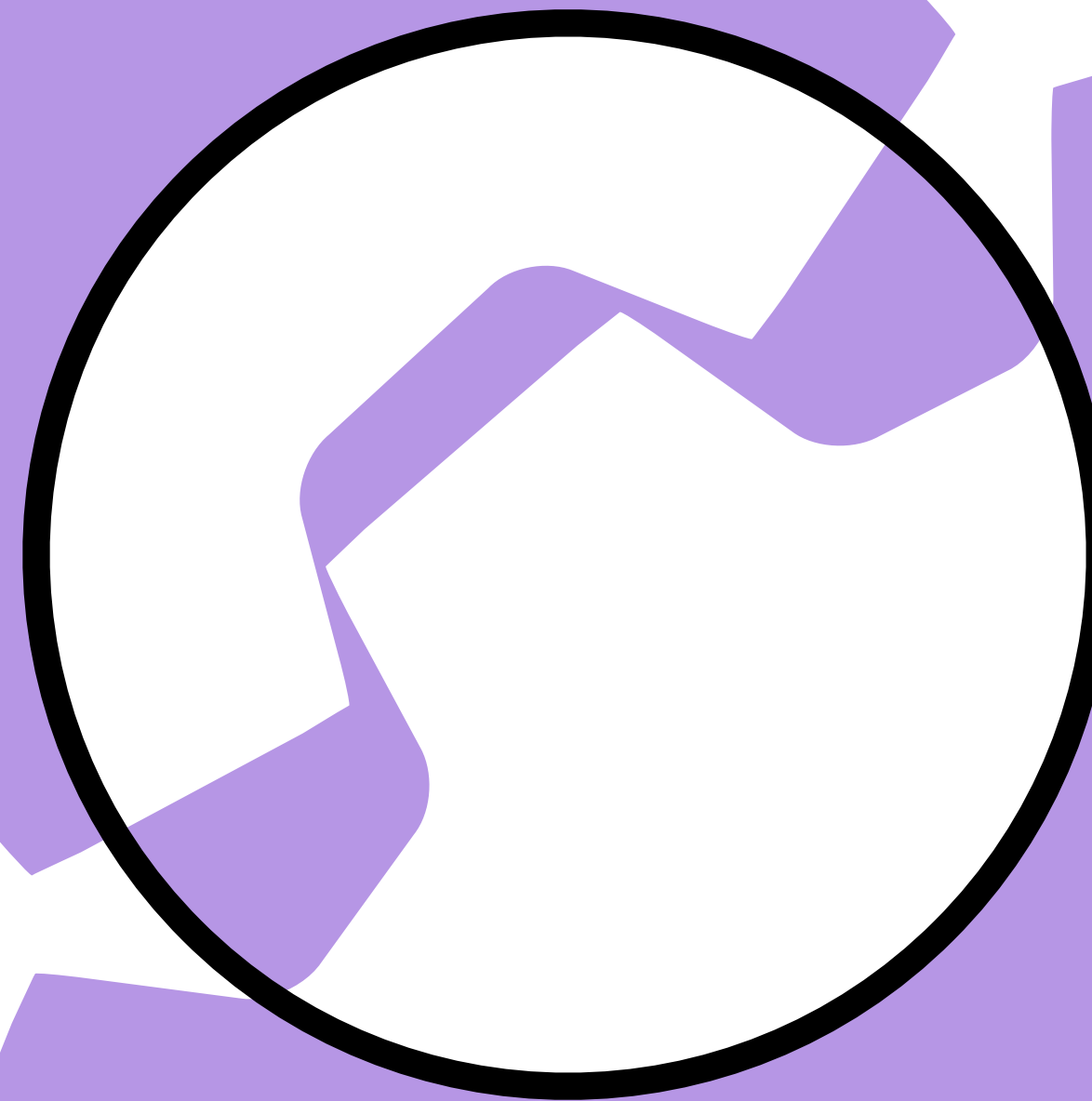
THE GOAL:
EVERY EARLY CAREER SCIENTIST HAS EQUAL
OPPORTUNITIES INDEPENDENT OF THEIR BACKGROUND

***“EQUAL SUPPORT FROM COLLABORATION
AND HOME INSTITUTE*”**

COLLABORATION BOARD

★ “Parliament”

★ Elections and decision taking



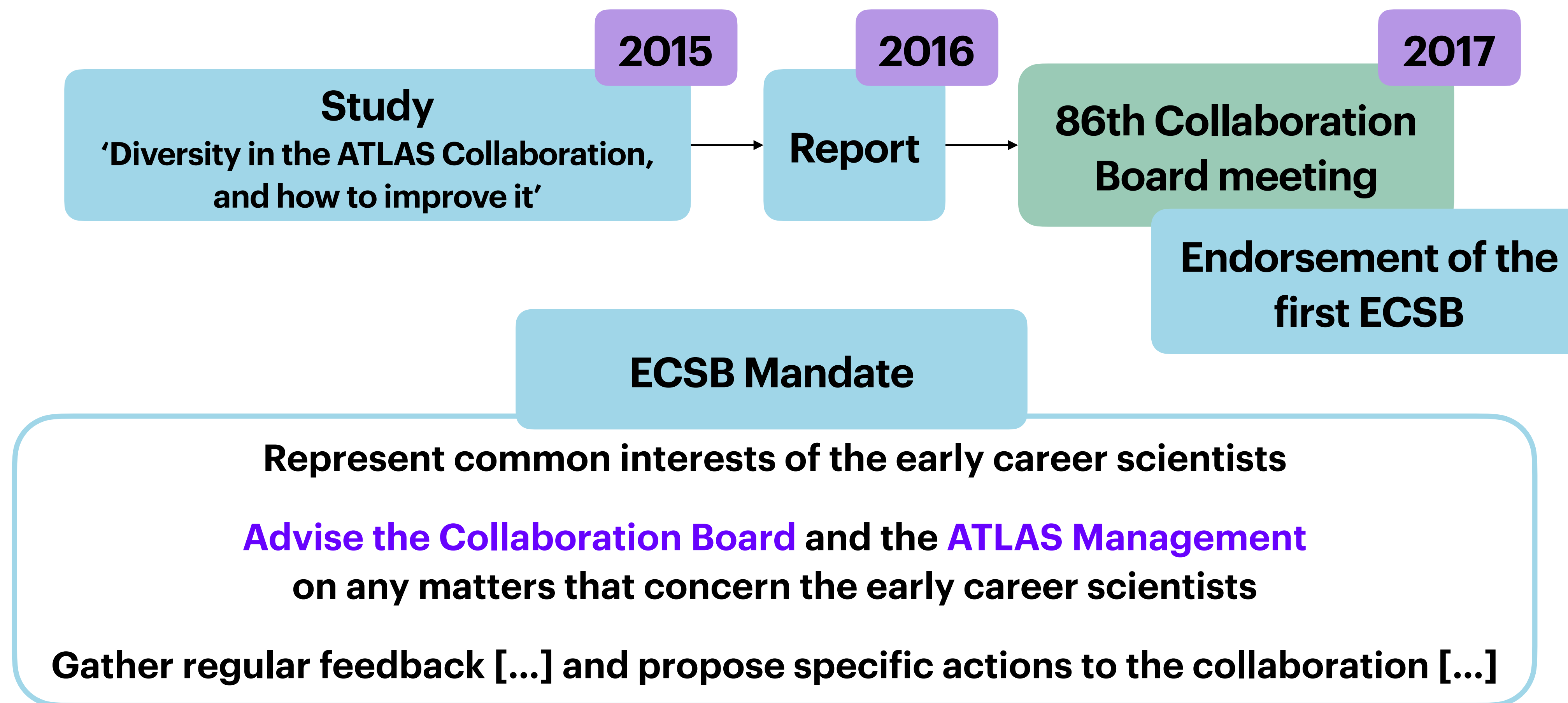
★ “Government”

★ Chair: Spokesperson

EXECUTIVE BOARD

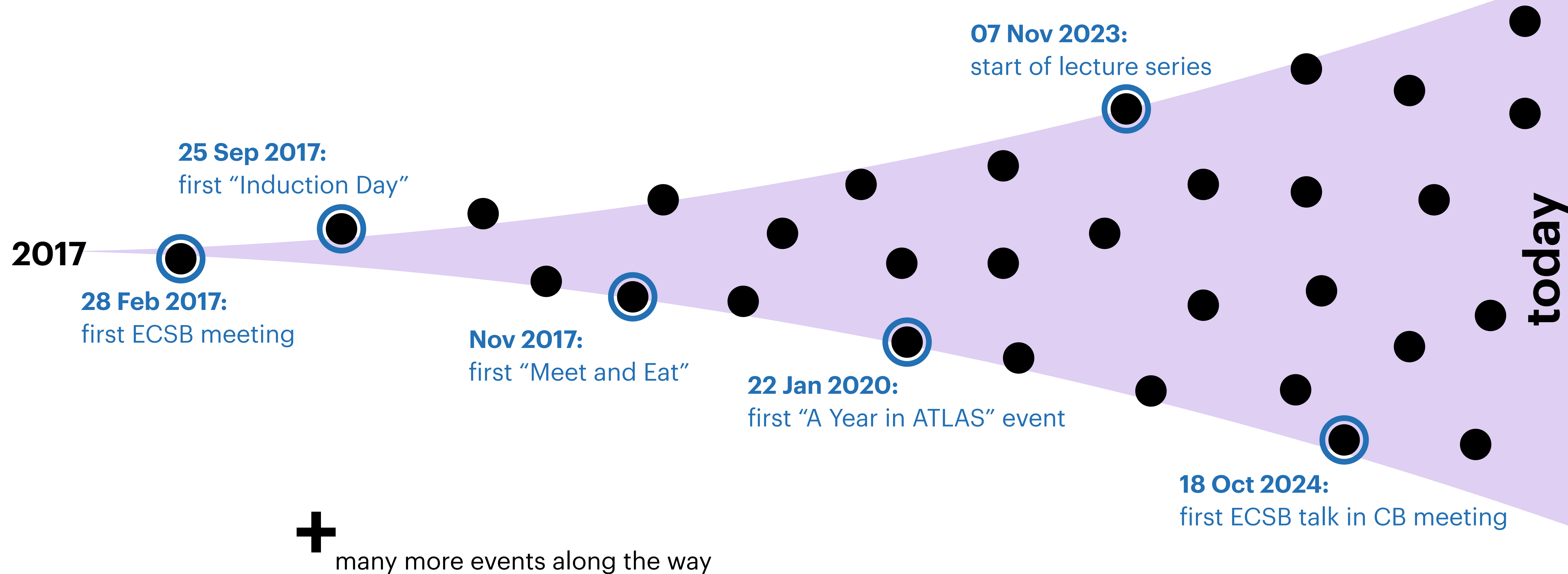
PAVING THE WAY

The ATLAS Early Career Scientists Board (ECSB)

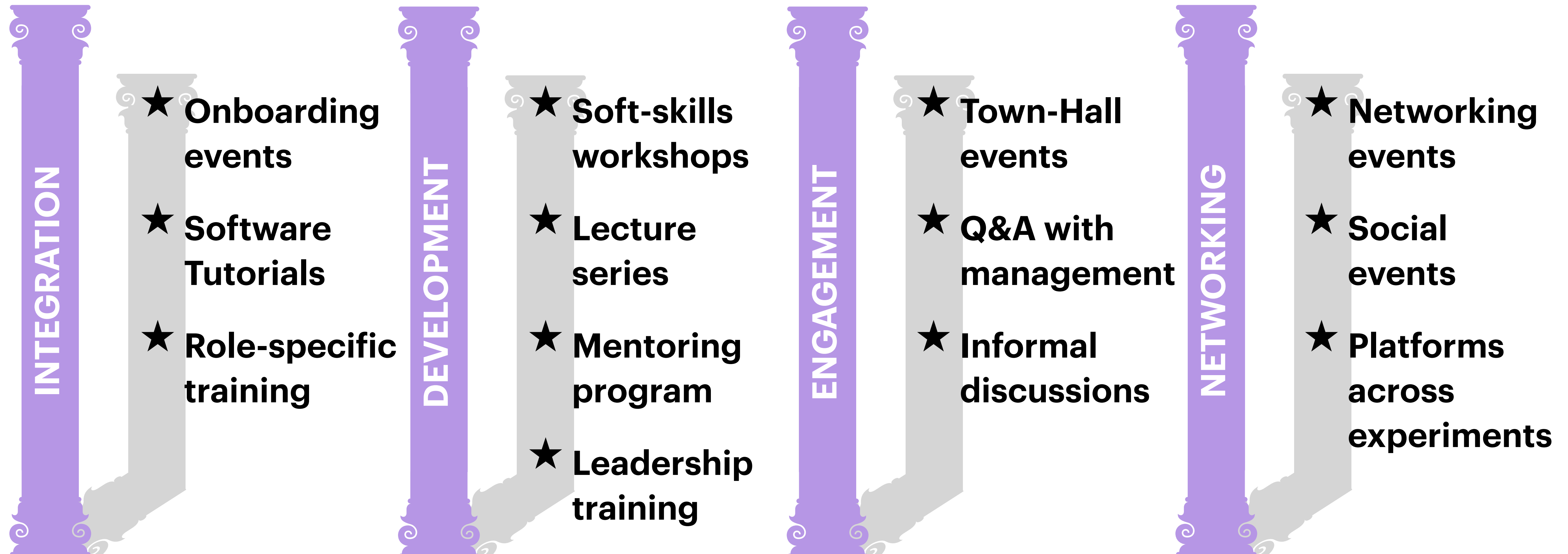


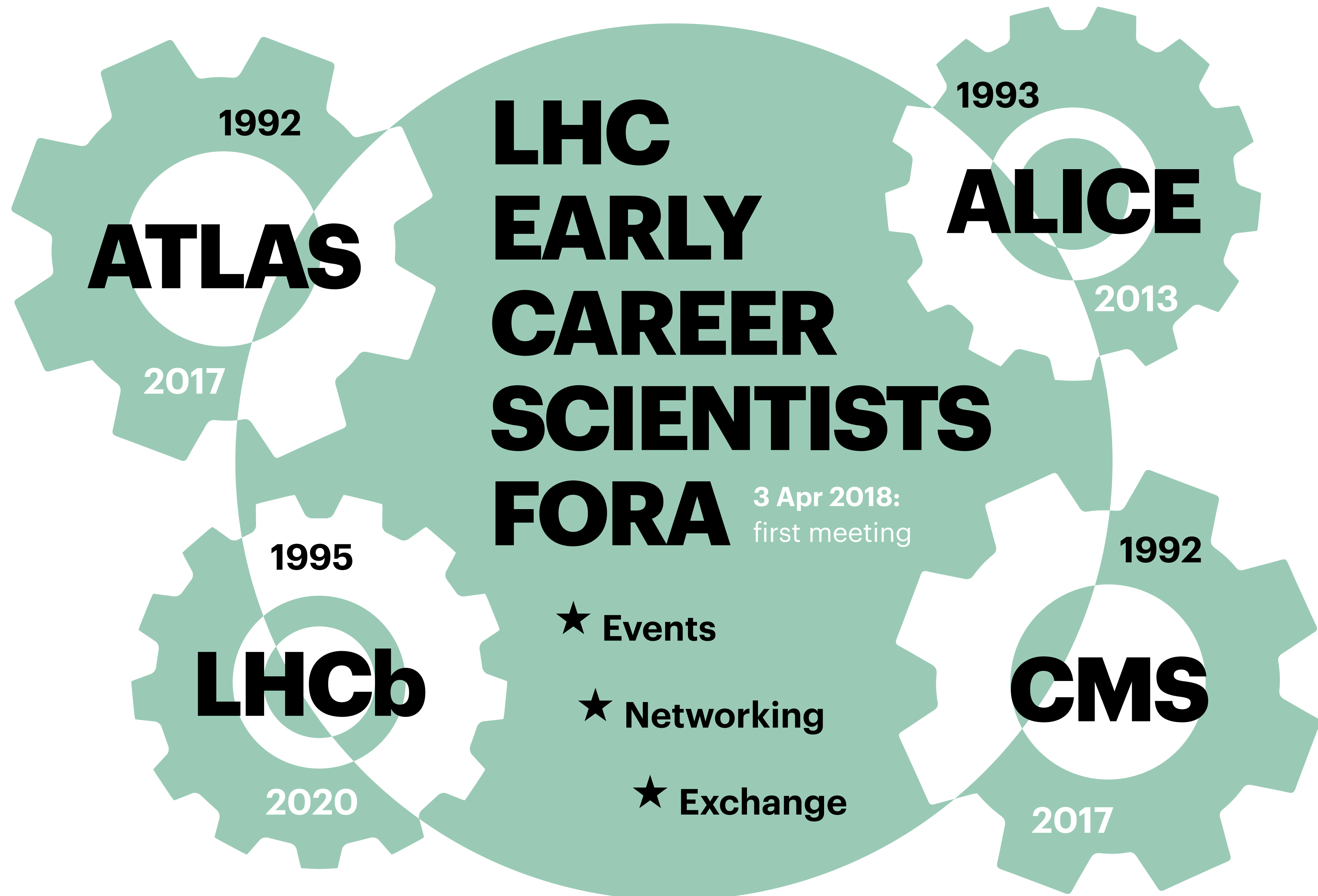
PAVING THE WAY

460+ hours of 7+ people discussing a more inclusive ATLAS for early career scientists



PILLARS OF SUPPORT





TAKEAWAY MESSAGES



If you don't have a representative body for early career scientists in your collaboration, form one tomorrow!

This will help to continuously discover and fix problems and to remove barriers.



Early career scientists want to be involved. Find ways to integrate them into strategic long-term and day-to-day decision-making.

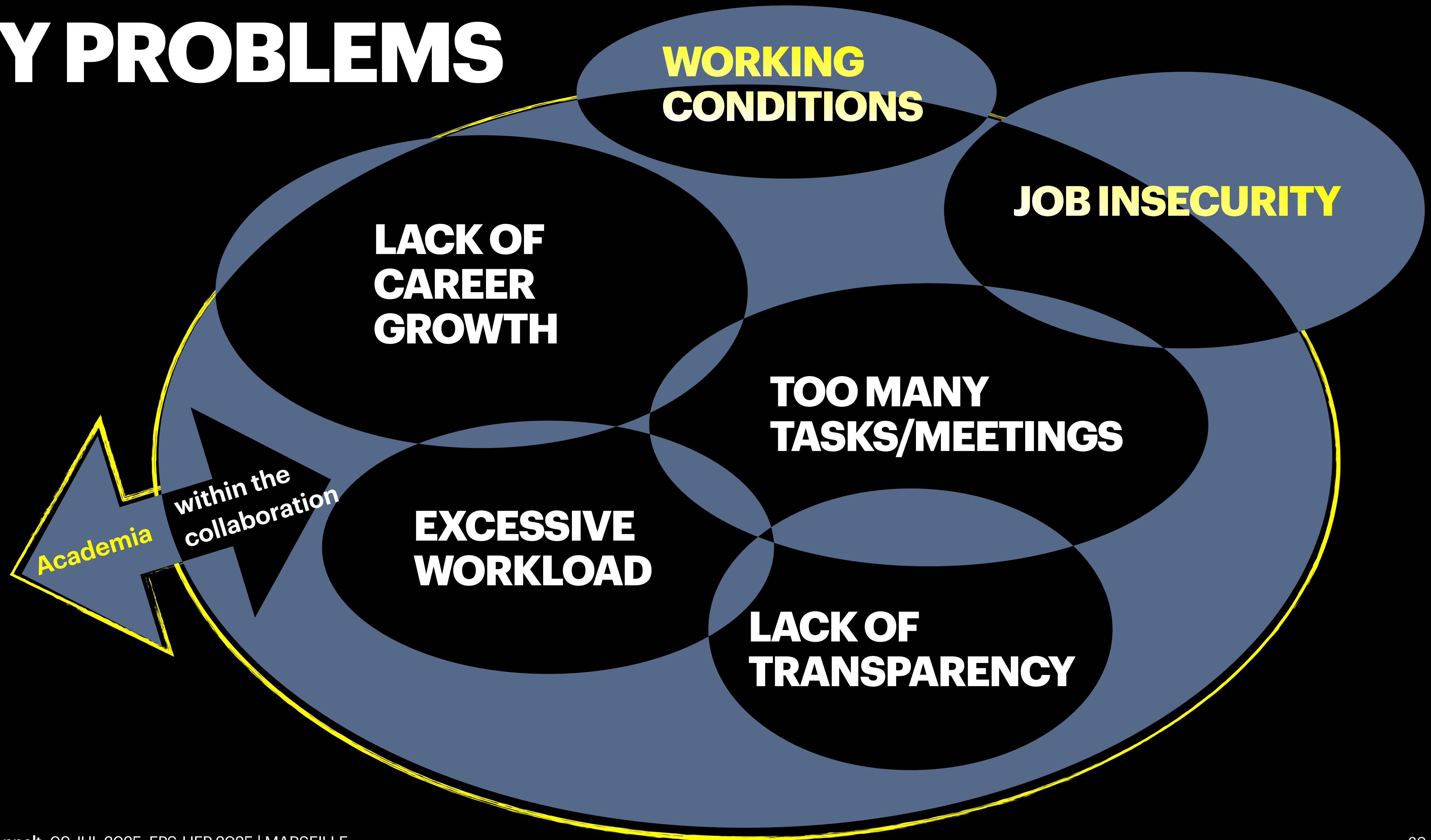
This will lead to the feeling of belonging, identification, and ownership.



Keep the project load manageable; excessive involvement can jeopardise timely project success and mental well-being.

This will prevent burnout and foster a sustainable work culture, allowing for a sense of control to be regained.

KEY PROBLEMS



CONCLUSION

THE GOAL:

EVERY EARLY CAREER SCIENTIST HAS EQUAL OPPORTUNITIES INDEPENDENT OF THEIR BACKGROUND

- Large collaborations present excellent opportunities to engage with like-minded individuals in unravelling the mysteries of the universe.
- Diversity and fresh ideas are fundamental drivers of our success. Supporting early career scientists in their development and maintaining their initial motivation and well-being necessitates re-evaluating some of the ways we collaborate.
- Early career scientists shape the future of our field, so let's take good care of them!