The ECFA Early Career Research Meetings

INFN Early Career Researchers Meetings: Introduction

The **mission** of the INFN ECR meeting is to **establish a collaborative network of young researchers**, empowering them to shape the future of high-energy physics in Italy and Europe.

This meeting series aims to amplify the voices of early career researchers, promoting **strategic input**, **career development**, and an inclusive **dialogue on** upcoming **challenges in particle physics**.

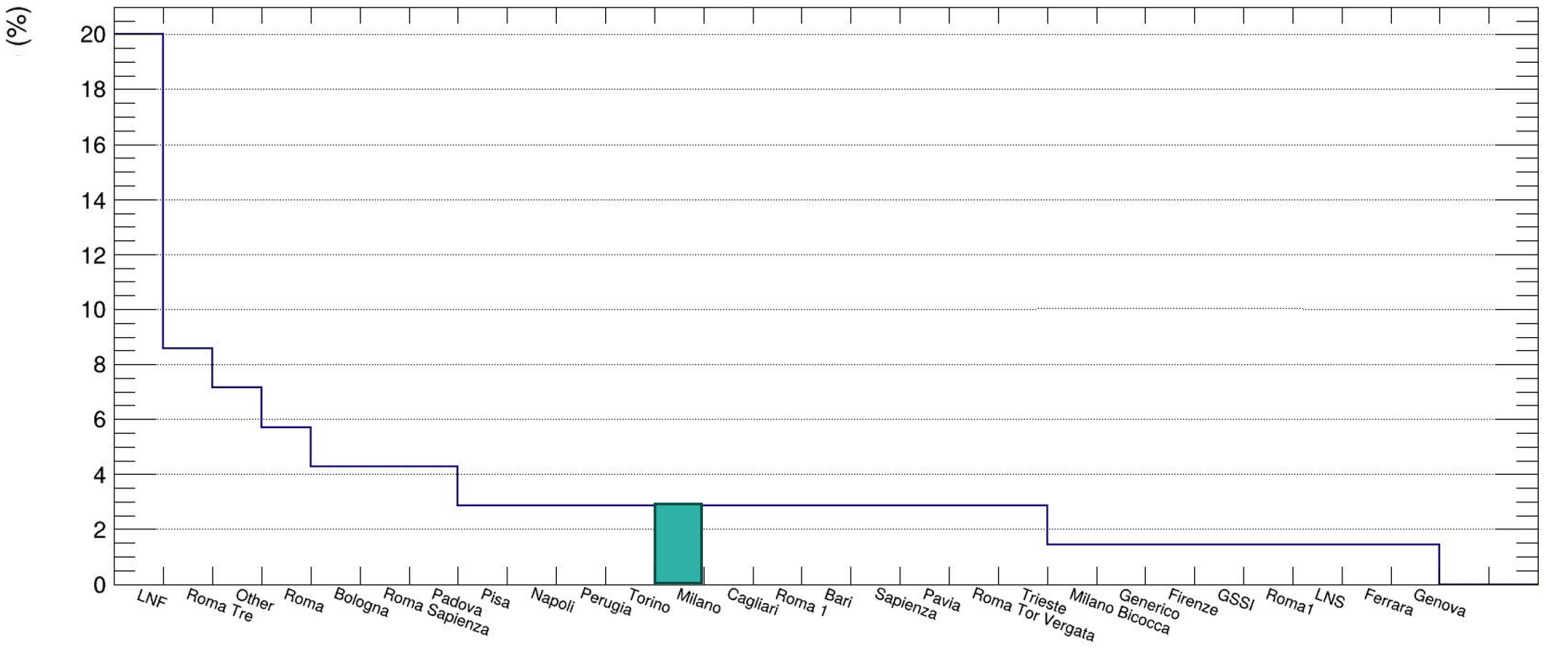
Frascati National Laboratories

1st - 3 Jul - attendance

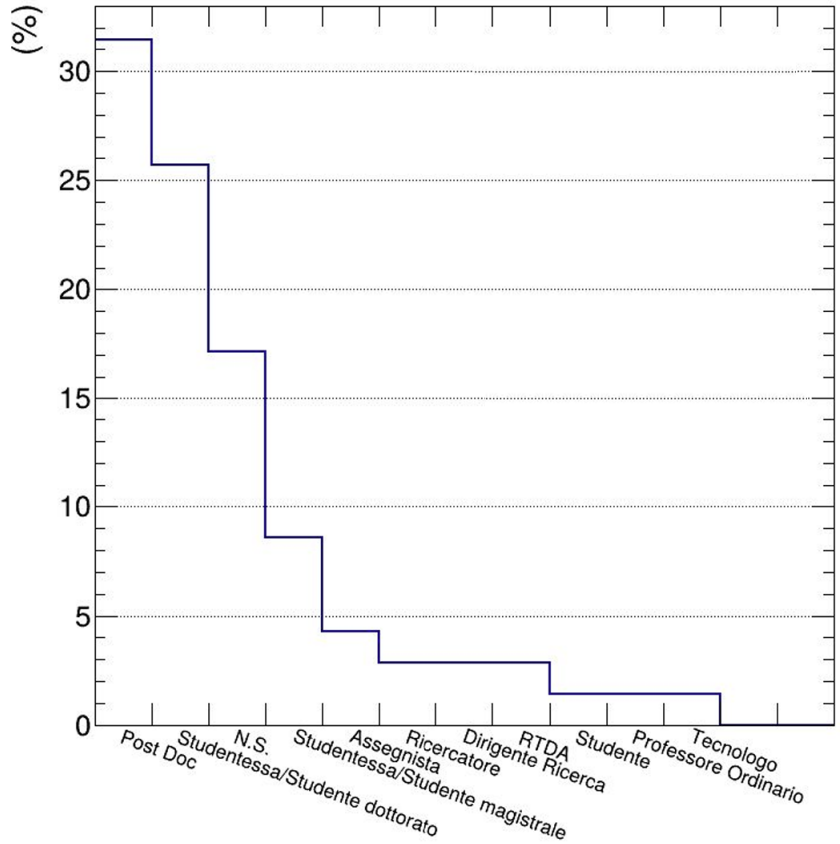
Partecipants: 70

Mostly Post Doc and Ph.D students

Attendance per section



Positions



1st - 3 Jul

First gathering of Italian ECRs to discuss the future of high-energy physics (HEP).

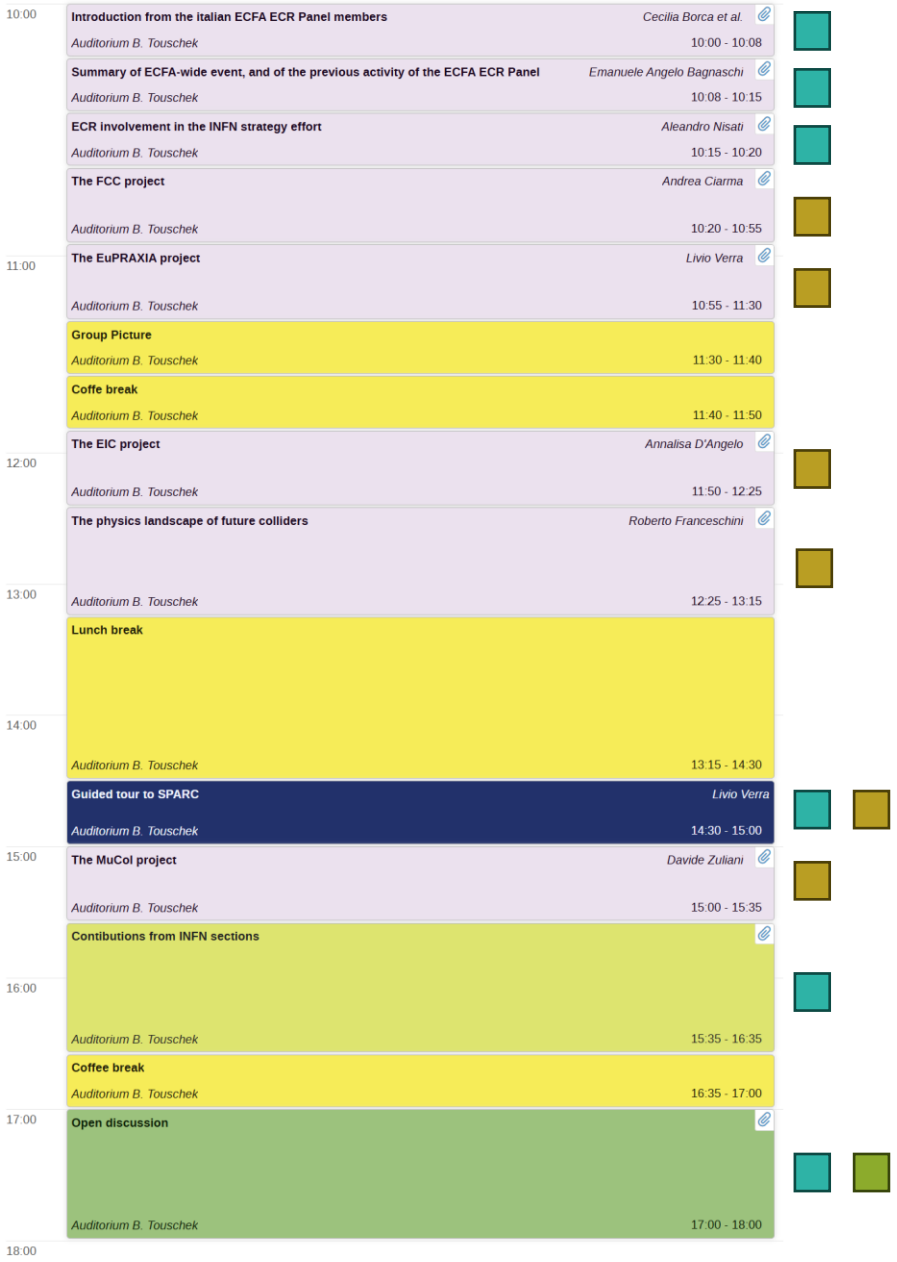
Goals:

- Launch the Early Career Research (**ECR**) network.
- Address future colliders perspectives.
- Address career paths.

After the first meeting a shared **document** for **feedback** has been shared and filled.

Some point:

- More discussions about career.
- Request for a formal role of ECR representative in INFN.

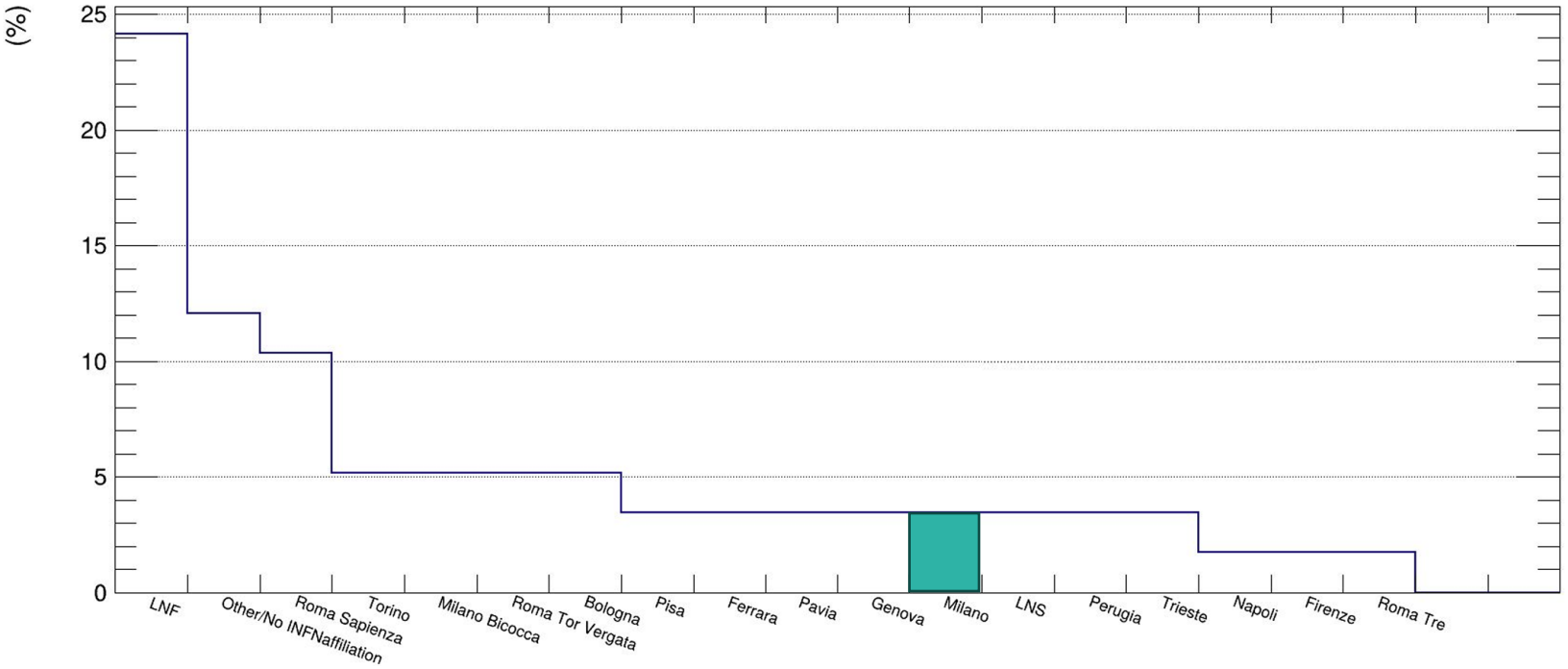


2nd - 30 Sep & 1 Oct - attendance

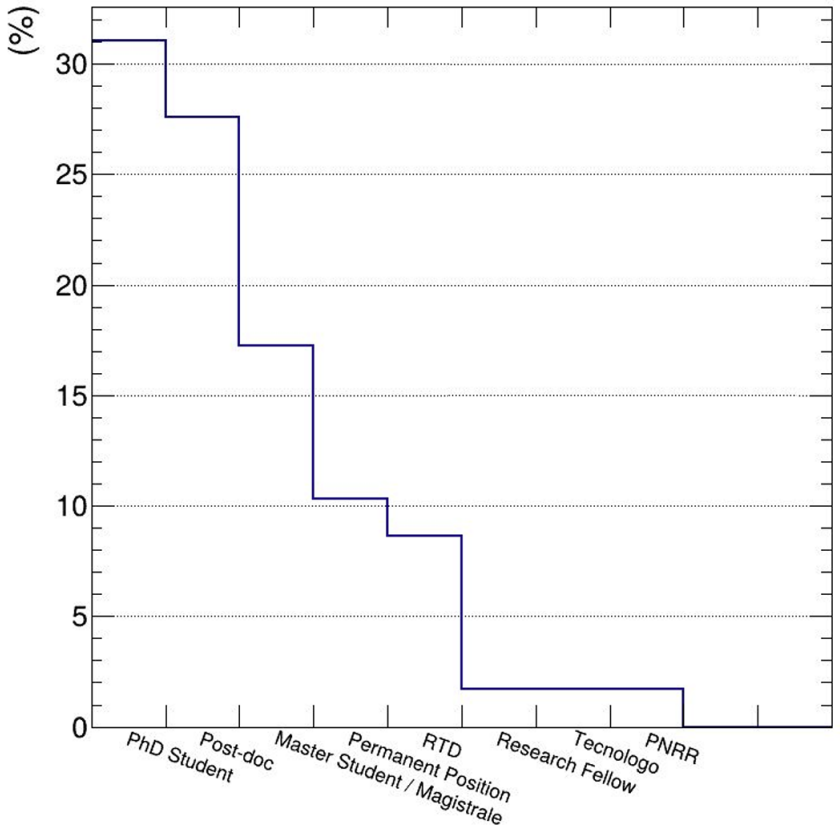
Partecipants: 58

Mostly Post Doc and Ph.D students

Attendance per section



Positions



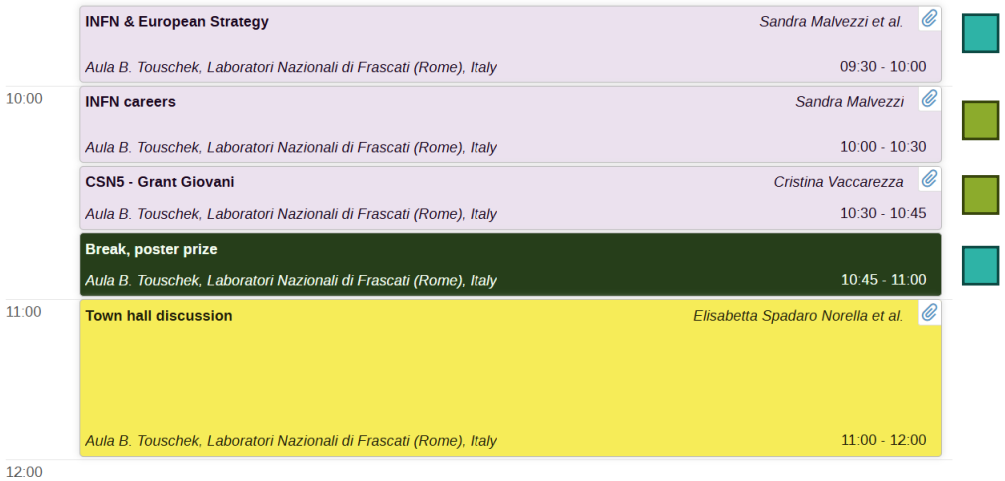
2nd - 30 Sep & 1 Oct

Focused on ECR input to the European Strategy for Particle Physics (ESPP).

Also, sessions:, accelerator and detector advancements, beyond-ECFA topics.

- proposed future colliders.
- related activities (accelerators, detectors, physics programs).
- beyond-ECFA topics.
- Address career paths.
- Consolidating **Italian ECR network.**

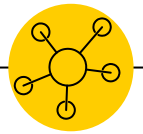
Day 2:



Day 1:

Thanks!

Any questions ?



Backup meterial

There is more

Sintesi Feedback

1. Feedback sull'evento

Apprezzamento per l'iniziativa, ma necessità di:

- Maggior tempo per la discussione, meno talk
- Presentazione più organica delle attività INFN italiane
- **Più spazio** per discussioni sulla **carriera**

2. Criticità del sistema INFN e Carriera

- **Disparità hardware vs. analisi**: Sensazione di svantaggio per chi lavora su hardware rispetto ad analisi
- Criteri di valutazione: **Vantaggi per chi pubblica analisi**; regolamenti da rivedere
- Precarietà progetti **Future Colliders**: **Incertezza** lavorativa **riduce l'attrattiva**

3. Regole di Concorso e Assunzioni

- Necessità di trasparenza e aggiornamento dei criteri di selezione
- Investimenti umani: INFN investe <50% del budget in personale; richiesto **maggiore impegno su assunzioni stabili**

4. Coinvolgimento degli Early Career Researchers (ECR)

- **Mancanza** di strumenti di **coordinamento** (es. mailing list)
- **Proposta di ruolo formale per rappresentanti ECR in INFN**

Room for improvement

Credits

Special thanks to all the people who made and released these resources for free:

- Presentation template inspired by SlidesCarnival
- Icons from Flaticon