

# UK ECR HEP-ex Jobs Event

Summary for PPAP Meeting

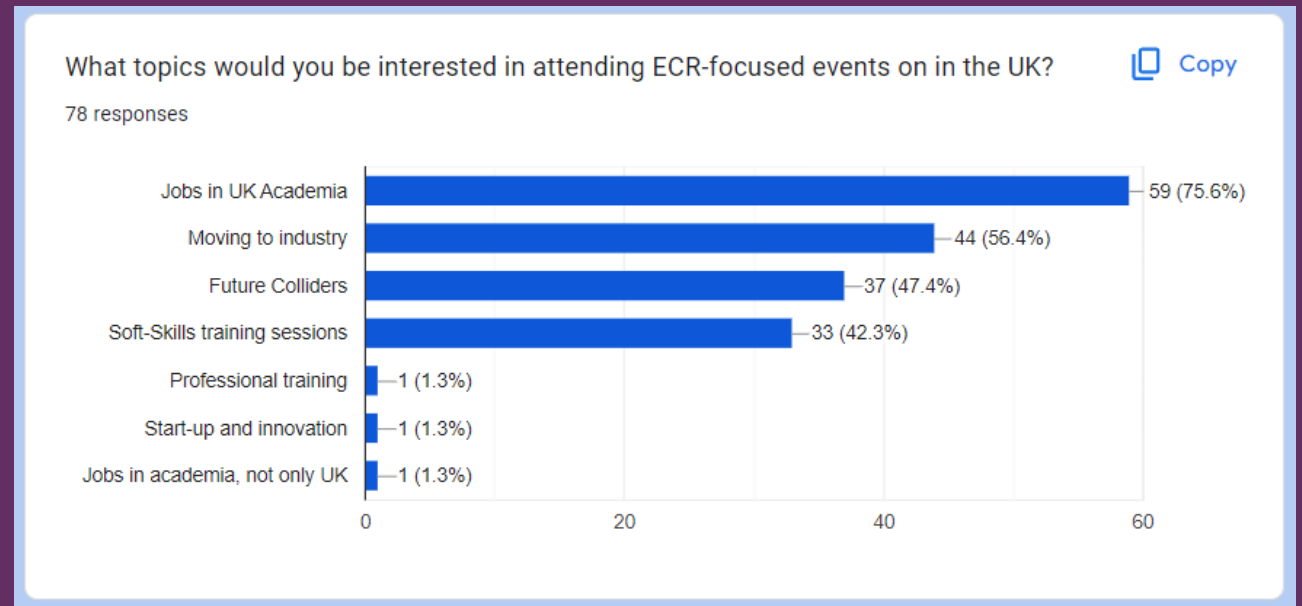
Julia Allen, Patrick Dougan, Atanu Modak, [Holly Pacey](#)

25/06/24

# WHY?

- We are the UK ECFA ECR Panel reps., aiming to support our UK ECs.
- In ongoing UK ECR Survey\* (for RECFA UK visit / arXiv report) we see a clear demand for UK ECR events on Jobs in/out of academia... *Voila!*
- 1/2 Day event
- Received IoP funding
- Registered: 29 in-person (+ 25 OC+speakers), 33 over zoom
- Attach to PPAP: encourage ECR PPAP attendance; make use of people already travelling.

\* 102 responses so far, still open to ECRS to fill out! [Form](#)



# AGENDA

- Talks
  - “HEP-ex Careers 101” – Dr Jenny Woods (Senior Research Facilitator, Oxford)  
*Paths, academic/industry/narrative CVs, Fellowships, research proposals, Faculty applications, where to find vacancies, links to career & research development support webpages from 14 UK institutes, ...*
  - “First results from UK Recent Hires Survey” – HP
- Panel Q&A Discussions
  - Moving from Academia -> Industry  
*Insights from moving to Industry jobs across a variety of sectors*
  - ECR Perspectives  
*Recent successes in acquiring Postdocs, Fellowships & Permanent positions in the UK*
  - Senior Perspectives  
*Viewpoints and Advice from the other side of the hiring/fellowship panel*

# RECENT HIRES SURVEY

- Aimed at people who got a permanent position in the UK since 2014
- Goals: to find out...
  - Research/Career Profiles of these successful people
  - How the day-to-day experience is different before/after permanency
  - What factors do people think were important for their success?
  - Advice for today's ECRs
- Circulated via Heads of HEP-ex groups in the UK (thanks!) -> can also still fill in [here](#)

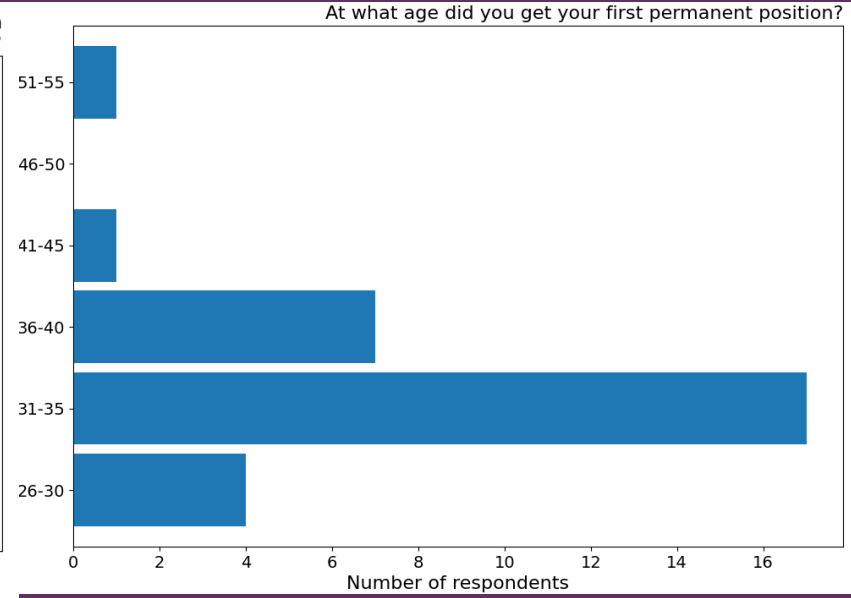
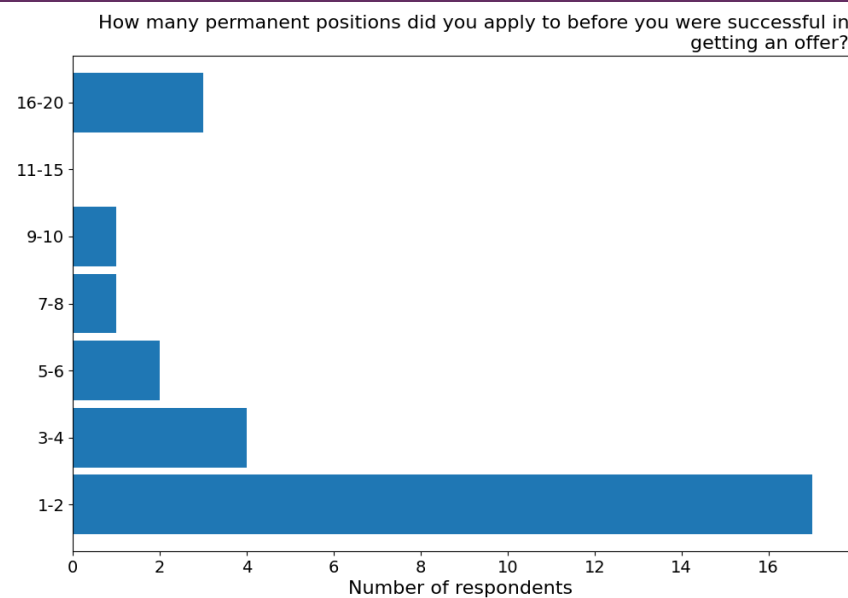
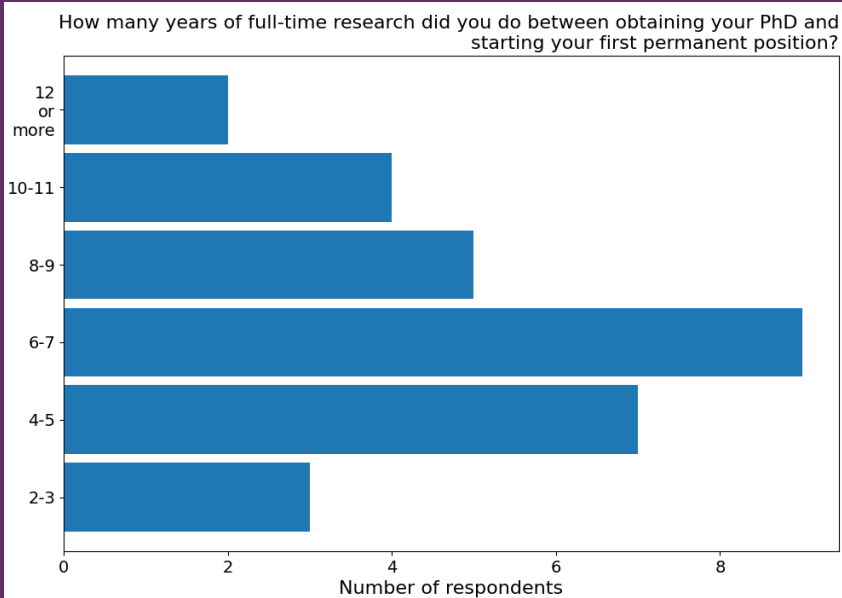
Collected **30 responses** so far

(Thank you SO much to everyone who filled out the survey, sorry it was long!)

- Some preliminary plots shown ([slides](#)); full analysis for future arXiv report on event
  - Will take care to keep analysis anonymous as possible.

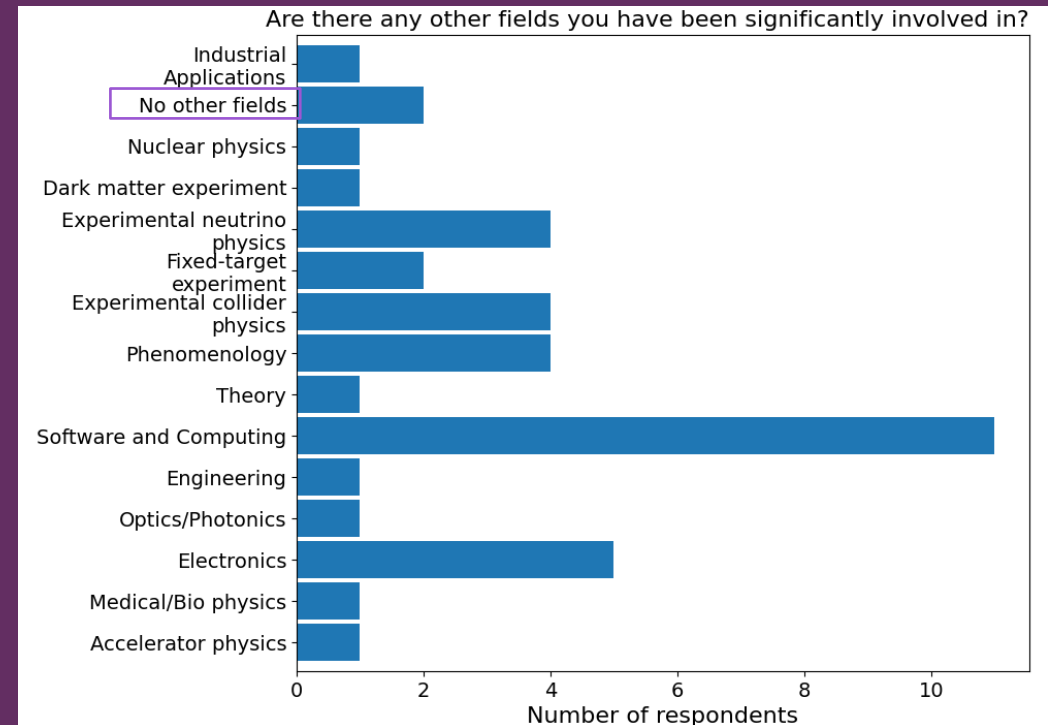
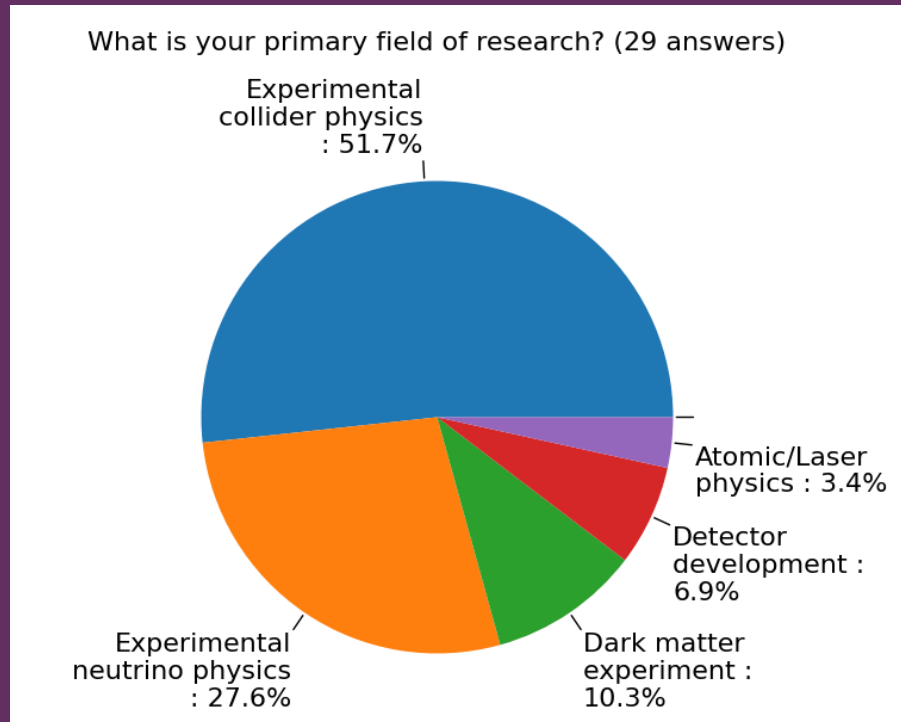
# E.G. PROFILE/DEMOGRAPHICS

- 77% British nationality
- 47% affiliated to the UK for whole career
- 80% Male, 20% Female, all cis



# E.G FIELD/APPLICATIONS

- 80% work in >1 collaboration
- Most work in several areas -> e.g. both analysis + hardware/S&C/pheno/MC/...

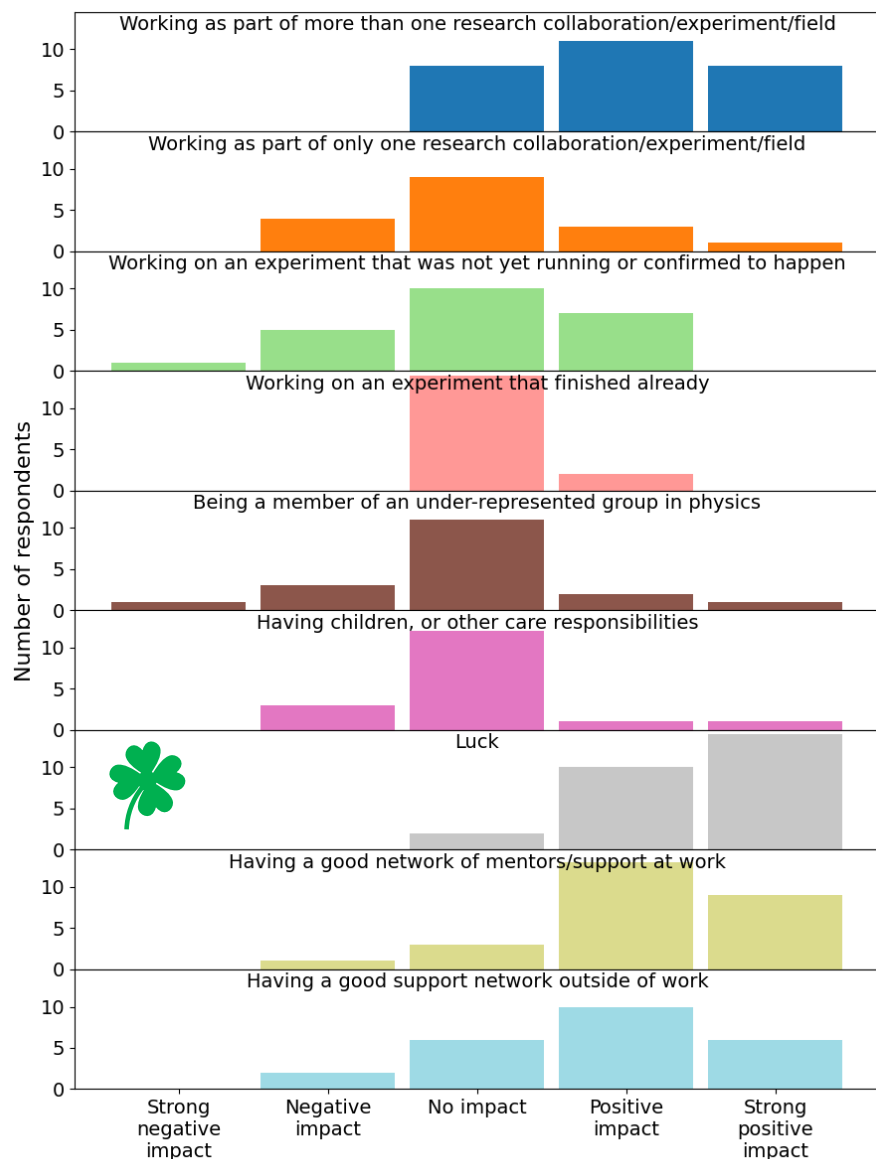


# E.G. IMPACT

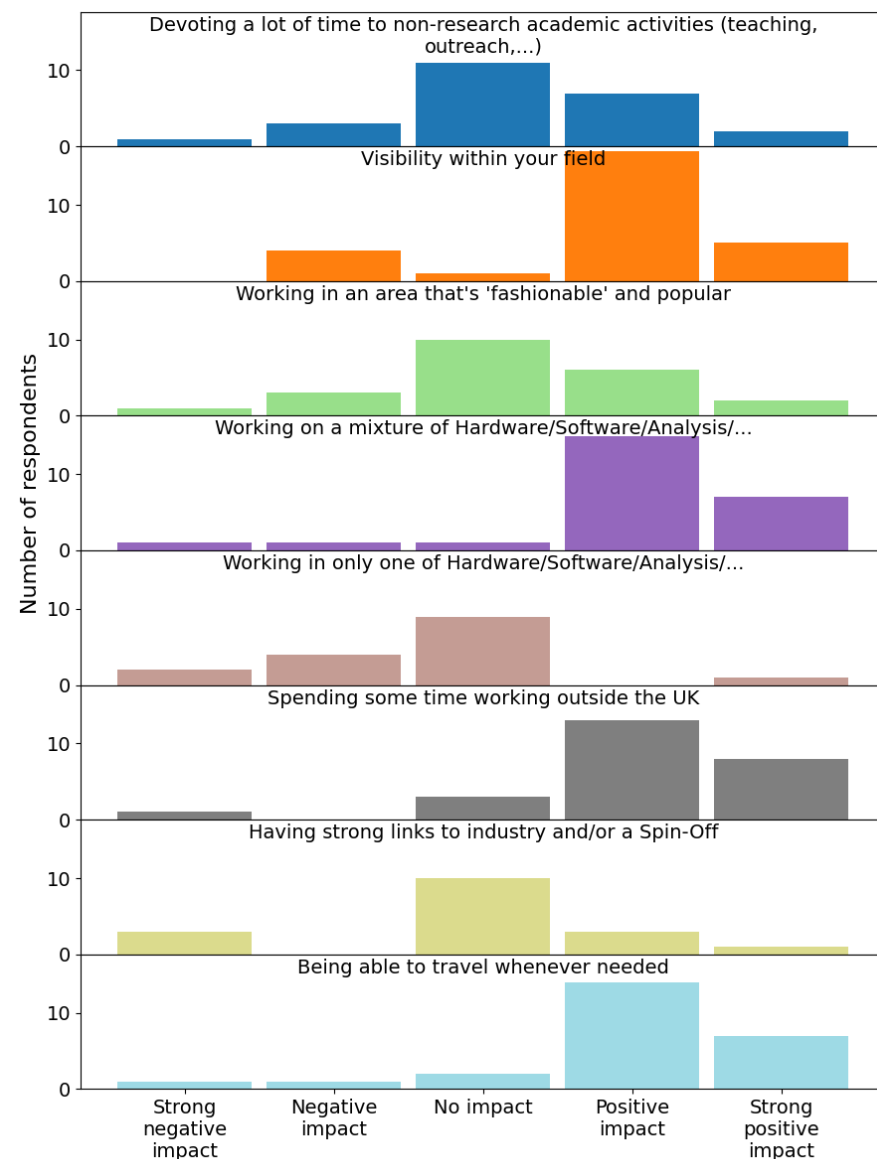
## Strong positive:

- Luck
- Breadth of research/experience
- Visibility
- Support

Do you believe that these items have had a significant impact on your career progress from PhD to your permanent position?



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# INDUSTRY PANEL

- Ex-HEP colleagues  
*Karola Bejm, Jon Burr, Alix Fell, James Grundy, Martha Hilton, Mike Nelson*
- Range of points at which they left academia
- Range of careers  
*Civil service, software engineer, semiconductor project manager, data analyst @ IOP/UKRI, hedge fund quant., computational bio postdoc, data science apprenticeship teacher.*
- Started with intros on their career paths & new jobs.





# ACADEMIC PANELS

- V. successful to split into these two perspectives! Range of experiments, career stages, experiences, ...
- ECR Perspectives  
*Daniel Hynd, Jay Howarth, Estifa'a Zaid, Kirsty Duffy, Sarah Williams, Matt Kenzie & Dan Johnson*
- Senior Perspectives  
*Dave Newbold, Beate Heinemann, Nigel Watson, Monica D'Onofrio, Dan Tovey, Melissa Uchida, Jon Butterworth*



# THANKS!

Many thanks to

Our panellists/speakers

Our attendees

Nigel + Maria for Local support

PPAP for supporting our parasitical event

The IoP & Jens for funding

Lookout for full report on the Event + Recent Hires Survey

Also collecting event feedback via ANOTHER survey, to inform future event ideas!

