

PPTAP: Career Development

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Overview

- RTPs
- RTP Career Development
- Career Development Needs
- Statement

RTPs

❖ As discussed earlier today:

- RTPs, including RSEs, and physicist programmers are vital to fulfil our physics goals
 - Although the work they do is essential, their importance is not always officially recognised and their work is not always strategically planned
 - Also a tension between training people to work in HEP software and computing versus providing highly-skilled graduates who go off to work in industry and other fields
 - We want to do both, but have the appropriate balance.
- Key is to have a diversity of approaches to provision of these roles
 - Types of roles, placement, funding, per experiment vs cross-cutting
- It is essential that:
 - We can attract and retain a critical mass of people with these skills
 - Such people are treated as valued members of the community
 - Have the same career progression/advancement opportunities as others

RTP Career Development

- ❖ HEP research is still a draw to many RSEs
 - Can provide more challenging, varied and interesting work
 - Rapid acquisition of expertise not available in some industries
 - Contribute to fundamental physics research
 - More freedom in academic research

- ❖ However, skill-set/expertise acquired in our field is in high demand in industry
 - Researchers have excellent career prospects outside the field
 - We face very stiff competition:
 - Companies provide clear career paths to the senior level
 - Larger remuneration
 - Sometimes better hours and just as interesting/varied work
 - Sometimes industry or other fields can provide better working environments and opportunities to be a valued member of the team

Career Development Needs

- ❖ To meet our physics goals needs we need to attract and retain RTPs:
 - Some turnover to/from industry can be healthy for both RTPs and the field
 - But need to retain a certain fraction of RTPs
 - We should also aim to be an attractive destination to pull people into the field with the skills/expertise we need
 - It is therefore essential that we develop policies around this to ensure:
 - A fraction of positions available with secure long-term funding
 - Possibility for career progression (to senior levels)
 - Can be either academic or a more technical path
 - In many places currently no senior promotion available
 - Need to ensure RTPs are recognised for their work and the value they add
 - Named on publications and including on experimental author-lists
 - They are credited with vital input to enable many important results
 - Availability of advanced S&C training
 - Provide ability to undertake fundamental S&C work
 - Build/Maintain links to computing world

Statement

❖ Statement:

- To enable S&C R&D, it is essential that a broad array of RTPs are attracted to work in the field and that a critical mass of them are retained. To facilitate this, more stable and long-term positions are required, which have in built career development, promotions path, training, recognition for their scientific contribution and the ability to maintain connections with pure technology work. National guidelines should be developed which sets out best practices for the career development of such positions, which employers of RTPs should seek to enact.

❖ Discussion Points:

- What critical mass do we need to retain in the field?
- Should mobility of such researchers between academic/industry be actively promoted?
- How to you measure the output of RTPs and judge their contribution to scientific output?
- What RTP roles / contributions are currently undervalued or under-recognised?
- Are there particular gaps / barriers in the career paths?
- How can we make such roles attract to people coming into the field?

Backup