



# Network group for early career scientists at the Department of Biological Sciences (BIO)

*Approved 11. December 2024*

## Mandate

### Purpose

The group provides a professional-social arena for exchanging experiences and professional development for early career scientists at BIO. In the context of this mandate, the group is defined primarily as PhD- and Postdoctoral fellows, including PhD candidates admitted to the PhD programme at BIO but employed elsewhere (e.g. IMR, the Michael Sars Centre, the University Museum.)

The group serves as a platform to strengthen individual early career scientist's integration into the larger BIO community by providing a network which allows its members to get to know each other across disciplines and research areas.

The group's overall goal is to enhance the well-being and professional development among early career scientists at BIO.

In addition, the group serves as a communication link to and from the department management in matters of significance to the early career scientists' group.

## Organization

The group is responsible for managing its own activities but will receive support from the Department administration.

The organization and day-to-day running of the group is managed by a board (working group). The group is free to set up the board as they wish, but preferably in line with the following guidelines:

- If possible, all subject groups [faggrupper] should be represented.
- As far as possible, the board should reflect the diversity of its members in terms of gender, language (Norwegian/non-Norwegian) and employee group (PhDs/post docs).
- If the group has a significant number of external participants, the board should preferably include 1-2 non-BIO representatives.

- During its first semester of functioning, the board should decide on a mechanism for appointing or electing future representatives.
- The board selects its own leader.
- Function period: The group is free to define the function period for its members, with the following recommendations:
  - The function period should preferably be at least one year, to facilitate continuity.
  - For the same reason, partial rotation should be practiced, replacing roughly half of the members in each rotation.

## Activities

The board is free to set its own agenda on the group's behalf, but this should include:

- An annual activity plan.
- An activity plan for each semester.

Some of the program items should be regular to serve as a backbone for the group's activities such as e.g.

- An annual BIO early career conference

The groups' activities must be organized within the regulations given by the University as a public institution. F.ex. events taking place at the University's premises must be in line with regulations for building operations and usage, and all expenses must adhere to University's financial regulations.

## Department anchoring and contact

By approving this mandate, the Department acknowledges and supports the group and its activities.

The group's representative(s) is welcome to join leadership group meetings on a case-to-case basis whenever they wish to put forward or discuss an issue of importance to the group.

The department leadership is committed to continuous dialogue with the group's representatives, and to meeting with the group on regular intervals.

Financing of the group's activities will primarily depend on support from external sources. The department's administration may assist in identifying possible sources for funding and writing applications.

## Addendum 1 – Suggested activities

The following suggestions are based on experiences gathered during the groups' activities so far, as well as specific feedback from a survey amongst the members in 2024:

- Social gatherings during or outside working hours, e.g. breakfast on 17th of May.
  - Getaways (also including workshops during getaway)
  - Platform to organize “low-threshold gatherings”
- Professional seminars or meetings for experience development and information, such as meetings with research advisors, economists, occupational health services, and professional presentations of own projects.
  - Workshops such as currently running workshop series on science communication and presentation; time management; project proposal writing, etc.
  - Platform to practice presentations (e.g., pint of science, “mini conferences”)
  - We aim for a good balance between social and professional gathering
  - Annual BIO early career conference

## Addendum 2 – to be decided/followed up

- The interim board is responsible for recruiting members for a regular board to be functional from 2025.
- Ståle has agreed to support the recruitment of board members by calling for support from the subject group leaders.
- The department leadership will discuss if and how organizational work for the group could be included in post docs' career development plans or be included in PhD's duty work, and how this could be managed.