

Proposal for Establishing an IUVSTA Early Career Researchers (ECR) Group

1. Introduction

To secure the long-term vitality, diversity, and global reach of IUVSTA, it is essential to actively support the next generation of scientists and technologists in vacuum, surface, and thin-film science. An Early Career Researchers (ECR) Group will provide a structured platform for new talent, foster international collaboration, encourage leadership development, and ensure continuity within the federation's scientific community.

2. Objectives of the ECR Group

The ECR Group will:

- **Networking** connecting young researchers across divisions and member societies and towards both universities and industry.
- **Provide career and skills development** through mentorship, education, training, research and leadership opportunities.
- **Increase IUVSTA's global visibility** and ensure **continuity** by cultivating future volunteers and leaders within IUVSTA among emerging researchers.

3. Definition of Early Career Researcher

An ECR is defined as:

- A researcher (PhD candidate, postdoctoral fellow, or early-stage professional) **within 10 years of completing their highest degree**, accounting for career breaks.
- Affiliated with an institution, industry lab, or company within the field of IUVSTA.

4. Proposed Structure

The ECR Group will operate under the guidance of the IUVSTA Long Range Planning committee during the formation of the ECR group, until the final position of the ERC group is defined and created.

Composition during formation:

- 1–3 ECR Representatives per national society

A Senior Advisory Panel of IUVSTA volunteers to provide continuity and mentoring, to establish the final structure of the ECR group.

Reporting Line:

The ECR group reports to the Executive Council and may propose activities for funding through existing IUVSTA programs.

Composition after formation (first proposal):

- 1 ECR Representatives per national society, nominated by the national society

Reporting Line:

The ECR group reports to the Executive Council and may propose activities and request funding for IUVSTA activities.

5. Core Activities (first proposal)

A. Mentorship & Development

- Mentorship matching ECRs with senior IUVSTA scientists.

B. Scientific Events

- ECR-organized symposia, poster sessions, and lightning talks at IUVSTA Congresses and Division meetings.

C. Networking & Community Building

- Quarterly virtual meetups across time zones.
- Regional ECR hubs for local gatherings, lab visits, and joint initiatives.
- An online community platform for discussions and opportunities.

D. Visibility & Leadership

- Opportunities to serve on IUVSTA committees, working groups, and award panels.
- "ECR Spotlight" profiles in newsletters and social media.

E. Educational & Outreach Activities

- Direct involvement with the IUVSTA education committee.
- Joint activities with other international societies' ECR networks.
- Outreach activities towards industry.

6. Benefits to IUVSTA

The creation of an ECR Group will:

- **Build a sustainable pipeline** of motivated volunteers and future leaders.
- **Enhance international engagement**, keeping IUVSTA relevant for the future scientific and industrial needs.

7. Required Resources

- Administrative support from the Secretariat for communication and coordination.
- Financial support for activities, initially look for industrial support.
- Endorsement from the Executive Council to formally establish the group and appoint initial representatives.

8. Conclusion

An ECR Group will reinforce IUVSTA's mission by ensuring that early career researchers are integrated, supported, and empowered to contribute to the union's scientific and organizational future. This initiative will significantly strengthen IUVSTA's long-term stability and relevance.