



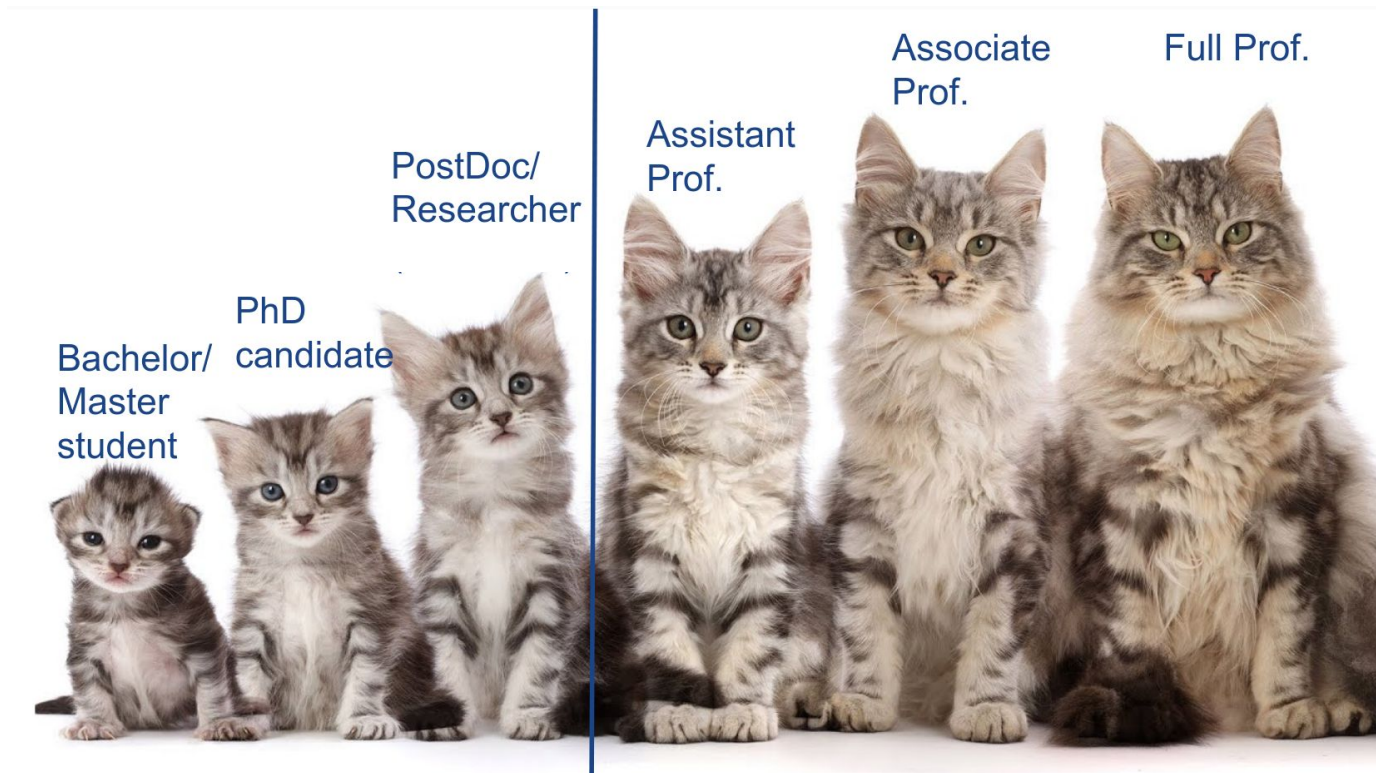
# The sorcerer's apprentices

## Early-Career MAGICians

Lea Heckmann  
for the Early-Career Scientists of MAGIC



# Early-Career MAGICians (ECMs)



Bachelor/  
Master  
student

PhD  
candidate

PostDoc/  
Researcher

Assistant  
Prof.

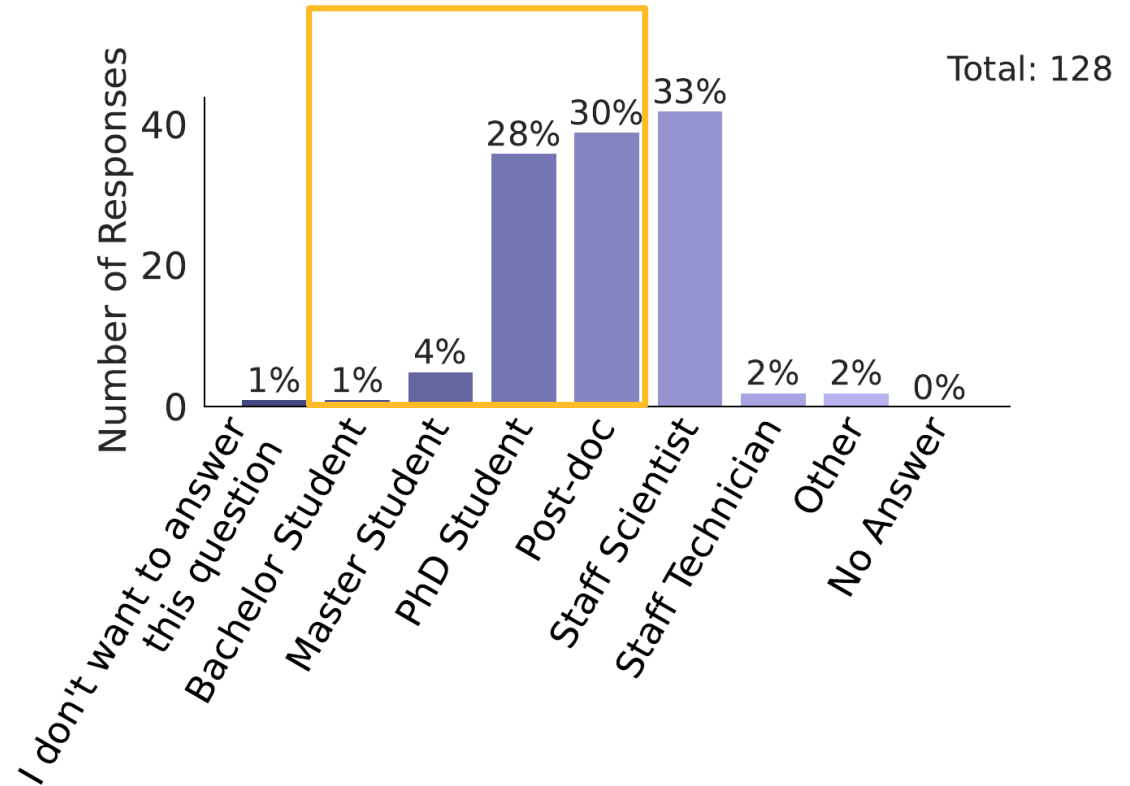
Associate  
Prof.

Full Prof.

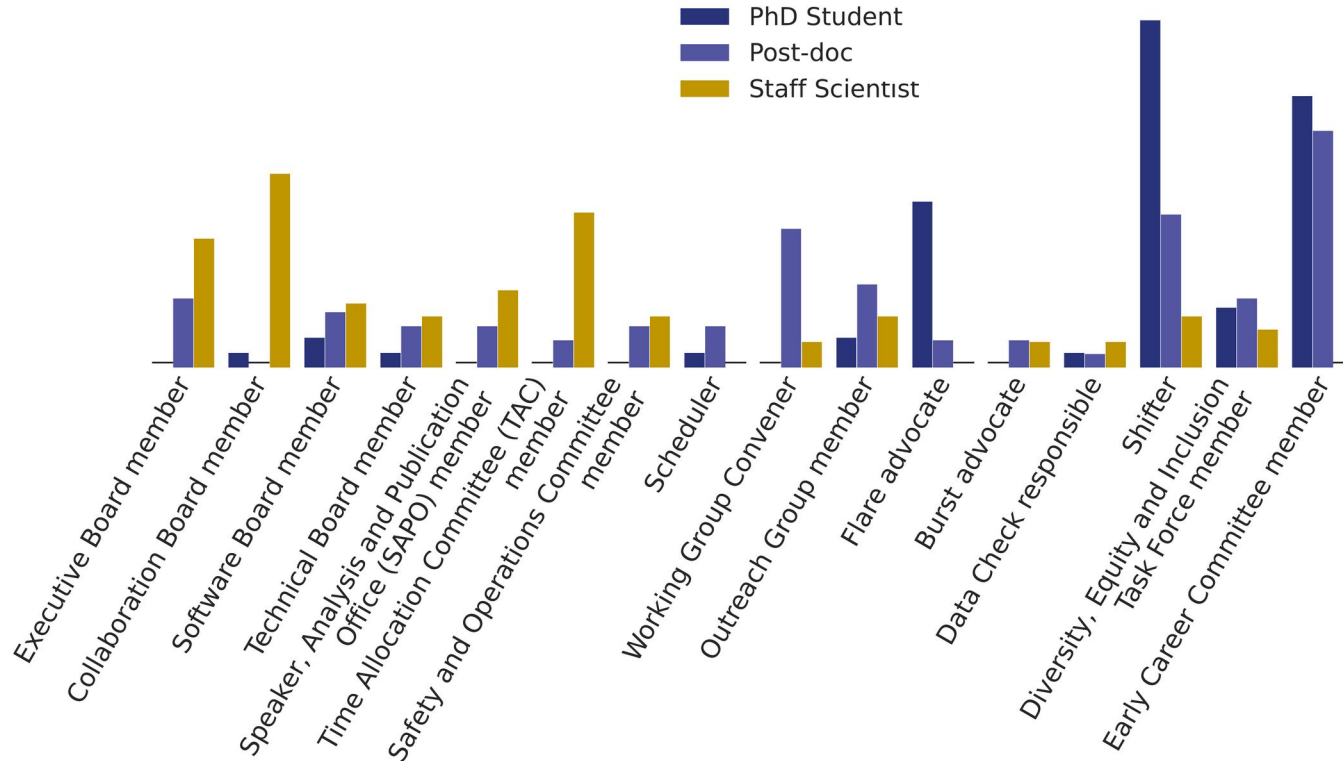
# ECMs in MAGIC



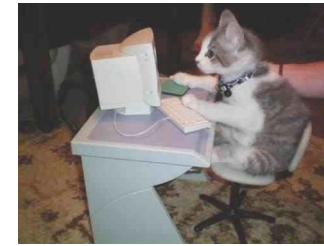
- More than 50% of MAGIC are ECMs
- ~ 150 ECMs in mailing list



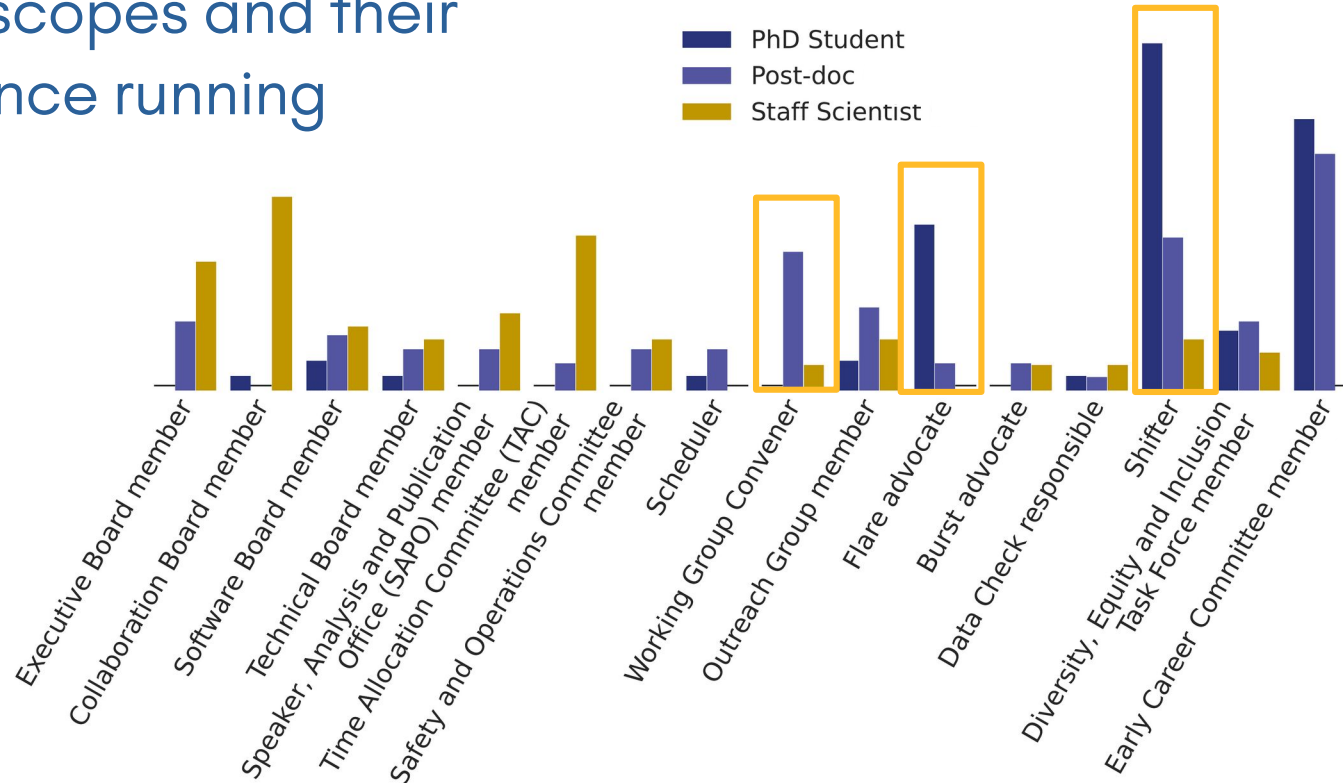
# ECMs in MAGIC



# ECMs in MAGIC



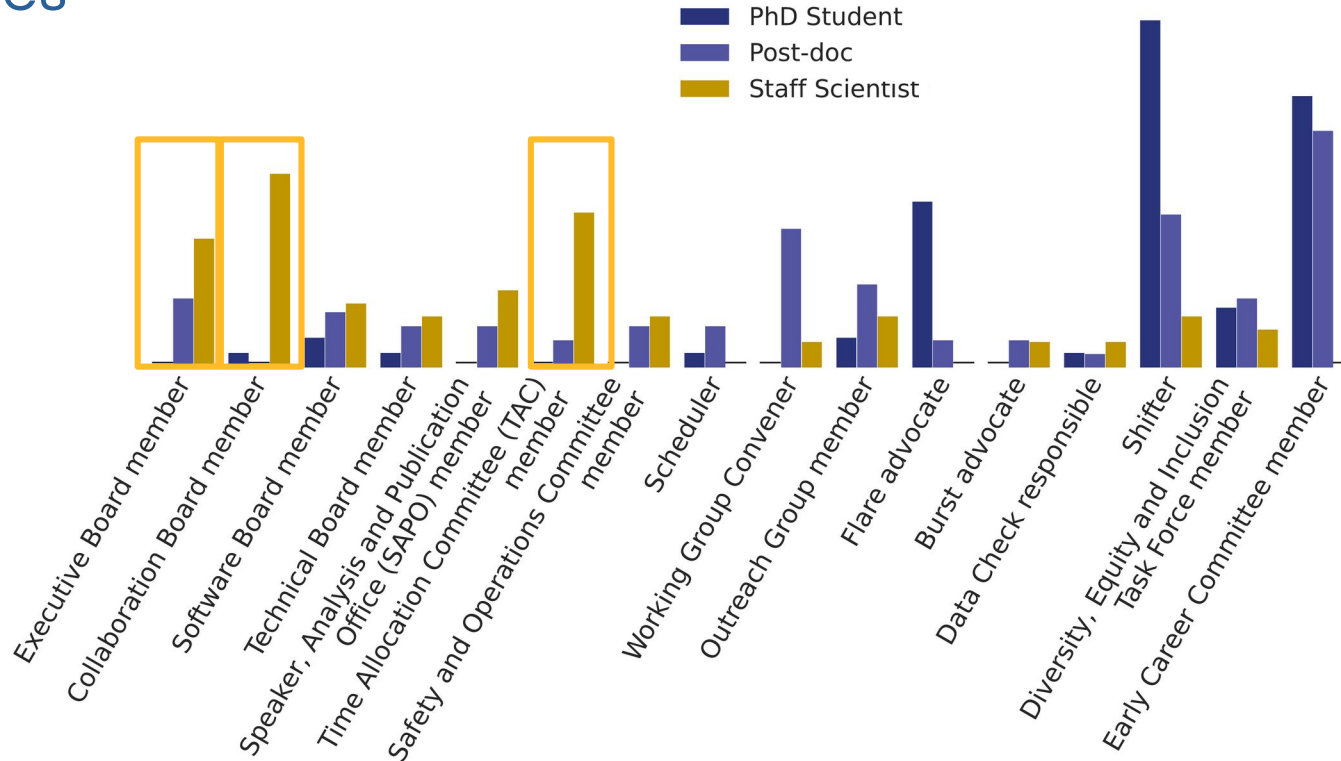
... fulfill many important duties keeping the telescopes and their science running





# ECMs in MAGIC

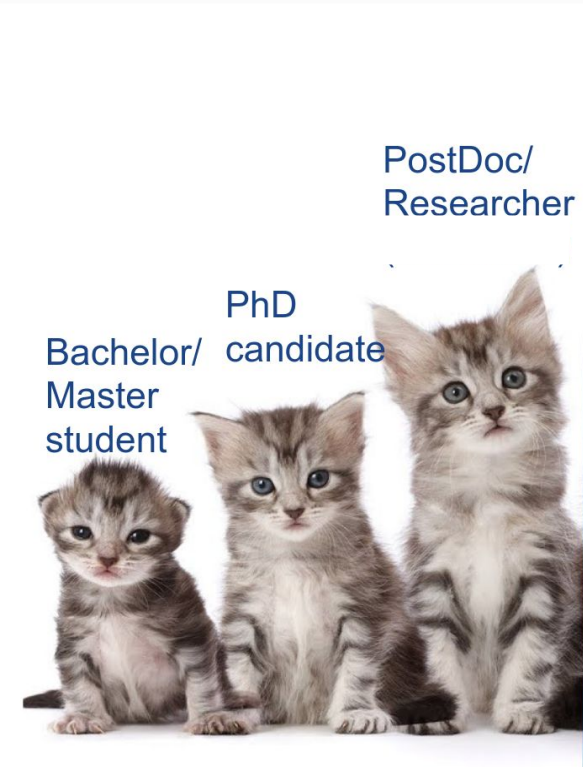
... are less represented in decision-making bodies



# Early-Career Committee (ECC)



- Founded in 2020
- As the voice of all non-permanent MAGIC members
- Representative in the executive board
- Meetings every two months



# Needs of ECMs

- Supervision & Support

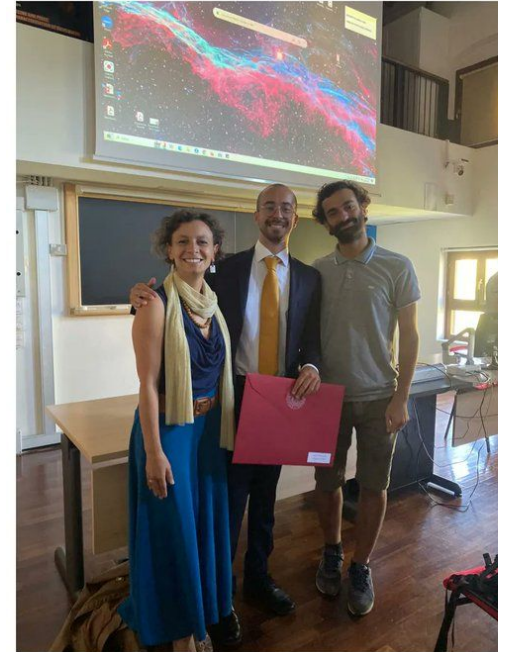




# Needs of ECMs



- Supervision & Support
  - Supervision at ones institute, but also through other MAGIC members
  - Feedback culture
  - Conflict resolution mechanisms



# Needs of ECMs

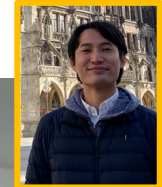
- Recognition & Acknowledgment



# Needs of ECMs



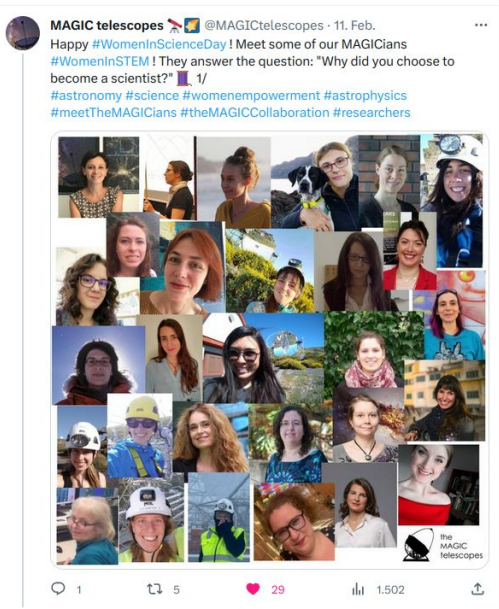
- Recognition & Acknowledgment
- Outside MAGIC
  - Florian Goebel Prize
  - Authorship rules
  - Social media



# Needs of ECMs



- Recognition & Acknowledgment
  - Outside MAGIC
    - Florian Goebel Prize
    - Authorship rules
    - Social media
  - Inside MAGIC:
    - Transparency
    - Duty system



# Needs of ECMs



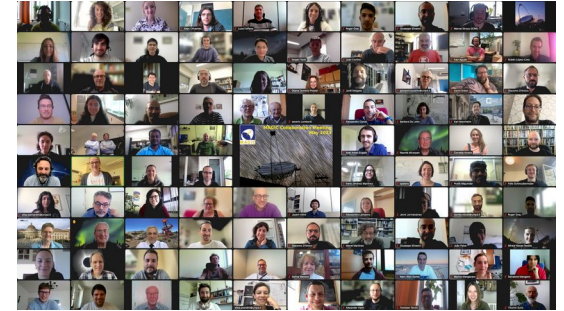
- Network & Opportunities



# Needs of ECMs



- Network & Opportunities
  - Collaboration meetings
  - Conferences
  - Exchange between groups





# Needs of ECMs

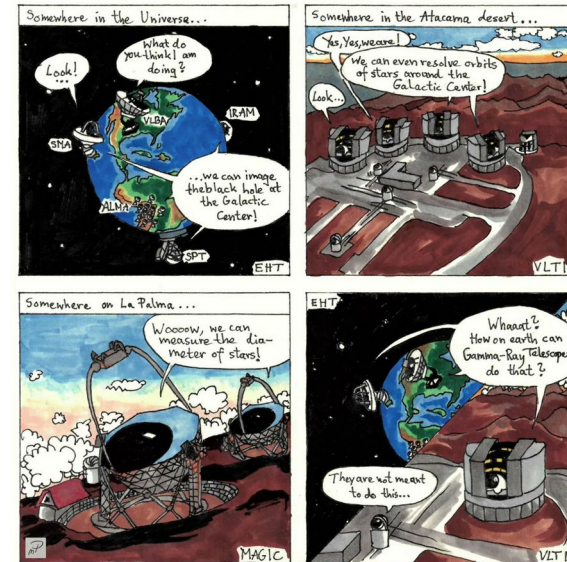
- Career Development



# Needs of ECMs



- Career Development
- High-quality science (#20year200publications)
- Job announcements
- Soft-skill development, e.g.
  - Management & leadership
  - Outreach & Social media



# Impact of ECMs on MAGIC



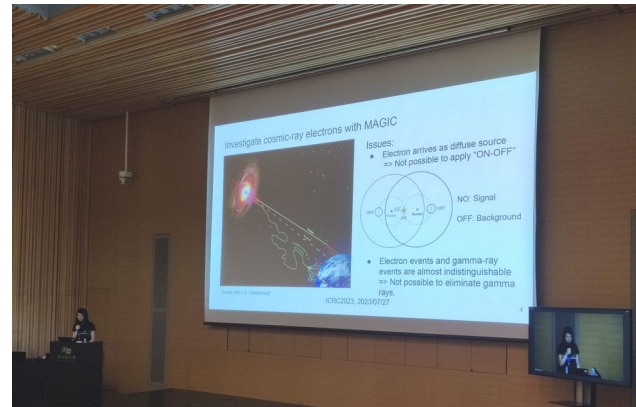
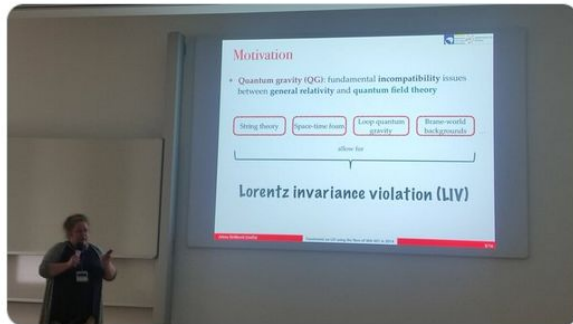
- Science & beyond



# Impact of ECMs on MAGIC



- Science & beyond
  - Many scientific contributions & ideas



# Impact of ECMs on MAGIC



- Science & beyond
  - Many scientific contributions & ideas
  - Shifts & other duties



Lea Heckmann

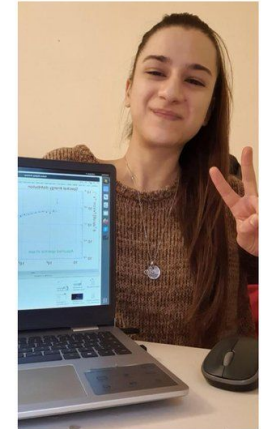


MAGIC 20 years Symposium



Joao Paiva (CBPF, Brazil)

Flare  
Advocates  
P237



Cristina Nanci (INAF, Italy)











Thank you  
for  
your attention!

