

Early Career Advisory Panel

EDI Representative

Term: 4 years, or until no longer considered early career under the Society's definition, with the possibility of an agreed extension

Time commitment: 3 Early Career Advisory Panel meetings per year and 4 EDI Committee meetings, plus preparation and occasional activity between meetings

The EDI Representative will be a member of both the Early Career Advisory Panel (ECAP) and the Equity, Diversity and Inclusion (EDI) Committee. They will provide an early-career perspective on the Society's EDI priorities and act as a two-way link between the groups, ensuring that the views, concerns and recommendations of early career molecular bioscientists inform the EDI Committee's work and that relevant EDI priorities are reflected in the Panel's discussions and advice to the Society.

The representative will engage with early career members and relevant networks to identify barriers, emerging issues, opportunities and good practice. They will help the Society make its activities, communications, career support and routes to participation more inclusive and accessible for people at the early stages of careers across academia, industry and other molecular bioscience settings.

Role responsibilities:

- Attend and actively participate in meetings of both ECAP and the EDI Committee.
- Bring an informed early-career perspective to ECAP and EDI Committee, including insight into experiences across academia, industry and other sectors, different disciplines and career routes, and varied personal and working circumstances.
- Ask questions and respectfully challenge assumptions, considering how proposed policies, initiatives and activities may affect early career molecular bioscientists from different backgrounds and circumstances.
- Provide the EDI Committee with timely summaries of relevant discussions, concerns and recommendations from the Early Career Advisory Panel, highlighting matters that require EDI advice, action or escalation.
- Share relevant EDI Committee discussions, agreed priorities and guidance with the Early Career Advisory Panel so that EDI considerations inform its advice and contribution to the Society's strategic objectives.
- Identify opportunities for joint working and help ensure that actions involving both groups have clear ownership, are followed up and are reported back appropriately.
- Advise on the accessibility and inclusivity of Society activities relevant to early career members.
- Contribute ideas to initiatives that widen participation, address barriers experienced by underrepresented early career groups and support inclusive career development across academia, industry and other molecular bioscience settings.
- Where appropriate, support the development or delivery of specific EDI projects, consultations or engagement activity involving early career communities.

Requirements:

- Be an early career molecular bioscientist, in line with the Society's definition (less than 10 years since their most recent qualification)

- Have a clear interest in EDI and in helping to create a more inclusive, accessible and representative molecular bioscience community.
- Be able to communicate clearly, listen to and reflect different perspectives, and provide concise and accurate updates between the Early Career Advisory Panel and the EDI Committee.
- Be willing to engage with early career members and relevant networks to gather views beyond their own experience.
- Be open-minded, collaborative and willing to consider how different backgrounds, identities, career routes and personal circumstances may shape people's experiences.
- Be able to prepare for and attend meetings, complete agreed actions within the required timescales, and handle sensitive information appropriately.