

## MOTIVATIONS AND CONCERNS OF EARLY CAREER MARINE RESEARCHERS

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### **Abstract:**

EuroMarine is an organisation that promotes bottom-up science from the marine science community. The "Orienting Young Scientist of EuroMarine (OYSTER)" group was formed in early 2018 to engage with young scientists and soon expanded to include a forum of 23 PhDs and post-docs from institutions located through 11 countries.

OYSTER aims to (i) engage with and represent early career scientists (ECS) within the EuroMarine network, (ii) contribute towards the cohesive outreach and capacity building of ECS, and (iii) develop initiatives to support and integrate ECS within the European marine landscape. In 2018, OYSTER ran a survey which was distributed to institutions across Europe, to develop advice in matters pertaining to the support and development of ECS.

We received responses from 462 scientists and, even though, overall feedback concerning early career scientist work and life was positive, some findings from the survey deserve to be given some consideration and require attention by scientific institutions. Around one in five respondents feel that they are not being fairly treated in their workplace. Also, almost 75% of respondents do things that are outside of their responsibilities from which less than half don't mind doing it. Further, the majority of respondents are employed on short 1-3 year contracts, which may also have large impacts on job stability and work-life balance which can lead towards increased work stress and the leakage of young scientist from academia.

The feedback collected from this survey gives insight into current issues concerning young scientist. In view of this situation, OYSTER plans to continue their efforts to raise awareness about the concerns of ECS and support them through skill-sharing events and an online mentorship platform, both of them recommended initiatives in previous studies on the matter [1,2].

**Key words:** EuroMarine, OYSTER, Early Career Scientists (ECS), survey, mentorship.

**References:**

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