

# **Terms of Reference for GEO AquaWatch Early Career Society**

## **(October 25, 2022)**

### **GEO AquaWatch Early Career Society Goal**

The goal of the AquaWatch Initiative Early Career Society is to create and sustain skill- and CV-building activities by offering a wide range of workshops, events, advisory and mentoring services dedicated to attracting the entire spectrum of Early Career Scientists to join GEO AquaWatch.

### **Objectives**

The objectives to achieve this goal are to:

- Provide professional development and leadership opportunities to early career professionals representing every link in the earth observation value chain (data end users to data providers).
- Offer a stage to researchers from remote locations and Lower to Middle Income Countries (LMICs) whose participation may not be equally enabled due to intrinsic bias or travel limitations.
- To the extent practicable, align with the other relevant programs such as GEOSEC Youth Alliance, ASLO Early Career Committee, UN Ocean Decade ECOP, and/or Ocean Bridges Program and strive to complement (instead of duplicate) activities and resources from those other initiatives.
- To diversify, and enhance peer networking (vertical and horizontal) interactions and enable a supportive peer networking environment.
- Facilitate career-long mentorship relationships among water quality scientists.
- Engage in activities for children and youth that inspire the next generation to fulfill the GEOAquaWatch Mission and Goal.

### **The GEO AquaWatch Early Career Society**

The Early Career Society (ECS) has overall responsibility for establishing and updating the GEO AquaWatch Initiative's efforts to attract, empower, and engage Early Career Scientists. There is no fee or barrier to joining the Society. Anyone can be a Society member. Membership is based on self-identification as an Early Career Scientist, regardless of age, and recognizes the role life circumstances, geography and career shifts can play in one's professional confidence and needs. Our fluid view of Early Career applies a more inclusive and time/title *independent* definition. GEO AquaWatch members not drawn to Early Career Society membership are still encouraged to actively engage in GEO AquaWatch's technical and capacity building activities. Mentoring is distinct from networking, and is a more intimate, career-long relationship ideally between professionals within the same field of expertise (for example, an early career scientist could serve as a mentor and concurrently be mentored by another).

### **Early Career Society Leadership**

The Early Career Society will, as far as possible, operate by consensus. Decisions requiring a vote will be decided by a simple majority of the votes cast. Five Society leadership roles are anticipated: Two Co-Chairs, two - co Vice-chairs and one Ex-officio Advisor. One Chair/Vice Chair will coordinate Membership and One Chair/Vice Chair for professional development. The Inaugural set of officers one is elected to 2 year term and the other is elected to a 1 year term to enable alternating election years and maintain continuity. Co-chairs and Vice-chairs will be elected by the membership of the existing ECS, from nominations received following an open call and will serve terms of two years, with the possibility to be re-elected at least 1 time. Self-nominations will be welcome. In their decision, existing Early Career Society members will take into account the GEO AquaWatch Diversity, Equity, and Inclusion Policy in place at the time, groups-under-represented-in-science, geographical representation, and gender balance.