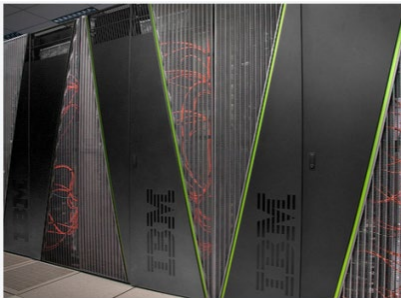


Brookhaven National Laboratory Science and Engineering Development Program



Who Should Participate?

Early career scientists and engineers who want to build connections and increase understanding of how to align career growth to Lab strategy.

Program Duration

7-months

Fundamental Principles

- **Target Audience:**
 - Early Career Scientist, Research and Operations Engineers (e.g., RS1 – RS3; P1 – P5; I5 – I8)
 - 30 Participants (Nominated and Self-Nomination)
- **Key Components:**
 - Networking and Exposure to Lab Leadership
 - Team Projects
 - BNL2 Summit
- **Resource Mentors:**
 - SME's from across the Lab offering tactical skill-building
 - Support experiential learning activities
- **Course instructors are a combination of:**
 - External consultants
 - BNL leadership trainers
 - Relevant SMEs
 - Senior Leaders

What Does the Program Entail?

Four required core modules with an option to participate in deeper dive electives for continued learning.

CORE MODULES

1. Align with the Lab
2. Grow Your BNL Career
3. Develop a Compelling Idea
4. Build Collaboration Through Communication

DEEP DIVE ELECTIVES (OPTIONAL)

- Publishing
- Proposal Writing
- Project Management
- Engineering

EXPERIENTIAL ACTIVITIES

- Write LDRD proposals
- Engage in budget discussions
- Laboratory Operations Supervisor Academy
- Review committees
- Mentor summer student
- Recruiting activity

PILOT PROGRAM PARTICIPANT FEEDBACK

“The SEDP was a great way to step out of my day to day and see how the lab functioned as a whole. We have thousands of people all working to make these incredible things possible, and it really gives you a sense of appreciation to hear directly about how everyone's part fits in. I came away from the SEDP with a lot of ideas of where it's possible to grow into at the lab.”

“This program helped me to understand how my personal career development connects to the lab's strategic plan and how to efficiently take advantage of the resources that lab provides.”

“As part of SEDP, I liked meeting colleagues from across the complex and the BNL2 summit the most.”

“The SEDP program has been a great opportunity to get acquainted with the people and the procedures of Brookhaven National Laboratory. I started at BNL shortly before the pandemic, so the chance to make connections with leadership from various areas of the lab and with fellow early-career scientists and engineers has been invaluable. I expect that the knowledge and skills that I have gained during the SEDP program will continue to serve me well throughout my career at BNL.”

“I not only learned a lot but also enjoyed it very much. I never felt I was in a training (or a development) program - it was more like a social interaction. Overall, I have to say you did a great job in bringing a team of young researcher together. The selection of speakers was also excellent.”

PROGRAM FRAMEWORK

(Dates are Subject to Change)

- The Strategy of Lab Research – Feb. 1, 10-12pm
- Building Funding Programs and LDRD Proposals – Feb. 8, 9-11am, Martin Schoonen and Kathi Barkigia
- Communicating with the Site Office – Feb. 22, 2-4pm , Bob Gordon
- Lab Operations: How the Lab Works – Feb. 22, 2-4pm, Jack Anderson, Deputy Director for Operations
- BNL2 Summit at Stony Brook University – Mar. 9-10, Various BNL Leadership
 - Science Leaders Panel: How to Drive your Career Growth – Jim Misewich, Martin Schoonen, Kersten Kleese Van Dam, David Asner, Haiyan Gao, Tom Daniels, Steve Coleman
- Procurement Overview – Mar. 22, 1-3pm, Paul Pierson
- Managing of Sub-contracts / Subcontractors – Mar. 22, 1-3pm, Peggy Caradonna, Chris Ogeka, Chris Bruno
- Manage Your Budget – Apr. 5, 1 – 3pm, Barbara Jean Carreras, Budget Officer; Christine Madonia, Business Operations Manager
- Integrating Project Teams – Apr. 19, 11 – 1230pm, Jim Yeck
- PM Fundamentals for the Unofficial Project Manager – May 3, 1030-12pm, Rajendra Rao Gutta
- Essentials of Supervising and Mentoring – May 17, 1-3pm, Erica Collins
- Overview of the Strategic Partnerships Office – May 31, 1-3pm, Erick Hunt, Poornima Upadhyya, Dorene Price, and Ivar Strand
- Proposal Management: Best Practices – May 31, 1-3pm, Andrea Wund, Elspeth McSweeney
- Communicating Your Science Workshop – Jun 14, 1-4pm, External Consultant - Brian Palermo
- Presenting with Confidence – Jun 21, 10-1130am
- Project Presentations and Graduation – Jun. 28, 230 – 5pm