

## Towards an Early Career Mentorship and Training Programme for the Einstein Telescope Collaboration

The Einstein Telescope (ET) Preparatory Phase project is a Horizon Europe-funded infrastructure project that aims to support critical activities of the ET community in the preparatory phase of the experiment, including technical design, costing and site selection for the observatory and identification of ET's scientific, socio-economic and environmental impact. Work Package (WP) 10 of ET-PP concerns "Education, Outreach and Citizen Engagement" and has the mandate to promote to the widest possible audience the enormous scientific potential of ET.

A key deliverable of WP10 is to develop a plan for an Early-Career Scientist Mentorship and Training programme for the ET Collaboration. In this contribution I will provide an overview of the work being carried out towards this deliverable. I will first review the many examples of good practice that exist in related mentorship and training programmes within the gravitational-wave community and beyond. We will then facilitate an open dialogue with early-career scientists attending the Einstein Telescope Collaboration; this will tease out and reflect upon early-career colleagues' mentorship and training needs – particularly those which are distinct or bespoke compared with those of other gravitational-wave projects. This dialogue will help to shape the WP10 deliverable outcome report which will be submitted to the EU in autumn 2025.

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