EARLY CAREER NETWORK

COMMITTEE MEETING MINUTES

Date: Friday 27th February 2026 (12:30)
Location: via Microsoft Teams

Present:	Ellen Mullarkey (Secretary), Racheal Simms (Vice-Chair), Daniel Hope (Chair), Awei Mabi, Courtney Garbutt
Apologies:	Carlisle Vyphuis (Specialist Group Liaison), Alex Christopher, Ayesha Landon-Browne, Awei Mabi, Jocelyn Barker, River Adler Smith, Will Downes (Treasurer), Lucy Collaran

Recruitment Update

1. Committee recruitment process
    a. Applications anonymised by DH to reduce bias.
    b. All committee members ranked applicants from strongest to weakest (1 to 7).
    c. Three applicants scored better than all others.
2. Number of vacancies
    a. Discussion on capacity for ECN to recruit 3 applicants at one time.
    b. Consensus was that it would require that all new committee members have a clear role from start to ensure they get involved, no “back-seaters”. Taking fewer applicants on each recruitment round ensures that the best can be recruited each round and staggers new starters so that there is no mass exodus at any point.
    c. Requirement for one new starter to shadow JB communications and newsletter.
3. Vote: Should 2 or 3 new members be brought onto committee.
    a. Majority in favour to being 2 new members.
    b. Outcome: Offer the position to the two top applicants based on points.
4. Feedback/Replies
    a. Reply to each applicant with the outcome of their result and offer to provide feedback if requested. Encourage each to apply again, engage with RGs, specialist groups and enter ECG award (RS).
    b. Feedback for each applicant is written (DH)

AtkinsRéalis - Baseline / Référence