Early Career Medical Physics (ECMP) Group
Professional Relations Committee of AFOMP

The Asia-Oceania Federation of Organizations for Medical Physics (AFOMP) plays a crucial role in promoting the advancement of medical physics in the region. To support and foster the development of early-career medical physicists, we propose the establishment of an Early Career Medical Physics (ECMP) Group under the Professional Relations Committee (PRC) of AFOMP.

The ECMP Group aims to provide a structured platform for early-career medical physicists to collaborate, exchange knowledge, and develop professionally, foster mentorship and networking opportunities between early-career professionals and experienced medical physicists, organize professional development activities such as workshops, webinars, and training programs, advocate for early-career needs within AFOMP and contribute to policy discussions and encourage international collaboration and participation in medical physics initiatives.

Membership of the ECMP Group will be open to medical physicists within the first ten years of their professional career (<35 years old), postgraduate students and researchers in medical physics.

The ECMP Group will operate under the Professional Relations Committee (PRC) and will have the following structure:

- **Coordinator**: Appointed by the PRC from among the early-career members.
- **Advisory Committee**: Comprising senior medical physicists and PRC representatives.
- **Working Groups**: Focused on specific activities such as mentorship, education, research collaboration, and outreach.
- **Working group leaders**

The ECMP Group will undertake the following initiatives:

- **Mentorship Program**: Pairing early-career medical physicists with senior mentors.
- **Webinars and Workshops**: Regular sessions on emerging trends and career development.
- **Networking Events**: Opportunities for early-career professionals to connect with peers and experts.
- **Research Collaboration**: Facilitating joint research projects and publications.
- **Career Guidance and Support**: Providing information on job opportunities, scholarships, and further education.

Implementation Plan

- Appoint the initial leadership team and establish working groups.
- Foundational policies and guidelines for membership and activities.

Categories of Membership

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2. Regular Members: Early-career medical physicists (up to 10 years post-graduation) actively involved in professional practice, academia, or research.
3. Student Members: Graduate students pursuing a degree in medical physics or a related field.
4. Mentor Members: Experienced medical physicists providing guidance and mentorship.
5. Institutional Members: Organizations supporting early-career development in medical physics.

Eligibility Criteria

- Membership is open to early-career medical physicists in the Asia-Oceania region.
- Applicants must provide relevant academic or professional credentials.

Membership Responsibilities

- Active participation in meetings, discussions, and initiatives.
- Contribution to knowledge-sharing, mentorship programs, and public relations activities.
- Adherence to ethical standards and professional conduct.

Organizational Structure

- Executive Committee: Responsible for strategic planning and overseeing activities.
- Working Groups: Specialized teams focused on mentorship, education, research, and outreach.
- General Assembly: Includes all members and convenes periodically to discuss progress and initiatives. During AOCMP or any NMO annual meetings (both physical and online)

Roles and Responsibilities

- Coordinator: Leads initiatives, represents the group, and ensures policy adherence.
- Secretary: Manages communications, membership records, and documentation.
- Public Relations Representative: Coordinates outreach efforts and collaborations.

Professional Development and Training

- Organizing webinars, workshops, and training sessions for skill enhancement.
- Promoting certification programs and continuous education initiatives.

Networking and Collaboration

- Creating platforms for early-career medical physicists to connect and collaborate.
- Establishing mentorship programs with experienced professionals.

Research and Innovation

- Encouraging collaborative research projects and participation in scientific conferences.
- Providing guidance on research funding opportunities and grant applications.

Public Outreach and Awareness

- Enhancing the visibility of medical physics through media and public engagement.
- Conducting awareness campaigns on the role of medical physicists in healthcare.

Code of Conduct

- Members must uphold integrity, professionalism, and ethical practices.
- Discrimination, harassment, or misconduct will not be tolerated.
- Confidentiality of sensitive information must be maintained.

Review and Amendments

- These policies will be reviewed periodically and updated as necessary.
- Amendments require approval by the Executive Committee.

- Develop a membership application process and criteria.

    - Create an online application form to collect essential details such as academic qualifications, professional experience, and areas of interest.
    - Define eligibility criteria, ensuring inclusivity for students, researchers, and professionals within the first ten years of their career.
    - Establish a review committee to evaluate applications and approve new members.
    - Provide a membership certificate and access to communication channels upon approval.
    - Outline renewal procedures and membership benefits, including access to mentorship programs, events, and networking opportunities.

- Promote the ECMP Group through AFOMP member organizations, conferences, and social media.
- Establish communication channels such as a website, mailing lists, and social media platforms.
- Host an introductory webinar to engage potential members and gather feedback.

Activities

- Launch the mentorship program by matching mentors and mentees and tracking progress.
- Organize the first set of webinars and workshops on career development and technical topics.
- Establish research collaboration initiatives by connecting members with common research interests.
- Conduct networking events and virtual meet ups to enhance member engagement.
- Collect feedback from participants to improve program effectiveness.

Evaluation, Expansion, and Sustainability

- Regularly assess the impact of activities through surveys and feedback mechanisms.
- Adjust programs based on member needs and industry trends.
- Expand collaborations with other professional organizations and institutions.
- Develop a long-term sustainability plan, including securing funding and sponsorships.
- Encourage early-career members to transition into leadership roles within AFOMP.

Expected Outcomes

- Strengthened professional network among early-career medical physicists.
- Increased participation in AFOMP activities and leadership roles.
- Enhanced career development opportunities and knowledge-sharing.
- Sustainable engagement of early-career professionals in advancing medical physics in the Asia-Oceania region.

The establishment of an ECMP Group within AFOMP's Professional Relations Committee will significantly contribute to the growth and professional development of early-career medical physicists. By fostering collaboration, mentorship, and education, this initiative will help shape the future of medical physics in the Asia-Oceania region.

We acknowledge the support of AFOMP and its member organizations in promoting this initiative and look forward to their guidance in making the ECMP Group a success.