

OS-SIG 24/25 Officer Recruitment Report

Overview:

The OS-SIG 2024/25 officer elections have been a significant success, with the recruitment process yielding strong candidates for most positions.

As of September 2024, the end of the four nomination rounds, we have successfully nominated officers for 9 out of 11 available posts. The elections were conducted according to the guidelines and 2024-2025 bylaws provided on the OS-SIG elections page (<https://ossig.netlify.app/elections/>). The nominations were gathered via the official survey in the Nomination Form.

It is important to note that the OSSIG bylaws regulating the 2024/2025 term and renewal process introduced a few changes compared to previous years. While the full text can be found in [OHBM Open Science SIG 2024 2025 Renewal Bylaws.pdf](#), the main changes are:

- Renewals are organised in four rounds of nominations, followed by continuous recruitment. Nominations must be made after each round.
- Embargo rules changed. Most importantly, starting with round 3, the embargo restriction can be disregarded, but nominated embargoed members will momentarily freeze their embargo and add years equivalent to their new office.
- Some positions changed. The position of Inclusivity officer has been removed, and their task substituted by the attribution of a liaison role with the DI Committee, while a local liaison officer has been added. One co-chair of the Open Science Room has been removed. General volunteer positions have been made official, and do not abide to embargo rules

Nominations and Selections:

In total, we have received nomination responses from 10 candidates within the first two rounds, from July 12 to August 2. In line with the updated bylaws, we have received an additional 3 nomination responses between August 9 and September 13, two of which came from previously embargoed members that withdrew their nomination later.

Overall, we had more female applicants (9 out of 13). In terms of geographic distribution, the majority of applicants were affiliated with institutions in North America (8 out of 13), followed by Australia (n=2), Asia (n=2), and Europe (n=1). All applicants are in the early stages of their careers, ranging from undergraduate students to junior faculty members, with postdocs being the most represented group (6 out of 13). The final nomination list reflects these initial imbalances.

An ad-hoc recruitment committee was formed to review nomination materials and interview 9 out of 13 applicants for officer posts (see the names of committee members at the end of the document). All interviews, except one, were conducted by at least two OS-SIG team members.

A consistent semi-structured format was used across all interviews to assess the applicants' motivation, strengths, and availability for the roles they applied for, with a particular focus on availability and relevant experience. Due to the unavailability of other committee members, the interview for the Treasurer-Elect position was conducted solely by the General Chair. Recruitment was prioritized to meet the urgent need for filling the roles of Treasurer, OSR Chair-Elect, Local Liaison, and one of the two Brainhack Co-Chair Elect positions.

After multiple rounds of discussion, the committee collectively decided on the final nomination list. No conflicts of interest were identified, and all decisions were made unanimously. Most applicants were selected for their first or second choice, with two being offered roles they were deemed a better fit for, and one applicant offered a volunteering position for this term to familiarize them with OSSIG and OHBM, with the possibility of recruiting them in future terms.

As of September 2024, the following positions are still open:

1. Secretary Elect (2024/25)
2. Brainhack Co-Chair Elect (2024/25)

Next Steps:

We will continue efforts to identify and nominate candidates for the remaining open positions. The team is particularly keen to recruit candidates that can enhance the geographical representation of the OS-SIG team. We are confident that with ongoing outreach and engagement, we will successfully fill these roles in the coming weeks/months. Additionally, we will prepare for the upcoming onboarding process for all newly appointed officers to ensure a smooth transition into their roles.

Conclusion:

The OS-SIG 2024/25 officer recruitment process has made significant progress, with 9 out of 11 positions successfully filled. The remaining open positions will be a focus for continued recruitment efforts, ensuring that the OS-SIG is fully staffed for the upcoming term with geographically diverse representations.

Prepared by: Wei Zhang, Secretary
Reviewed and Agreed by Recruitment Committee Members:
Stefano Moia, General Chair
Bruno Hebling Vieira, BrainHack Chair
Ju-Chi Yu, Open Science Room Chair
Povilas Karvelis, Hybridization Chair
Jean Lee, Treasurer (2023/2024)

Selma Lugtmeijer, Open Science Room Co-Chair (2023/2024)
Andrea Gondova, Secretary (2022/2023)