

Participation in a strategy working group

For each of the four physics clusters, a working group (WG) will be formed. The working group is responsible for organising the strategic exploration of its cluster and developing well-informed strategic recommendations for Nikhef.

The WG is the core team driving this process. This does not mean that discussions are limited to WG members: colloquia, symposia, discussion sessions and other activities organised by the WG will be open to the wider Nikhef community, and everyone is encouraged to contribute ideas, expertise and perspectives.

What does participation in a working group involve?

Being a member of a working group means taking **shared responsibility for the work and final recommendations of the group**. WG membership therefore requires active participation: it is more than attending meetings, listening to discussions or providing information from your own area of expertise.

WG members are expected to contribute to activities such as:

- Further developing the questions and topics that need to be explored within the cluster;
- Gathering and critically assessing relevant information;
- Organising activities to inform the strategy process, such as colloquia, discussion sessions, symposia or consultations with internal and external experts;
- Actively participating in discussions and helping the group weigh different perspectives, opportunities and trade-offs;
- Addressing the questions identified in the cluster one-pager, as well as additional questions that emerge during the process;
- Jointly formulating and writing the strategic recommendations for the cluster.

The cluster one-pagers are starting documents, not fixed frameworks. Working groups are encouraged to identify additional questions, perspectives or topics that need to be considered in order to arrive at robust recommendations.

Composition and organisation

Each working group will have a chair, who is responsible for coordinating the work, monitoring progress and ensuring that the group works towards the agreed milestones and timeline.

Each WG will also include a member of the Nikhef Strategy Group, who will help connect the work of the cluster to the overall strategy process and to the other working groups.

WG members should have expertise and/or a strong interest in the cluster topic. We are aiming for diverse working groups that bring together different perspectives, career stages and areas

of expertise. The NSG will in the end make a composition for each WG that balances this, with the aim of having 4-6 members per WG.

Time commitment and timeline

The working groups are expected to start their work around 1 October 2026, organise activities in the period January 2027 - June 2027, and work towards their strategic recommendations by October 2027. After the recommendations have been formulated, working groups may potentially continue in some form to support the further implementation. Whether and how this will happen will be decided at a later stage.

Participation is expected to require, on average, **approximately 2-3 hours per week**. The workload will vary over time, depending on the activities and phase of the process.

Contributing without joining a working group

We encourage colleagues with expertise or a strong interest in the cluster topic to consider joining a working group. WG membership is for those who want to actively contribute and share responsibility for the process and its final recommendations. At the same time, you do not need to be a member of a working group to contribute to Nikhef's strategy process. If you would primarily like to contribute your expertise, ideas or perspective to topics or discussions, you are very welcome to do so through the colloquia, discussion sessions, symposia and other activities organised by the working groups. In this way, we aim to involve the broader Nikhef community in the strategic discussions.