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The SSC fellowship program



Personalized support and RSE education for young researchers

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RSE Education - a hole in the spectrum

Courses & practical

- introductory nature
- very general
- unspecific knowledge transfer

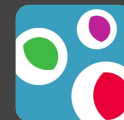
Mentoring

- longer-term project support
- help with specific problems
- tailored knowledge transfer

Consultations

- very specific
- very short term
- limited knowledge transfer

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Mentoring

- longer-term project support
- help with specific problems
- targeted knowledge transfer

Target audience

- Phd students and postdocs working on RSE projects
- competitive selection process

Operation

- mentor-fellow teams
- monthly meetings
- possible participation in deRSE
- one year duration



The SSC fellowship program - How it started

- application: 1p project description, project status, CV
- oversubscribed by x3
- selection: proposal quality, academic performance, relevance for community, open source
- team formation: interest and preference, technical ability
- start: late July 2024

Sport science

VR system

Unity

Astronomy

large datasets

Python, Dask, C++

Biophysics

cell sorting

Python, Zeiss API

Astronomy

GPU-based simulation

Python, JAX



How it's going: Mentees

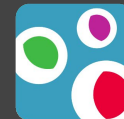
- qualitative survey, 3 out of 4 answered
- motivation and fit into target audience
 - help with code structure and acute coding problems
 - learn about RSE (career perspective)
 - more structured 'work packages', would make it a better fit
 - mentor's responsiveness is important



How it's going: Mentees

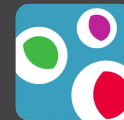
- program effectiveness and interaction with mentors
 - software architecture and project management
 - “It's worth prioritizing this and emphasize its value to your supervisor [...]”
 - increased meeting frequency
 - clearer time commitment from mentors

How it's going: Mentors



- sustained engagement in three teams
- obstacles in one team: lack of overlap
- 2 parallel lanes
 - early phd: student
 - postdoc: colleague

Summary



- Mentorship programs are difficult
- socio-technical problem
- overlap with team formation for projects?
- "success lies in the process"

- clearer evaluation of projects
- clearer structure of interactions
- benefits change with career stage