

Structure of Paleo ECR India

1. Founding President

- The Founding President will provide overall leadership, vision, and direction for the group.

2. Core Founding Members (Advisory Role)

- The Core Founding Members are the senior colleagues who supported this initiative at its early stage.
- Includes assistant professors, scientists, and senior ECRs.
- **Role:** Provide advice, suggestions, and guidance for the growth of Paleo ECR India.
- They will not be required to handle day-to-day activities but will remain as a senior body and recognised supporters.

3. Working Members (Operational Role)

- A team of motivated ECRs.
- **Role:** Handle the day-to-day functioning of the group, including:
 - Organizing the talk/lecture series
 - Coordinating with speakers and attendees
 - Managing communication channels (WhatsApp, LinkedIn, email)
 - Preparing meeting minutes and records
 - Supporting outreach and publicity
- **Term:** Rotational (6-12 months) so that responsibility is shared.
- Members can volunteer or be nominated based on interest and availability.

4. Benefits of This Model

- Respects seniors' time while keeping them engaged as advisors.
- Empowers active ECRs to take leadership and gain visibility.
- Ensures sustainability by distributing operational workload.
- Maintains a light hierarchy with advisory vs. working groups.

This structure allows **Paleo ECR India** to balance guidance from experienced **Core Founding Members** with the active contributions of **Working Members**, ensuring both credibility and sustainability as the group grows.



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