



वातावरण, उर्जा तथा जल अनुसन्धान केन्द्र
Center of Research for Environment, Energy and Water
Harmonize Research and Development with Nature

Asia-Pacific Network of Early Career Professionals for Global Change Research (APN-ECAP)

Platform for Visibility in Global Change and Sustainability

Susmita Mishra

October 24, 2025



Seeding APN-ECAP



APN-YN
to
APN-ECAP

ECAPs in Networking Planning and Action

Background

- Acknowledgements to the 48th and 51st APN Steering Committee members for welcoming the idea.
- Early Career Professionals (ECAPs) bring innovative ideas, enthusiasm, and great value to sustainability and transformation.
- ECAPs are the focus group in APN's operational mandate. Encouraging and empowering them is at the heart of APN's science and capacity development strategies.
- This concept proposed the formation of **Asia-Pacific Network of Early Career Professionals for Global Change Research (APN-ECAP)** Platform for *Visibility in Global Change and Sustainability*

APN-ECAP Networking Session at PDTW 2023



1 Thailand

2 24 ECAPs

3 Southeast Asia

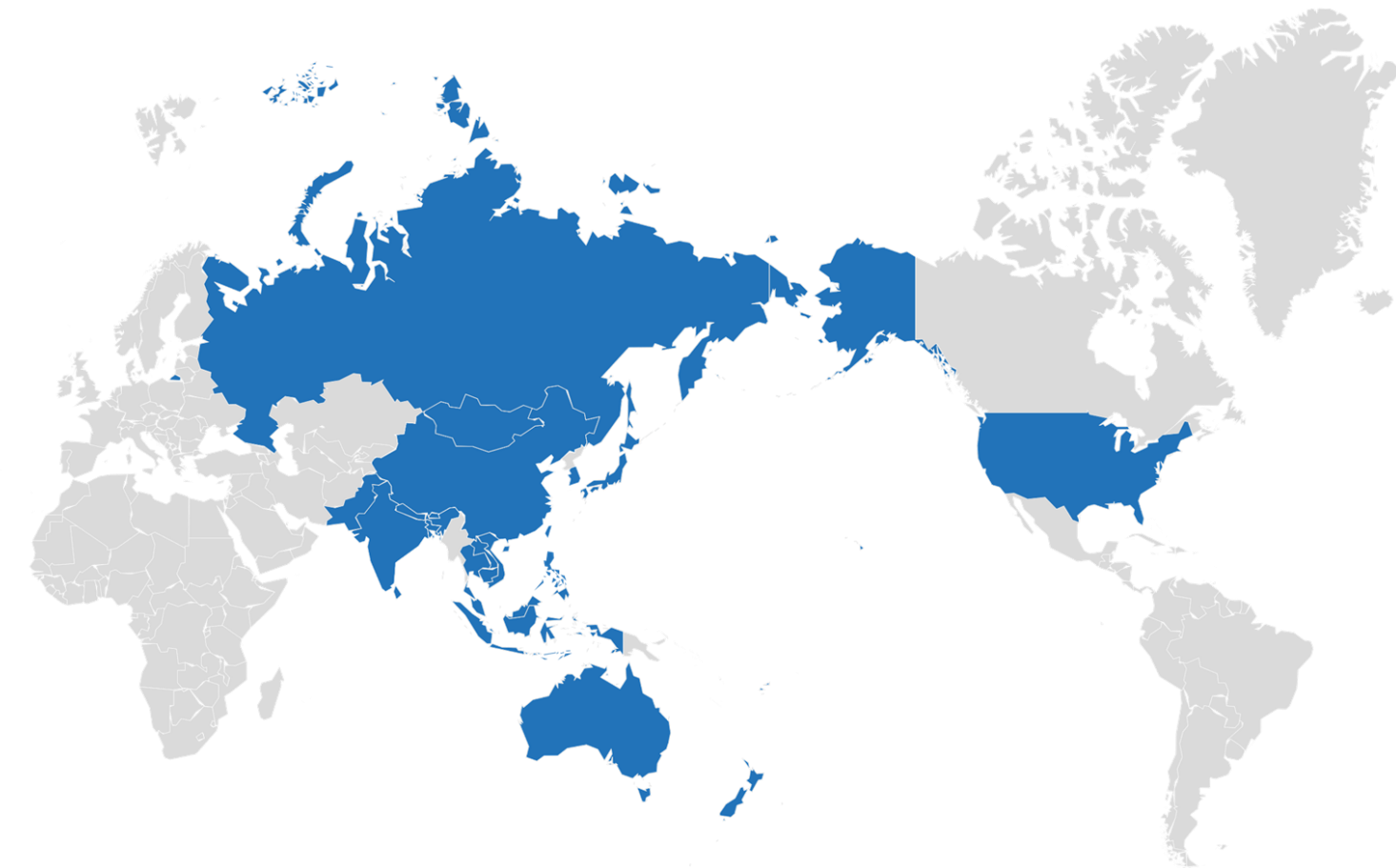
What is APN-ECAP?

Asia Pacific Network of Early Career Professionals(APN-ECAP)

A project funded by Asia-Pacific Network for Global Change Research (APN) and implemented by Center of Research for Environment, Energy and Water (CREEW)

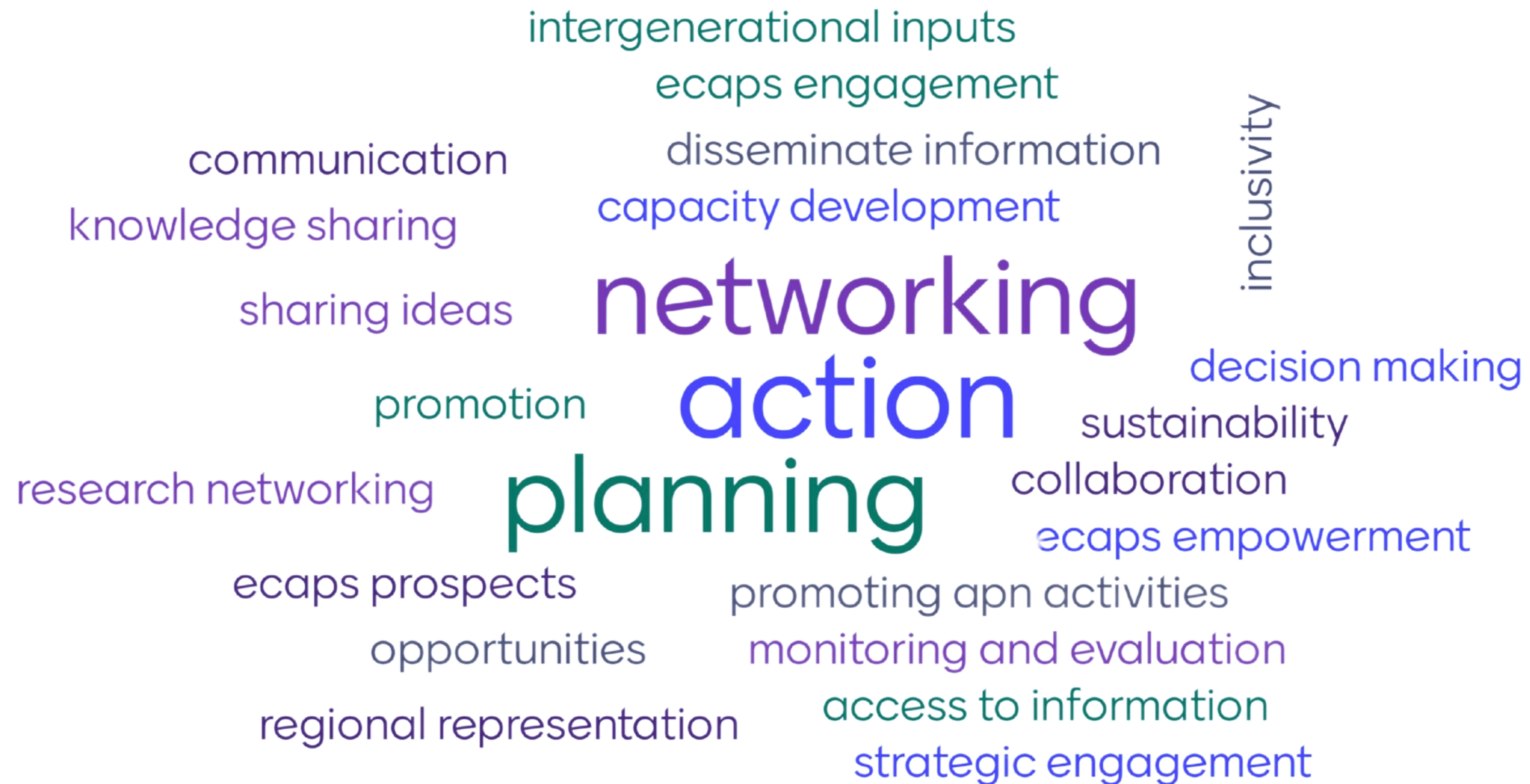
A network of Early Career Professionals to accelerate global change and sustainability

ECAPs less than 40 years of age and studying/working in global sustainability issues in Asia Pacific



APN-ECAP Mantra “ECAPs in Networking, Planning and Action”

APN-ECAP Objectives



Member Benefits

Networking Opportunities



Proposal Development
Training Workshops for ECAPs



ECAPs outreach, webinars
and conferences

Professional Development Programs

APN-ECAP

Access to Research



Young scientist events and
knowledge-sharing



APN External Reviewer
Board



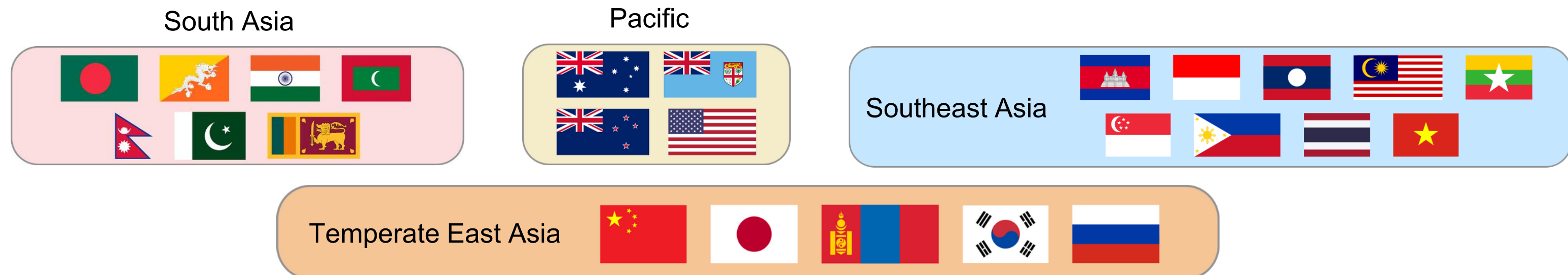
APN Call for Proposals

Funding Opportunities

Eligibility

- Early career professionals must be 40 years of age or under, studying or working in global sustainability issues in the Asia-Pacific region :
 - An undergraduate degree holder;
 - A postgraduate working towards a PhD or a Master's;
 - A Master's degree holder with two years of related work experience;
 - A PhD holder; or,
 - A postdoctoral student

Focus Countries: APN Focus Countries



Project Team



Dr. Saurav KC



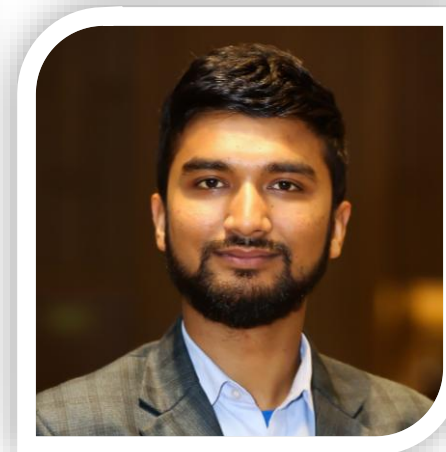
Dr. Linda Anne Stevenson



Ms. Susmita
Mishra



Ms. Ayushmita
Pokhrel



Mr. Ashish
Ojha



Mr. Ashwin
Ghimire



Ms. Naomi
Young



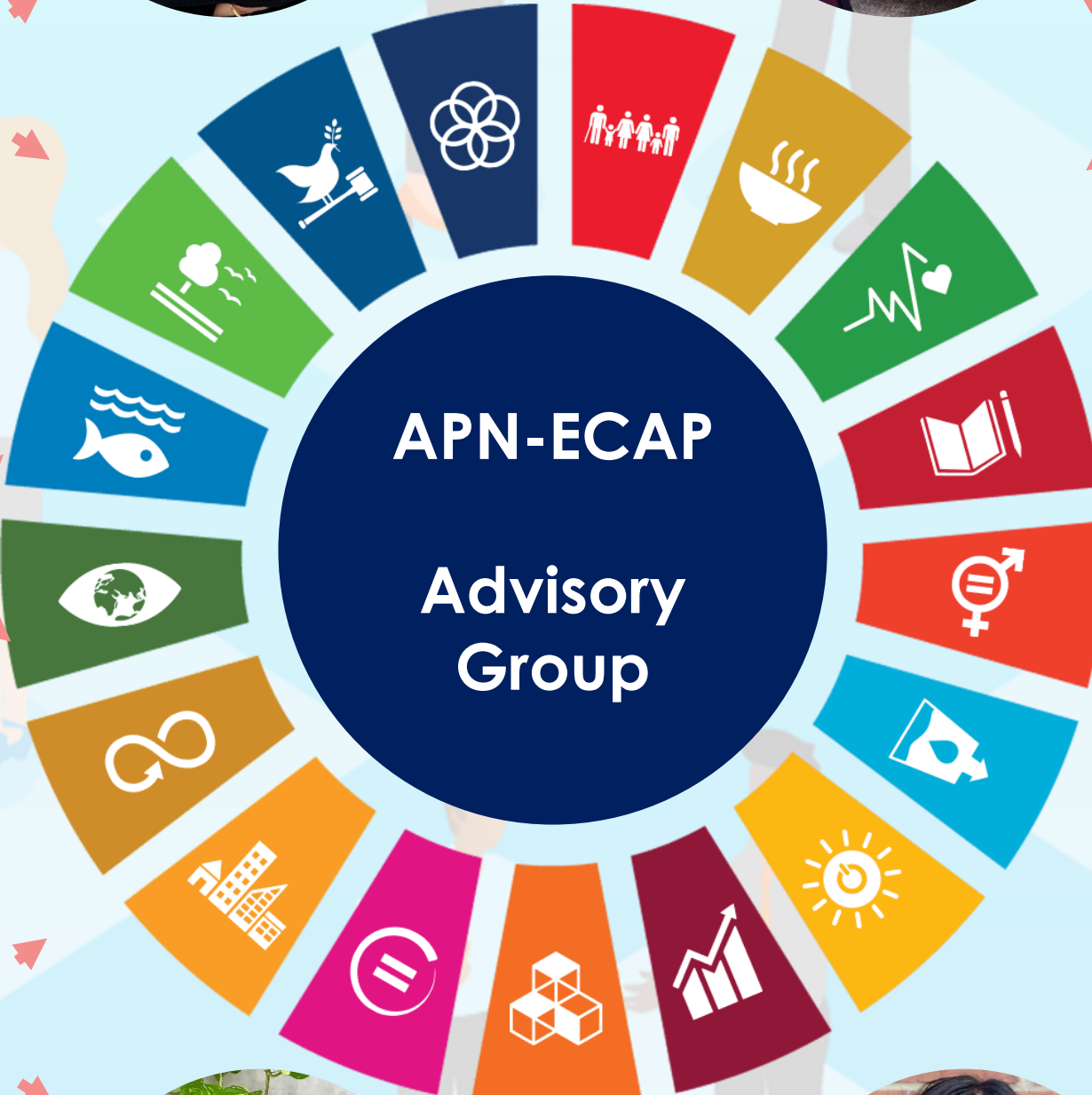
Ms. Mia
Aranas



**Strategic
Guidance
Representation**



**APN-ECAP
Advisory
Group**



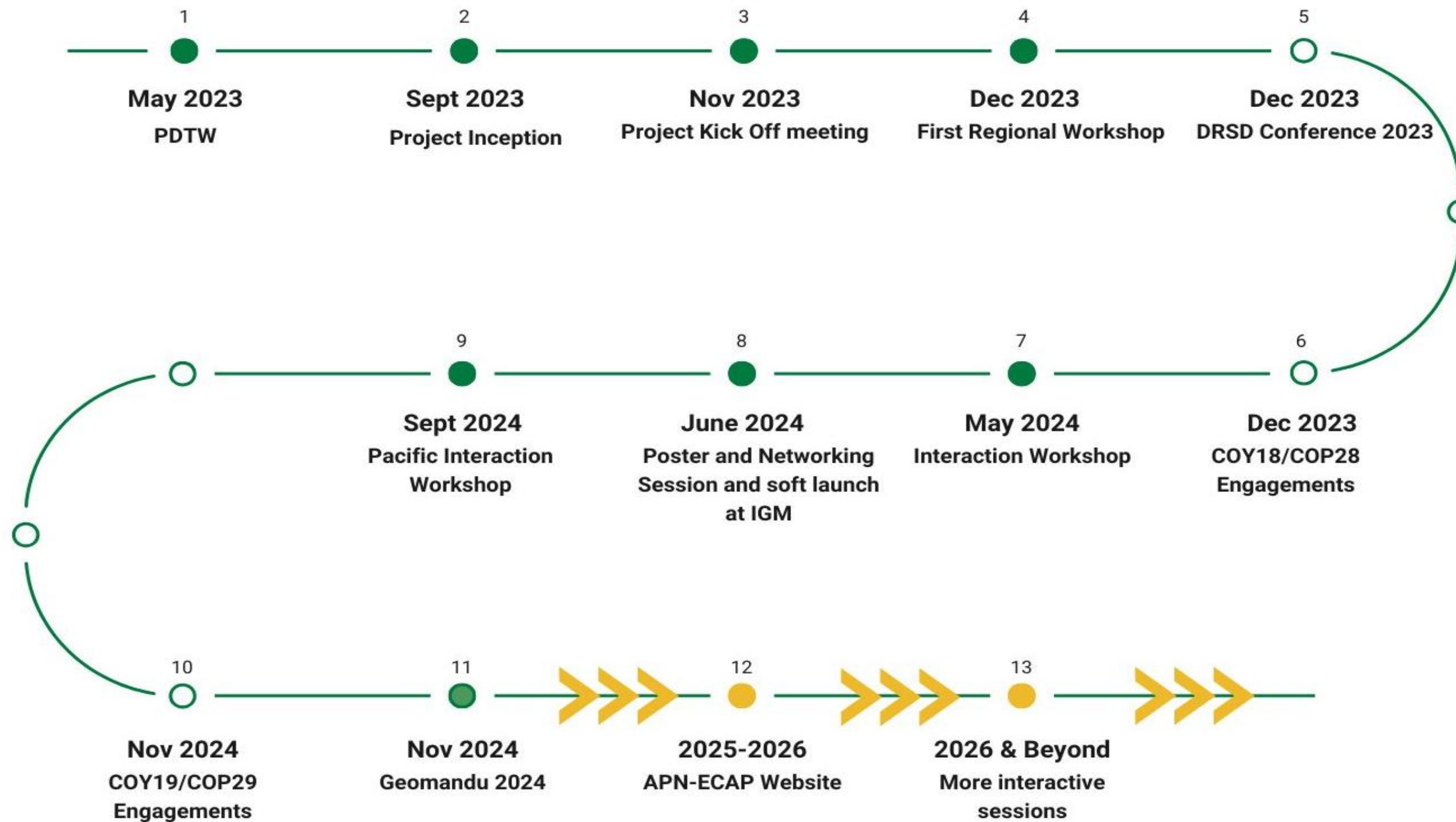
**Global
Change &
Sustainability**

**ECAPs in
Networking,
Planning and
Action**



APN-ECAP Updates

OUR ENGAGEMENTS THROUGH THE YEARS



APN-ECAP Kick-off Meeting



वातावरण, उर्जा तथा जल अनुसन्धान केन्द्र
Center of Research for Environment, Energy and Water
Harmonize Research and Development with Nature



ASIA-PACIFIC NETWORK FOR
GLOBAL CHANGE RESEARCH

Asia-Pacific Network of Early Career Professionals for Global Change Research (APN-ECAP) Platform for Youth Visibility in Global Change and Sustainability

Project Kick-off Meeting

Exploring Visions: Initiating the APN-ECAP Journey

30 November, 2023

9:30 am to 12:15 pm (Nepal Standard Time)

Register here



Opening Session

Keynote Remarks, Introduction of APN, CREEW and APN-ECAP Initiative

Speakers



Mr. Yam Prasad Pokhrel | Dr. Madan Lal Shrestha | Dr. Dhundi Raj Pathak | Prof. Sangam Shrestha | Dr. Linda Anne Stevenson | Dr. Saurav KC | Ms. Naomi Young

Interactive Panel Discussion

Learning by Sharing: Expectations, Goals, and Network

Moderator



Ms. Susmita Mishra

Early Career Professional Panelists



Mr. Raunak Shrestha | Ms. Aishath Azleena | Ms. Khaing Su Lwin | Dr. Biswajit De | Ms. Rajani Regmi

Youths in Networking, Planning and Action

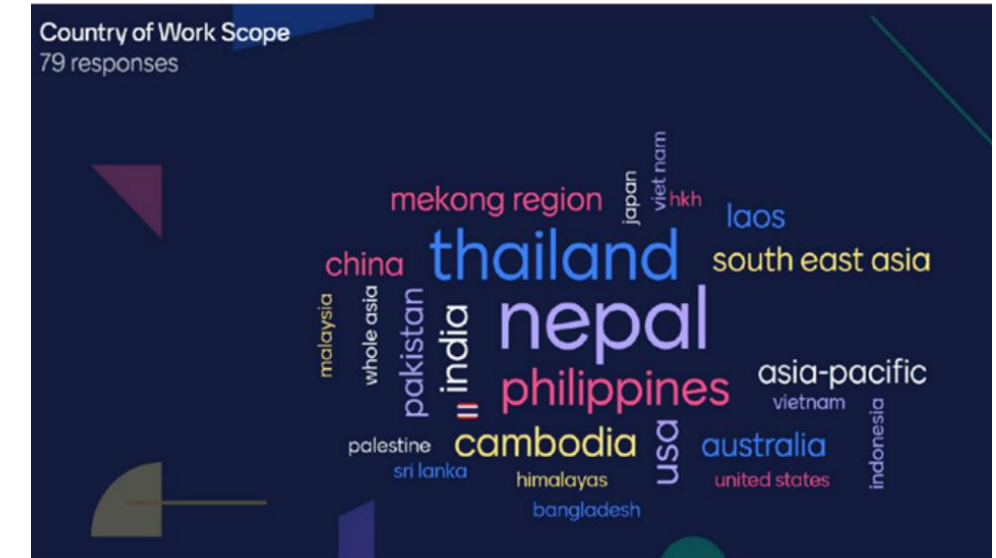
> 100 Participants



49%



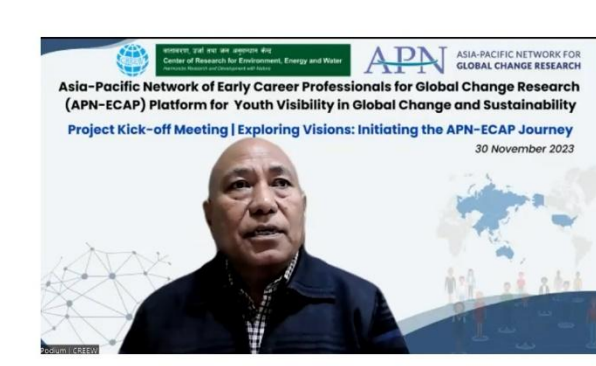
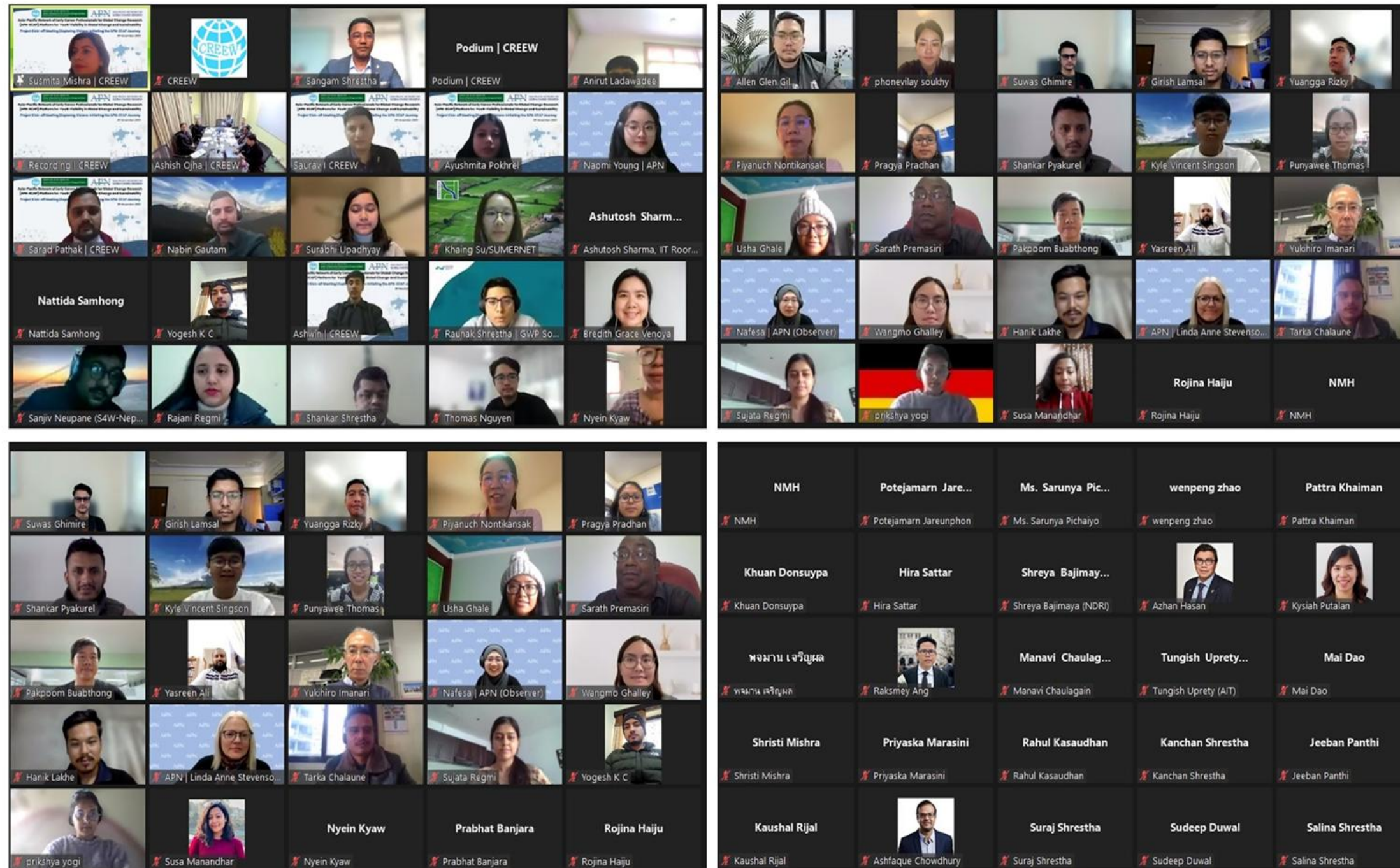
51%



APN-ECAP's objectives introduction to a network of early career professionals

Discussion on the roles, challenges, and opportunities for ECAP

Kick-off Meeting: Glimpses



APN-ECAP Regional Workshop

First Regional Workshop
Asia-Pacific Network of Early Career Professionals (APN-ECAP)
APN-ECAP Nexus: Sparking Youth Visibility in Global Change Research and Sustainability
 Date: Wednesday, December 6, 2023
 Venue: Asian Institute of Technology (AIT), Thailand



45 Participants



49%



51%



Intergenerational Dialogue

Governance Structure

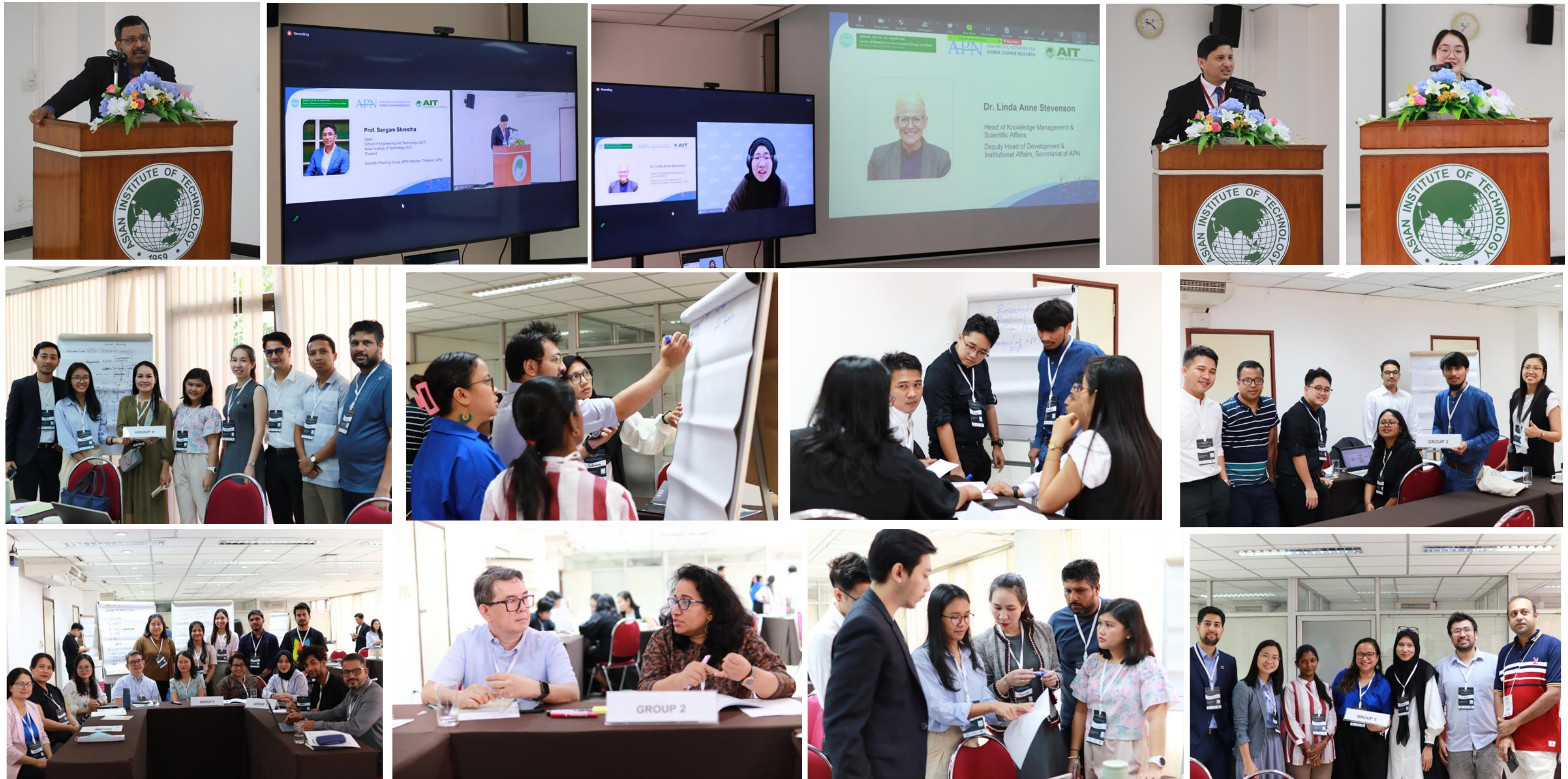
Flagship Activities

APN-ECAP

Membership Management


Opportunity Sources & Knowledge Products

Regional Workshop: Glimpses



APN-ECAP Interaction Workshop

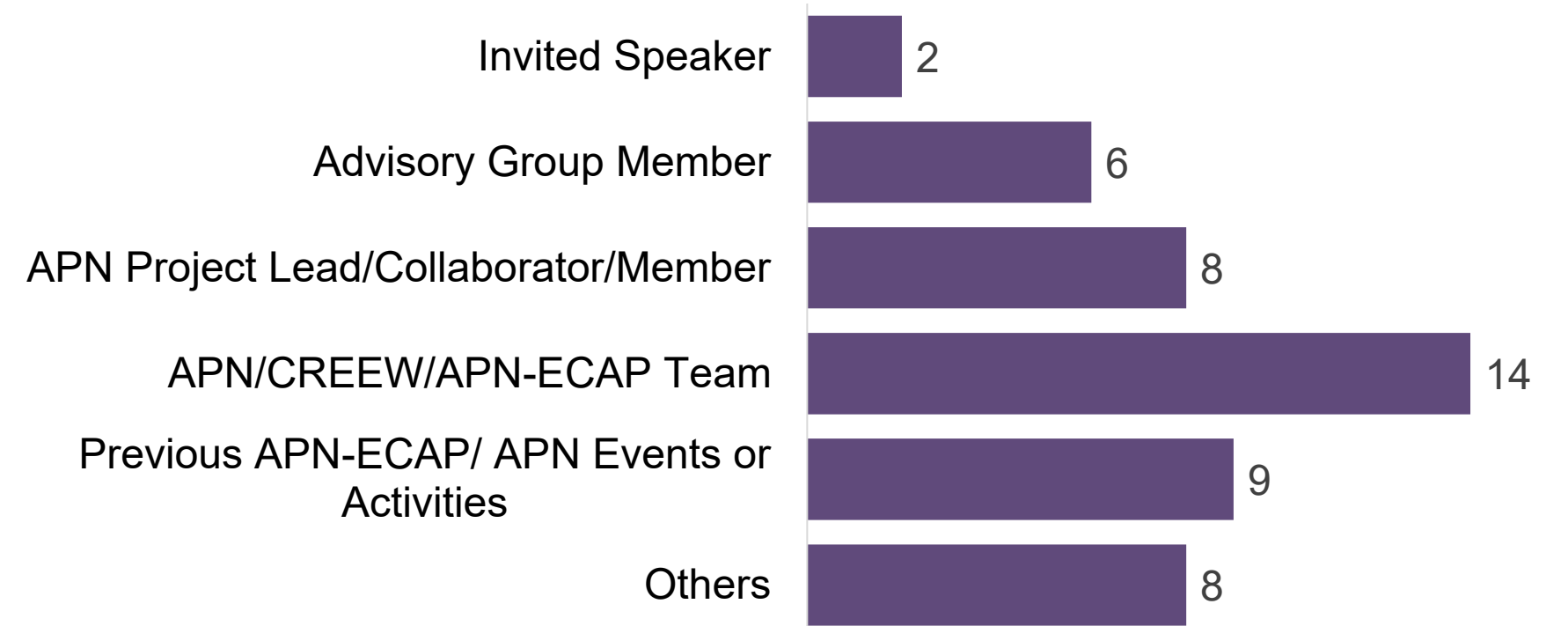



अतावरण, उर्जा तथा जल अनुसन्धान केन्द्र
Center of Research for Environment, Energy and Water
Harmonize Research and Development with Nature


ASIA-PACIFIC NETWORK FOR GLOBAL CHANGE RESEARCH

Asia-Pacific Network of Early Career Professionals (APN-ECAP)
APN-ECAP Interactive Workshop: Engaging Minds for Sustainability in Asia and the Pacific
 29 May, 2024
 9:00 a.m.-12:00 p.m. Nepal Time (GMT+5:45)

47 Participants



Reflection on APN-ECAP activities and outputs

Expectation sharing and validation

Networking, collaboration and experience sharing

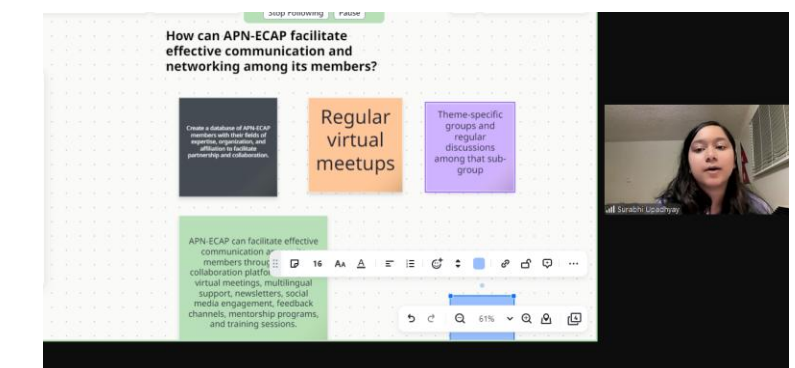
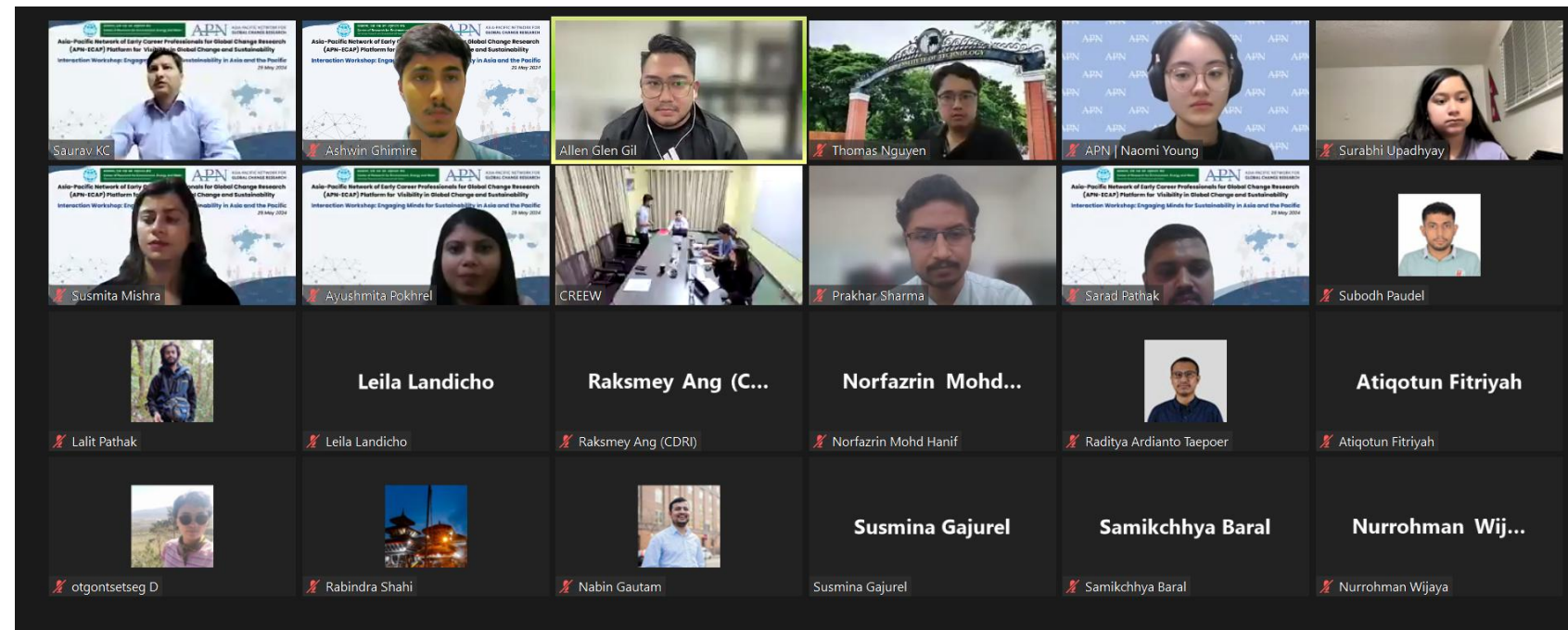
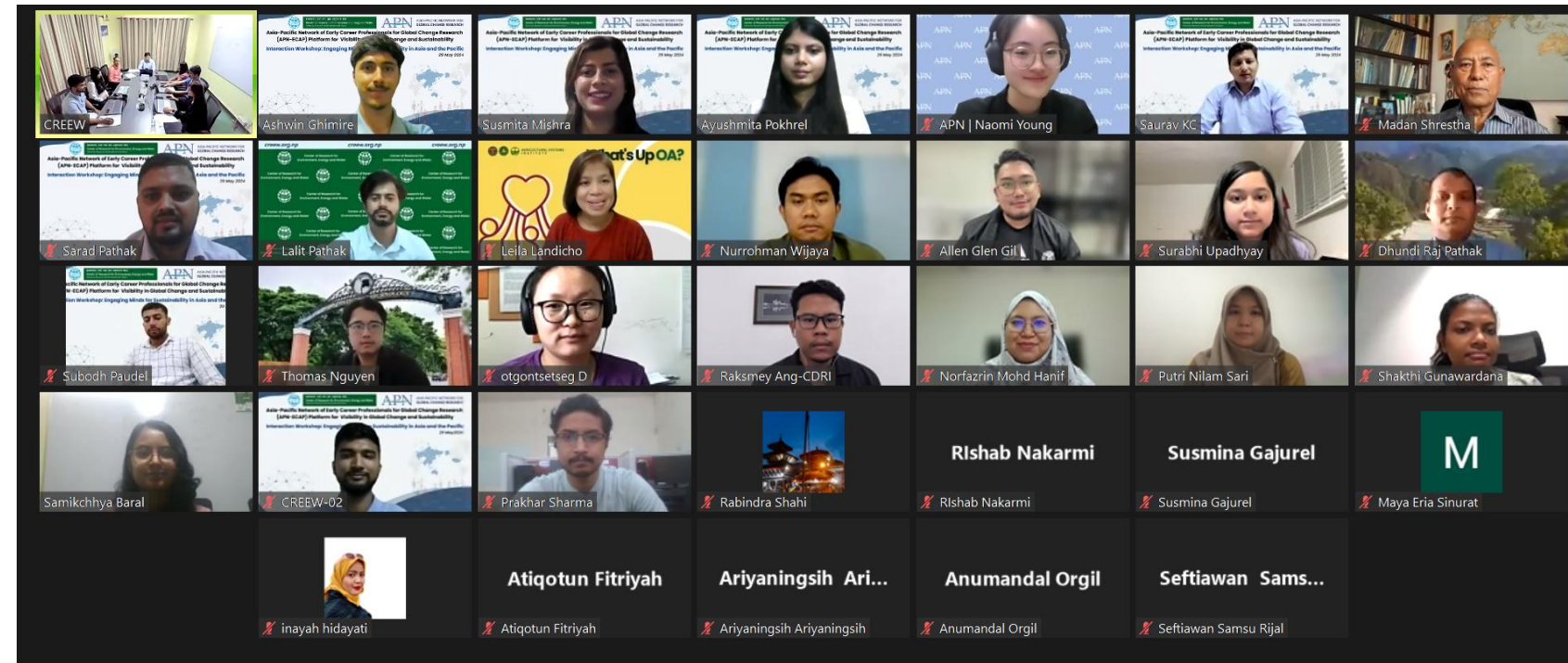
Governance Structure

Expectations from APN-ECAP

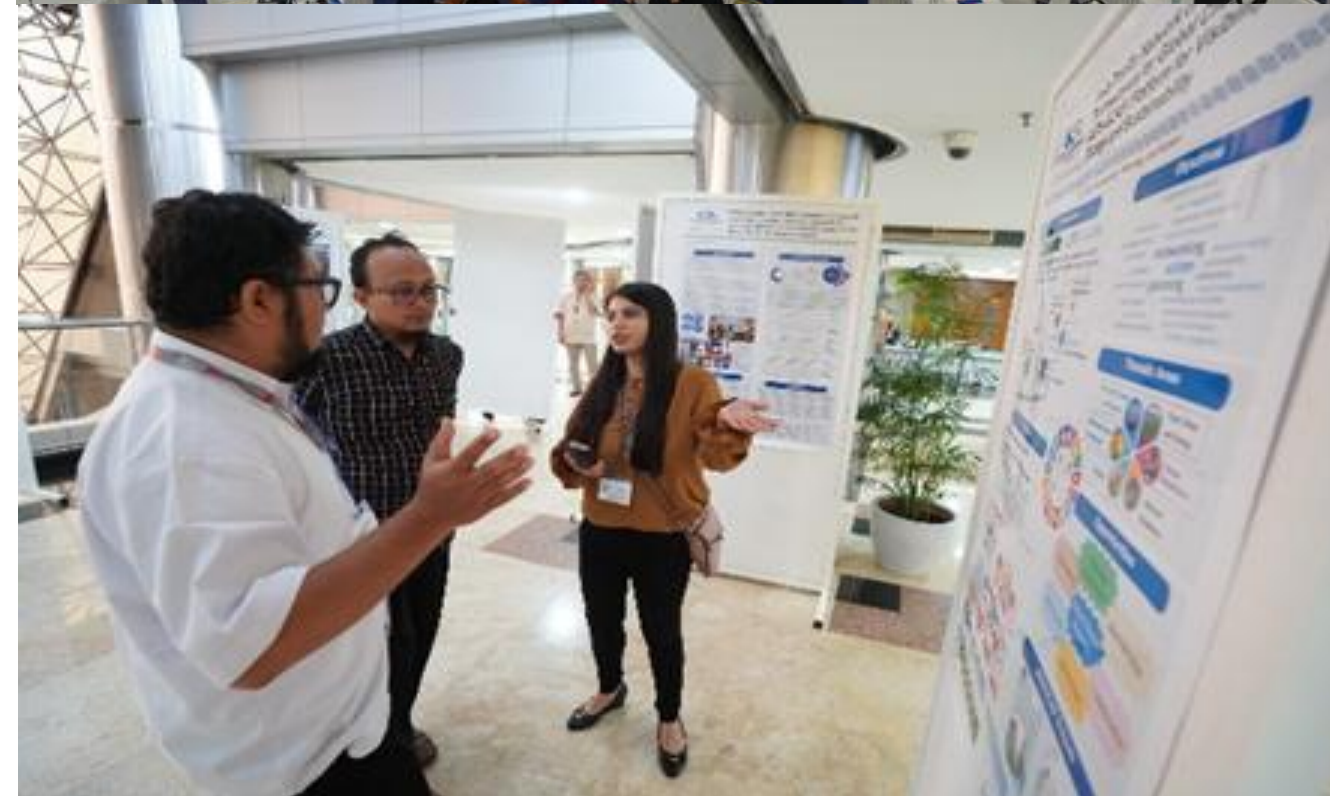
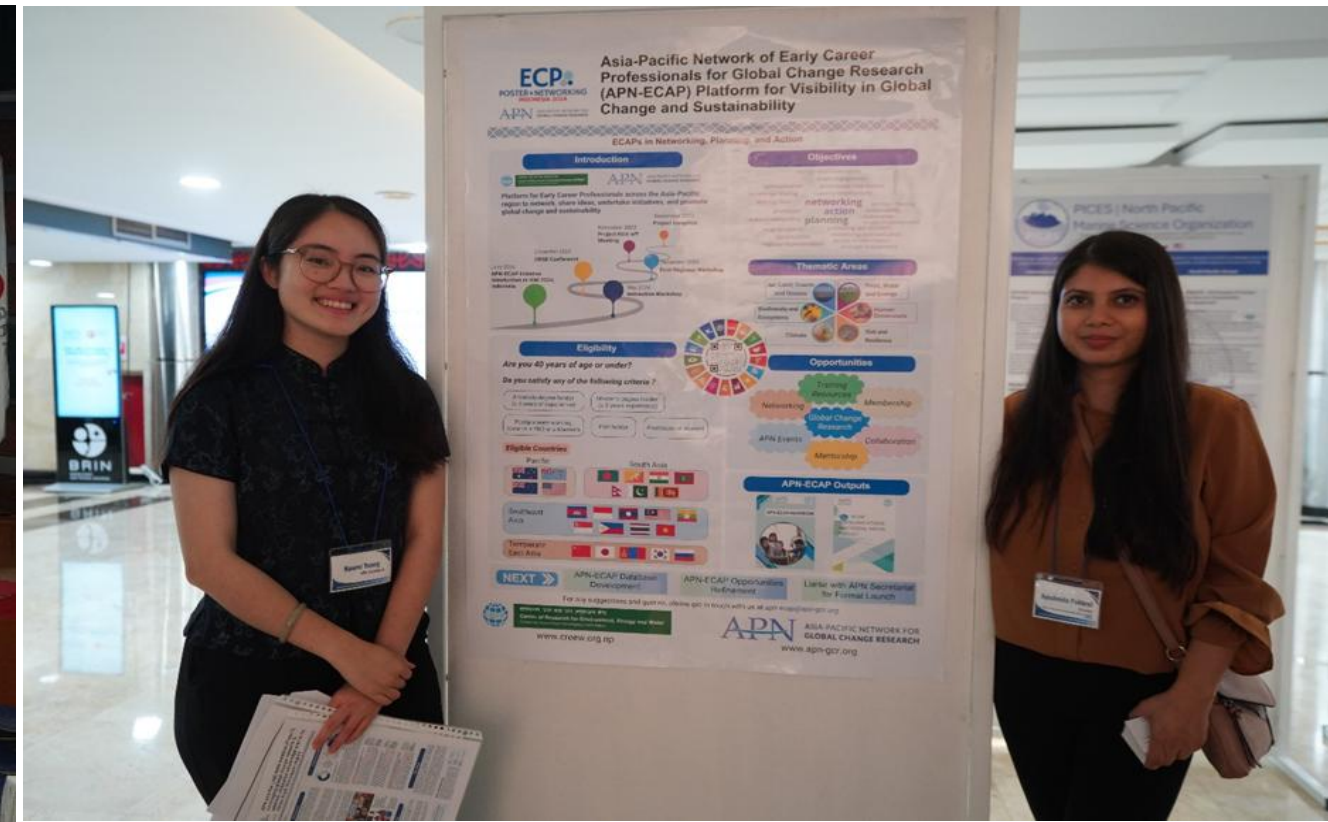
Functioning Guideline



Interaction Workshop: Glimpses



IGM: Glimpses



Pacific Interaction Workshop: Glimpses

The image displays three screenshots from a Zoom meeting, illustrating the workshop's content and participants.

Top Left Screenshot (Room 3): A whiteboard titled "You are following Ayushmita Pokhrel" with various sticky notes and text boxes. Key points include:

- Accountability: create both positive and negative reinforcement mechanisms that ensure everyone follows the rules.
- Inclusiveness- celebrate everyone's differences and diversity.
- Integrity: transparency and accountability in actions and communications.
- Respect: Recognizing diversity and promoting an inclusive environment.
- Integrity: who is included in the network and the criteria included.
- Requirements: the requirements anyone who opted to join the network need to follow.
- Policy against discrimination: explanation of the definition of discrimination and the consequences should anyone violate it.
- Freedom of information: what information is available to all network members and what conditions should it be made available.
- members should represent APN-ECAP in different forums.
- There should be Fairness to ensure impartial, just, and equitable treatment of all individuals, free from bias and discrimination.
- Integrity
- Encouraging open and constructive communication
- accountability: willingness to accept responsibility or to account for one's actions
- An ethics and code of conduct policy typically includes integrity, professionalism, respect, accountability, transparency, and compliance with laws and regulations.
- Transparency: Ensuring openness and clarity in communications and decision-making processes. This involves being forthright about policies, procedures, and any changes that may impact stakeholders.
- Compliance with Laws and Regulations: Adhering to all relevant laws, regulations, and institutional policies governing professional practice. Employees must stay informed about legal requirements and ensure their practices meet these standards to avoid legal repercussions and maintain ethical integrity.
- Professionalism: Maintaining a high standard of professional behavior, including competence.
- Research

Top Right Screenshot (Room 3): A whiteboard titled "You are following Ayushmita Pokhrel" with a central question: "3. What measures can be taken to promote accessibility and inclusivity within APN-ECAP?". Sticky notes and text boxes provide answers:

- Seed grants with inclusivity conditions, e.g., minority, gender, income (personal, regional, national)... Availability varying depending on the member composition of the network Sub-networks (by geographic or interest divisions)
- Flexible participation in APN-ECAP meetings - taking in consideration time-zone
- Training on diversity, equity and awareness for all members
- Inclusive Communication: Use multiple languages and accessible formats for communication to cater to non-native English speakers and people with disabilities.
- employing inclusive design methodology and empathizing with diverse groups of people
- Barrier-Free Events: Organize events and conferences with considerations for physical accessibility, sign language interpretation, and other accommodations
- Use plain language to avoid jargon
- Create country-level APN-ECAP Committees to further advance engagement, participation, and inclusion in each of the APN member countries.
- Create funding opportunities specifically for APN-ECAP members.
- Create theme-specific funding programs (climate, water, human dimension, etc) to increase access

Bottom Left Screenshot: A gallery view of participants in a Zoom meeting. Visible names include: APN | Naomi Young, Ashwin Ghimire, Surabhi Upadhyay, Sarad Pathak, Subodh Paudel, Lalit Pathak, Allen Glen Gil, and Prakhar Sharma.

Bottom Right Screenshot (ROOM 1): A whiteboard titled "You are following CREEW" with sticky notes and text boxes:

- We must have complete information about the organization, job description, etc. Required qualification Required working hours for the network. -It should be representative from related network countries.
- committee should be experienced in implementing research in the field and having an impact on society.
- committee should representing the diversity of nations from Asia Pacific
- Influence of favouritism should be avoided
- comprise members from different disciplines (multidisciplinary)
- What challenges might arise in maintaining a governance structure, and how can they be addressed?

APN-ECAP Outputs

1

Event Reports

2

Social Media Toolkit

3

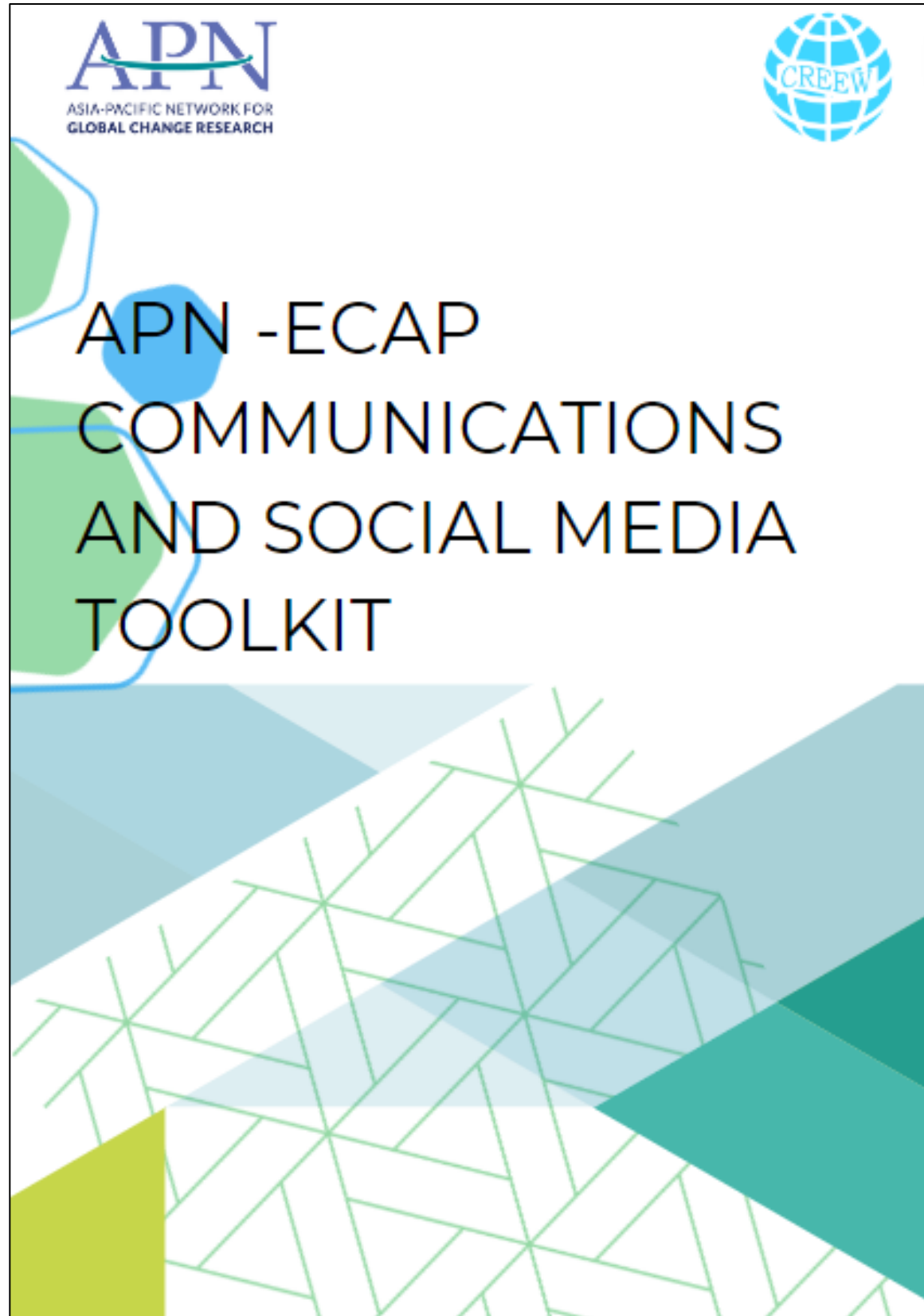
APN-ECAP Video & ECAPs Corner

4

APN-ECAP Handbook

APN-ECAP Event Reports

Social Media Toolkit



APN-ECAP Introductory Video



SUBSCRIBE

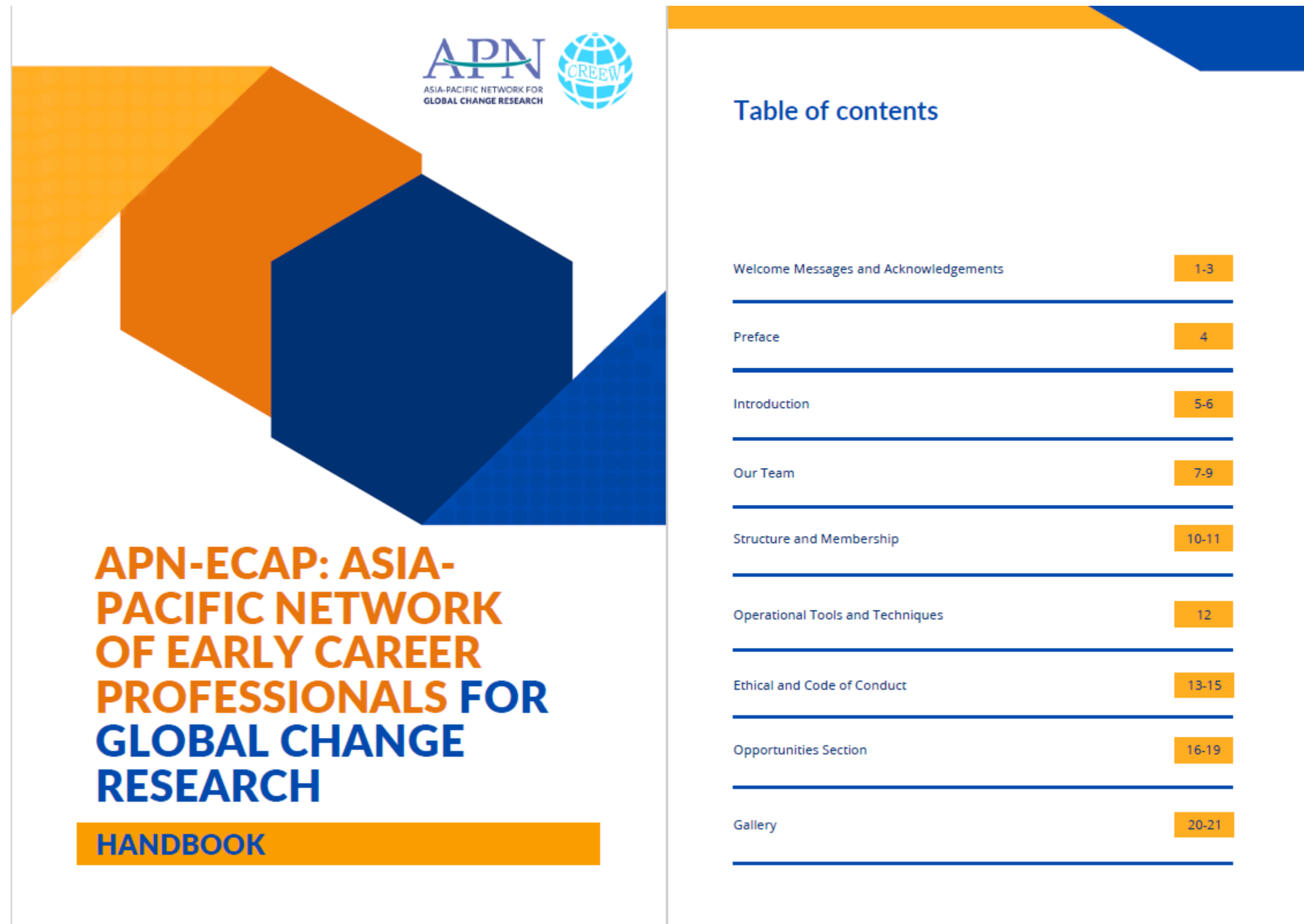


SHARE



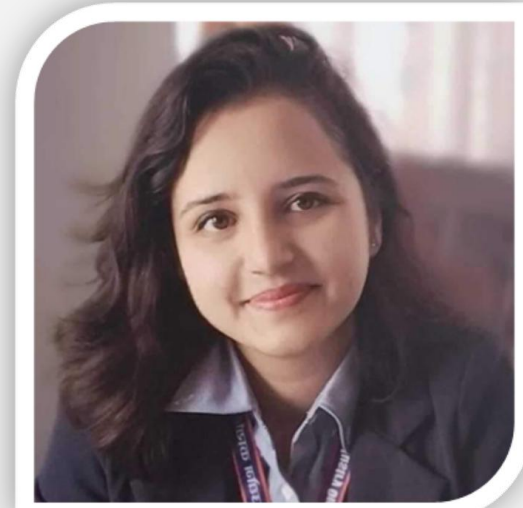
ECAPs Corner

APN-ECAP Handbook



Testimonials

Ms. Rajani Regmi, representing a government perspective, discussed how governments can contribute to the capacity building of ECAPs. She points up the importance of collaboration at all government levels and the inclusion of research institutions and think tanks in policymaking, stressing evidence-based policies and community engagement.



Mr. Raunak Shrestha highlighted the unique qualities of youth in promoting equitable and sustainable practices, noting their curiosity, passion, and transparency. He emphasized that youth, coming from diverse backgrounds, add significant value in uni-generational spaces by taking ownership and pushing boundaries.

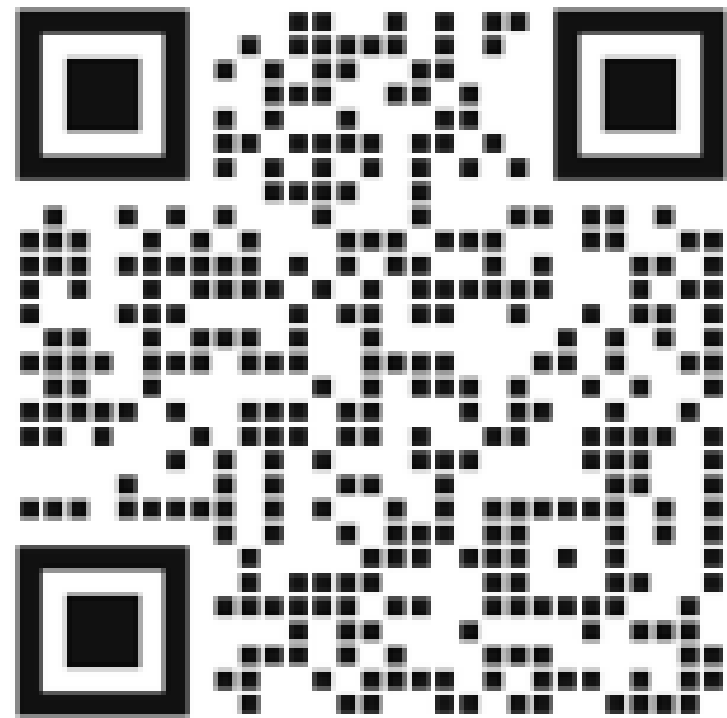


Ms. Khaing Su, discussing the challenges faced by young professionals, pointed out cultural barriers related to age and gender, the need for inclusivity, and concerns about 'youth washing' in high-level panels. She advocated for initiatives like APN-ECAP that provide institutionalized support and gender-responsive inclusiveness.

Let's Network

APN-ECAP

Asia-Pacific Network of Early Career Professionals for Global Change Research
Platform for ECAPs Visibility in Global Change and Sustainability



Scan here to learn more about APN-ECAP initiative
“ECAPs in Networking, Planning, and Action”

Contact us:

APN-ECAP

apn-ecap@apn-gcr.org

<https://www.linkedin.com/groups/14528582/>

CREEW

info@creew.org.np

APN

info@apn-gcr.org