### Supplementary file 2. List of survey questions sent to scientific society executives and ECRs in leadership positions within societies:

For society leaders/Presidents/EDs

* **Background on these positions:**
  + How long have you had ECRs in leadership positions within your society?
  + What type of positions are these? Are ECRs voting members?
  + Can you share any demographic data (career stage, gender, geography, race/ethnicity) about the ECRs in these positions?
  + Why was it important to add an ECR on the board for your society?
* **Experiences in these positions:**
  + What were the criteria for selecting the ECRs in these positions; what did you look for?
  + How long do ECRs serve in these positions and what are their responsibilities?
  + What have ECRs in your society been able to accomplish in these positions?
  + Have you surveyed their experience and whether these positions helped them in their careers?
* **Barriers and successes in these positions:**
  + Were there particular challenges *during the process* of adding an ECR to your board or other leadership position?
  + Who did the opposition come from (if any?) and how did you overcome this?
  + What has the society gained from having ECRs in these positions?
  + Did you find any drawbacks to having ECRs in these roles, and what would those be?
  + Are there any pointers from these experiences to pass on to other societies?

For ECR leaders

* **Background on these positions:**
  + How long have you served on the board and how long are these terms typically? Are you in a voting position? If yes, do you value that? If not, would you want that? If not on the board, do you hold a leadership position in the society?
  + Can you share any demographic data (career stage, gender, geography, race/ethnicity) about yourself and/or other ECRs in these positions?
  + What value did this position bring to you professionally?
* **Experiences in these positions:**
  + What are qualities of successful ECR board members within this society?
  + What have your responsibilities been in your position?
  + How have you contributed to the mission and success of the organization from this position?
  + Has your experience in this position been positive or negative, and why?
* **Barriers and successes in these positions:**
  + How has serving as an ECR leader impacted your career?
  + Are you the only ECR leader in this position, or are there others, and how did that impact you?
  + Have you encountered struggles to making your voice heard among leadership?
  + Are there any pointers from these experiences to pass on to others who want to join?