Supplementary Material: Learning at the helm: rewards and realities of early career leadership in interdisciplinary marine research

Peter Puskic [1,2], Kathryn Willis [1,3], Valeriya Komyakova [1,4], Rachel Kelly [12], Narissa Bax [1,5,6], Emma Church [1,2], Anna Farmery [1,7], Aysha Fleming [1,3], Denis Karcher [1,8], Gabi Mocatta [1,9], Kirsty Nash [1], and Rowan Trebilco [1,2]

[1] Centre for Marine Socioecology, Australia
[2] Institute for Marine and Antarctic Studies, University of Tasmania, Australia
[3] Commonwealth Scientific and Industrial Research Organisation, Australia
[4] Oceans Institute, University of Western Australia, Australia
[5] Greenland Institute of Natural Resources, Greenland
[6]Western[6] Western Australian Museum, Australia
[7] Australian National Centre for Ocean Resources and Security, University of Wollongong, Australia
[8] Anthropocene Laboratory, Royal Swedish Academy of Sciences, Sweden
[9] School of Geography, Planning, and Spatial Sciences, University of Tasmania, Australia

Correspondence: Peter Puskic (peter.puskic@utas.edu.au)

Box S1: Example of an ethical authorship charter. This example has been based on the Future Seas project in which a series of initial workshops took place to establish working groups and teams (Nash et al., 2021)

Authorship Charter

Project: e.g. Future Seas 2030

Purpose of this charter: To ensure transparency, fairness, and accountability in the assignment of authorship for any outputs arising from this project.

1. What Constitutes Authorship

1.1 Vancouver Protocol on Co-authorship

According to the internationally recognised Vancouver Protocol on Ethical Authorship, an individual must meet all of the following four criteria to qualify as a co-author:

1. Substantial contributions to the conception or design of the work; or the acquisition, analysis, or interpretation of data for the work; AND
2. Drafting the work or revising it critically for important intellectual content; AND
3. Final approval of the version to be published; AND
4. Accountability for all aspects of the work, ensuring that any questions regarding the accuracy or integrity of the work are appropriately addressed.

1.2 Institutional Guidelines on Authorship

Our institution further defines co-authorship as requiring a significant intellectual or scholarly contribution, meeting at least two of the following criteria:

- Conceptualization of the study
- Acquisition of funding (in conjunction with other criteria)
- Data acquisition (including judgment, design, and input)
- Contribution of specialised knowledge (e.g. Indigenous knowledge, disciplinary insights)
- Data analysis or interpretation
- Writing, reviewing, or editing drafts or final documents

1.3 Project-Specific Expectations: Future Seas 2030

Given the interdisciplinary nature and think-piece format of many Future Seas papers, the following project-specific expectations apply:

- Paper leadership: All Future Seas papers will be led by a Tasmanian Early Career Researcher (ECR) or established researcher, supported by a senior mentor ("anchor").

  Authorship requirements:

  - Individuals must have:
    a. Attended one or both Future Seas workshops (Nov/Feb), and
    b. Contributed constructively to editing the manuscript during multiple stages
  - OR, if they did not attend the workshops, they must:
    a. Contribute written content (however small), and
    b. Provide constructive and critical editing during development

  Inclusivity:

  - All members listed on the team/project must be offered the opportunity to contribute and meet authorship criteria.

  Dispute resolution:

  - Any disputes regarding authorship will be resolved by the Future Seas coordination team in consultation with the relevant paper team.

  Internal review:

  - All manuscripts will undergo an internal peer-review process before submission.

2. Agreement of Responsibilities

2.1 All Authors

As a co-author, I confirm that I meet the criteria outlined in sections 1.1 and 1.2, and the project-specific criteria in section 1.3.

I agree to:

- Contribute meaningfully to the intellectual content of the paper
- Review and approve the final draft
- Accept accountability for the integrity of my contribution

Signature: _____

2.2 Lead Author(s)

As lead author(s), I/we agree to:

- Ensure authorship is offered to all individuals who meet the criteria, including students and trainees
- Set clear expectations for co-author contributions
- Coordinate the drafting, revision, and submission of the manuscript
- Maintain open, respectful communication with co-authors

Signature: _____

2.3 Senior Mentor / Anchor

As a senior mentor or supervisory anchor, I agree to:

- Support the lead author(s) in decision-making and coordination
- Ensure junior or less-experienced contributors are appropriately recognised and not overwhelmed
- Assist with conflict resolution, if necessary

Signature: _____

2.4 Corresponding Author

As the corresponding author, I agree to:

- Ensure all authorship offers have been extended fairly
- Manage and retain records of authorship confirmation and order
- Maintain communication with the journal or publishing body
- Secure written approval from all authors on final submissions

Signature: _____

3. Ongoing Reflection & Withdrawal

All contributors are encouraged to reflect on their ongoing alignment with authorship expectations. If you no longer feel you meet the requirements, please inform the lead author(s). You may be acknowledged in the final publication instead of listed as a co-author.