



European Organization for Nuclear Research  
*Organisation européenne pour la recherche nucléaire*

Take part!



# Learning and working at CERN

**CERN visit to Czech Republic**

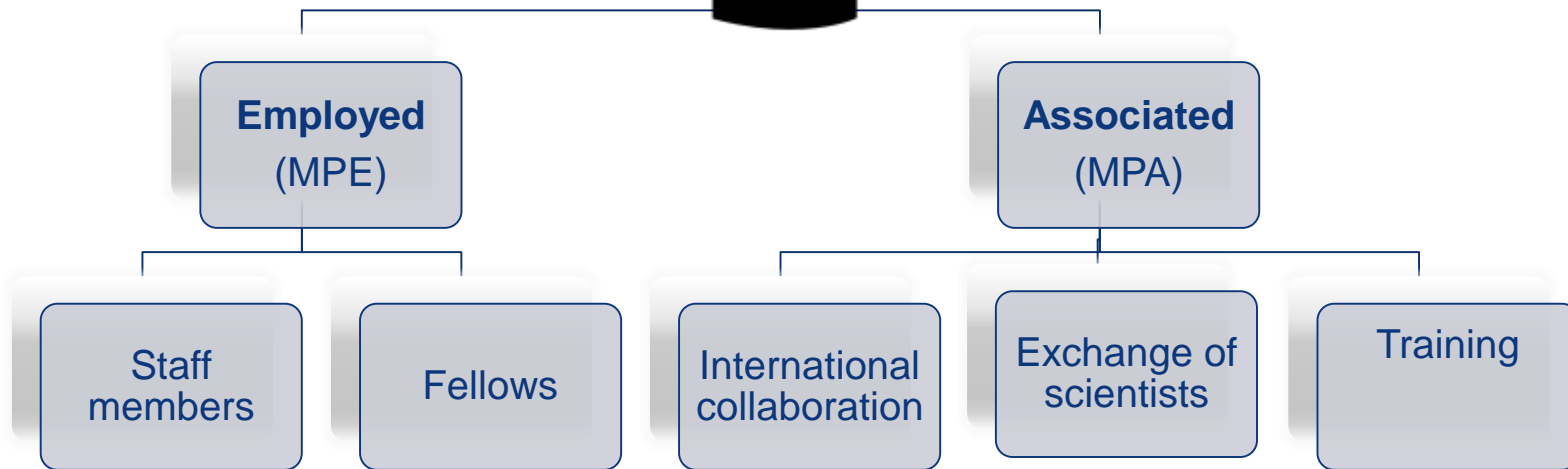
**Prague, 27 March 2017**

International Relations in collaboration with

HR, Talent Acquisition Group



# Overview of CERN contributors



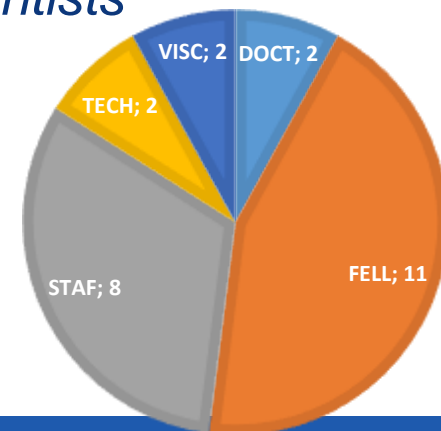
# Czechs @ CERN – a snapshot

Personnel return vs contribution by country -

Country	Staff			Fellows		DOCT		TECH		Contribution %
	all	C-G	Personnel return of C-G %	head count	Personnel return %	head count	Personnel return %	head count	Personnel return %	
AT	51			18	2.31	19	9.69	6	2.51	2.17
BE	108			12	1.54	1	0.51	1	0.42	2.76
BG	14			6	0.77			2	0.84	0.29
CH	183			29	3.73	6	3.06	2	0.84	3.92
CY	1					1	0.51			0.98
CZ	8		= 0.31%	11	1.41	2	1.02	2	0.84	0.94
DE	178			77	9.90	35	17.86	25	10.46	20.44
DK	19			1	0.13			1	0.42	1.77
ES	158			87	11.18	17	8.67	15	6.28	7.22
FI	28			7	0.90	3	1.53	8	3.35	1.35
FR	990			98	12.60	15	7.65	8	3.35	14.32
GB	210			34	4.37	4	2.04	5	2.09	15.10
GR	31			50	6.43	13	6.63	42	17.57	1.20
HU	15			11	1.41	3	1.53	3	1.26	0.60
IL	2			2	0.26					1.49
IT	299			152	19.54	42	21.43	32	13.39	10.62
NL	67			6	0.77	4	2.04	3	1.26	4.77
NO	13			14	1.80	1	0.51	19	7.95	2.90
PK								4	1.67	0.13
PL	67			59	7.58	14	7.14	36	15.06	2.82
PT	57			24	3.08	3	1.53	2	0.84	1.11
RO	13			13	1.67	1	0.51	4	1.67	0.99
RS	3			2	0.26	1	0.51	3	1.26	0.17
SE	26			8	1.03	3	1.53	7	2.93	2.73
SK	14			8	1.03	1	0.51	4	1.67	0.48
TR				2	0.26	1	0.51	1	0.42	0.43
NMS	9			44	5.66	5	2.55	2	0.84	

0.94% of CERN's budget

- 8 staff
  - 11 fellows
  - 2 doctoral students
  - 2 technical students
- + 217 users, 2 visiting scientists



# Czechs @ CERN – evolution of applicants – staff posts

## Staff applicants evolution over the past 5 years

	2013			2014			2015			2016			2017		
	All	CZ	%	All	CZ	%	All	CZ	%	All	CZ	%	All	CZ	%
Application	17197	81	0.47	19591	97	0.5	17097	79	0.46	17611	88	0.5	3825	6	0.16
Invited	486	1	0.21	640	4	0.63	666	7	1.05	651	2	0.31	123		
Not Attended	31			25			35			17			7		
Refused Offer	3			18			8			9			2		
Selected	113			163	2	1.23	162	2	1.23	150			28		

Stable numbers of applicants for staff posts;  
Room for further improvement!

2017 will be a  
year with > 200  
staff posts

# Czechs @ CERN – evolution of applicants – FAS programmes

## Czech Members of FAS evolution over the past 5

		2012			2013			2014			2015			2016			2017		
		All	CZ	%	All	CZ	%	All	CZ	%	All	CZ	%	All	CZ	%	All	CZ	%
Associates	CASS	4			3			7			5			2			5		
	PDAS	62																	
	PJAS	178	4	2.2472	243	4	1.6461	169	2	1.1834	175	2	1.1429	188			200		
	UPAS	777	4	0.5148	264			2											
	IISAS	126	1	0.7937	74														
Fellows	FELL	540	7	1.2963	566	7	1.2367	617	7	1.1345	645	7	1.0853	750	11	1.4667	778	11	1.4139
Students	ADMI	10			27			26			29			35			44		
	DOCT	163	2	1.227	172	2	1.1628	182	1	0.5495	201	1	0.4975	190	2	1.0526	196	2	1.0204
	TECH	142	1	0.7042	181	3	1.6575	204	4	1.9608	176	3	1.7045	193	1	0.5181	239	2	0.8368
Total		2002	19	0.9491	1530	16	1.0458	1207	14	1.1599	1231	13	1.0561	1358	14	1.0309	1462	15	1.026

Positive talent pipeline!

Continued effort to inform & attract - 29 March



# Technical Students programme



*“It’s a great place to start a career,  
it’s a great place to learn new skills,  
make new friends...”*

**~ 200 positions/year**

<b>FIELDS :</b>	applied physics, engineering, computing
<b>LENGTH :</b>	4 to 12 months
<b>ELIGIBILITY :</b>	18 months of technical undergraduate studies
<b>FEATURES :</b>	a technical project with a CERN supervisor a living allowance, incl. health insurance

**Committees in June and December**

# Admin Students programme



*“My Admin Studentship was a great experience – I had exposure to more activities than I could have imagined”*

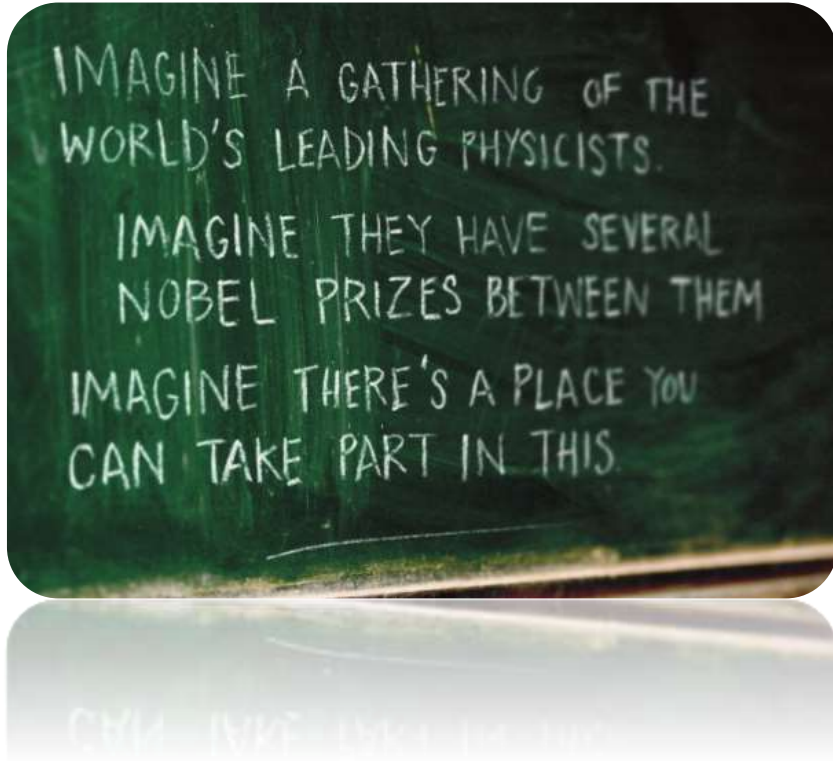
**~ 30 positions/year**

<b>FIELDS :</b>	Translation, human resources, business administration, law, finance, librarianship, science communication, audiovisual, communication and public relations...
<b>LENGTH :</b>	4 to 12 months
<b>ELIGIBILITY :</b>	18 months of undergraduate studies
<b>FEATURES :</b>	an administrative project with a CERN supervisor a living allowance, incl. health insurance

**Committees in June and December**



# Doctoral Student programme



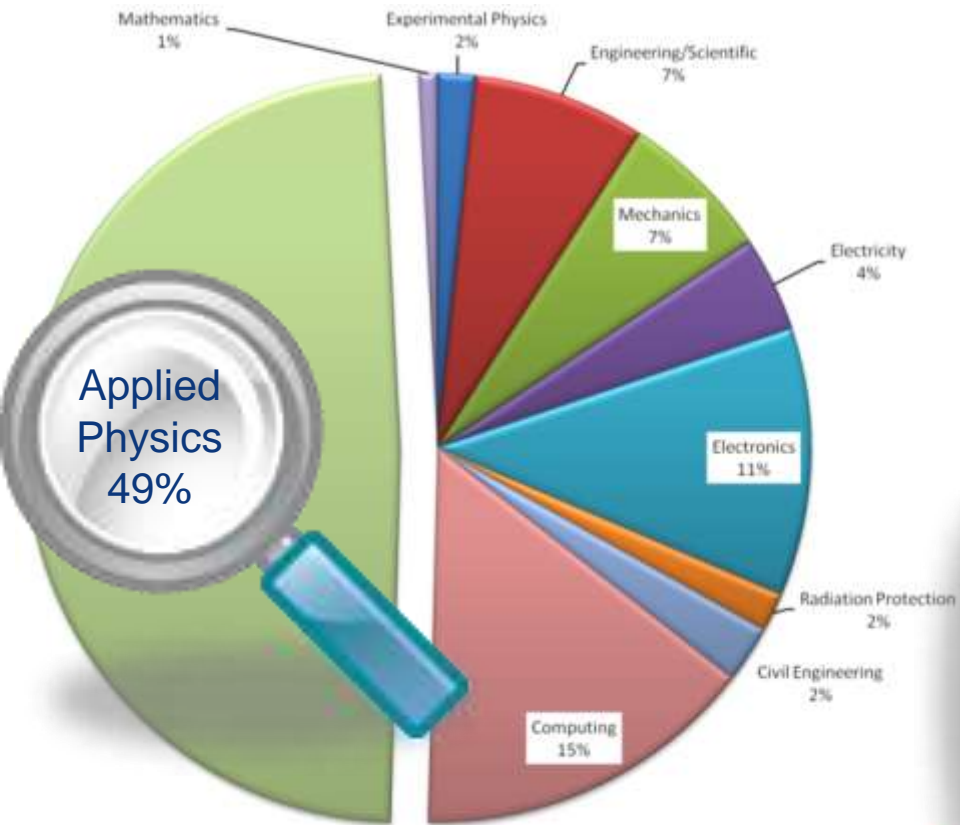
*“Gave me the opportunity to meet important people, especially in the research fields”*

**~60 positions/year**

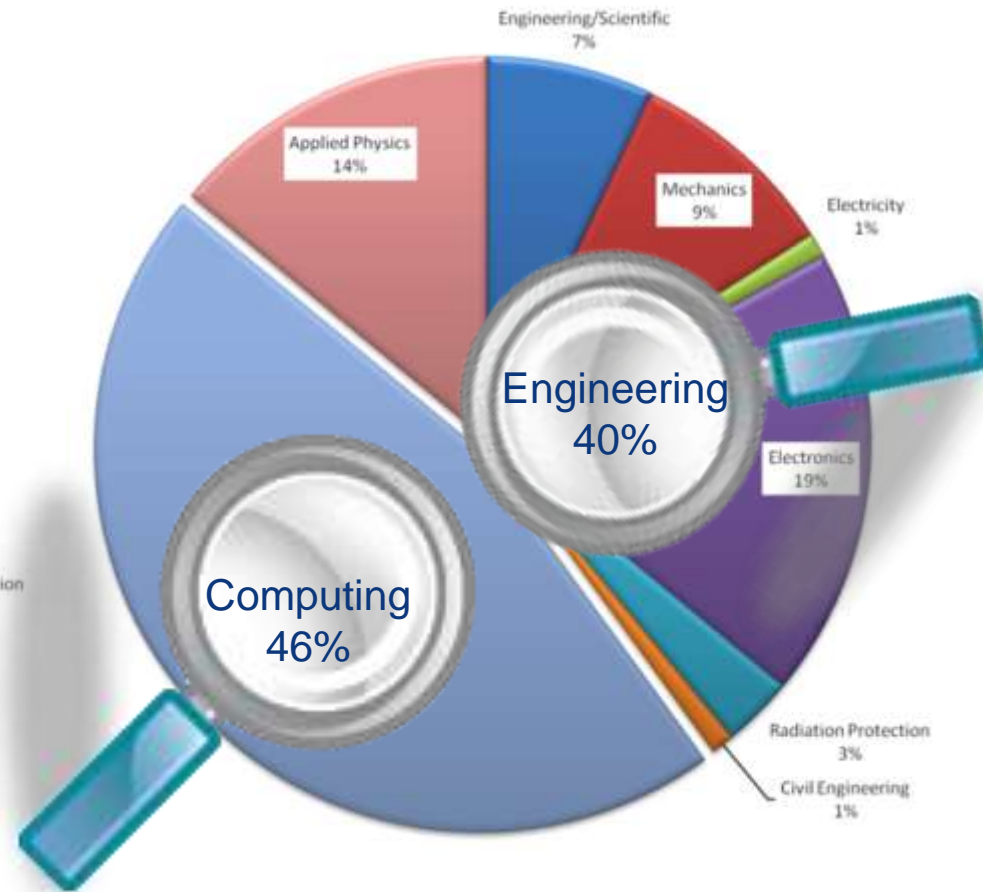
- FIELDS :** applied physics, engineering, computing
- LENGTH :** 6 mths -3 years
- ELIGIBILITY :** enrolled in a doctoral program in a Member State university
- FEATURES :** a technical project, leading to a PhD thesis co-supervised by the university thesis advisor and a CERN staff member  
a living allowance incl. Health insurance

**Committees in June and December**

# Students by Discipline



Doctoral Students



Technical Students

# Summer Students programme



*“Can’t imagine a better way  
to spend my summer”*

**~ 200 positions/year**

<b>FIELDS :</b>	physics, engineering, computing
<b>LENGTH :</b>	8 to 13 weeks, during the summer
<b>ELIGIBILITY :</b>	3 years of full-time studies at university level
<b>FEATURES :</b>	high-quality lecture programs-lecturers leaders in their field/world-wide visits and workshops living allowance accommodation in CERN hostel

**Selection February**

***Over 6000 young scientists have benefitted to date...***

# Fellows



*“An ideal place to follow the most recent ideas in physics and start new collaborations”*

## ~250 positions/year

- FIELDS :** physics, engineering, computing - from junior engineers to posst-doc research physicists
- LENGTH:** 2-3 years
- ELIGIBILITY :** BSc, MSc or PhD  
no more than 10 years relevant post-MSc experience
- FEATURES :** employment contract  
attractive salary incl. social benefits  
training and networking

Fellows are normally nationals of the Member States of CERN. There also exist a limited number of places for Fellows from non-Member States.

## Committees in May and November

# Marie Skłodowska-Curie



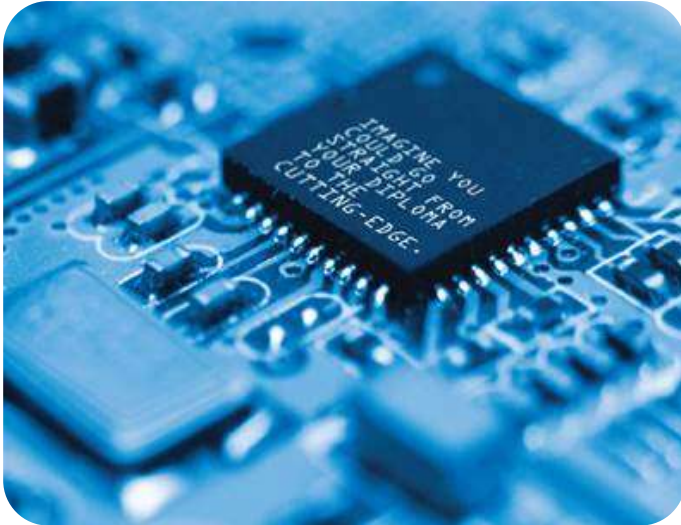
## For university graduates

FIELDS :	physics, engineering, computing
DURATION:	up to 3 years
ELIGIBILITY :	MSc or PhD ≤5 years post-degree experience
FEATURES :	funded by the European Commission an employment contract with CERN specific Marie-Curie vacancies published on CERN web pages an attractive salary, social benefits, allowances international network

# Technician Training Experience

~ 30-50 positions/year

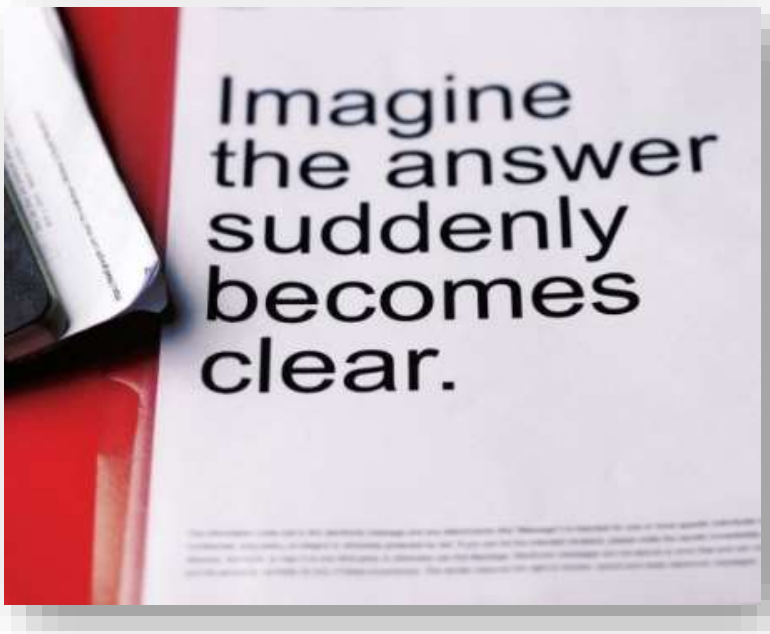
- FIELDS :** Mechanics, electronics, electricity, etc.
- ELIGIBILITY :** Technical diploma  
no more than 4 years relevant experience
- SELECTION:** All applications for TTE opportunities will be considered by a panel of CERN specialists.
- FEATURES :** An initial contract of one year renewable for a second year  
Project with CERN supervisor  
Training and networking (on the job, formal, languages)  
Employment contract with attractive salary incl. social benefits



*“I never imagined the possibilities  
CERN would offer me.”*

**Committees in June and December**

# Staff positions



Imagine  
the answer  
suddenly  
becomes  
clear.

*“It’s the chance to focus on being  
the very best at what you do.”*

**~ 150 positions/year  
(> 200 in 2017)**

**FIELDS :** physics, engineering, computing, technicians,  
administrative staff

**ELIGIBILITY :** from apprenticeship to PhD

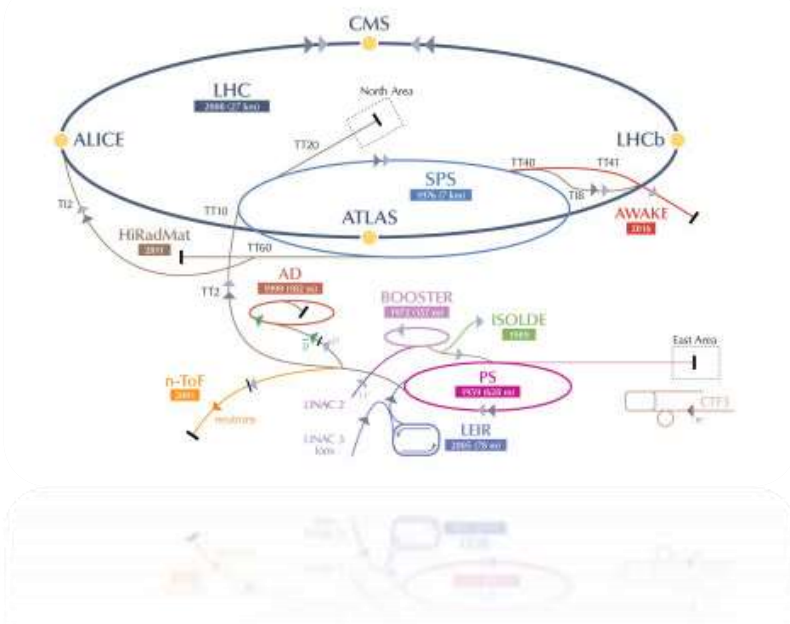
**SELECTION:** advertised on [cern.ch/jobs](http://cern.ch/jobs)  
application via ATS

Asynchronous video-screening (Sonru)

Interview at CERN

**FEATURES:** up to 5 year initial limited duration contract  
competitive salaries incl. social benefits  
relocation expenses  
training (language courses, technical training)

# Associates



## **Paid Scientific Associates**

Experienced individuals on leave of absence mainly in physics

Normally 12 months (24 months max)

## **Unpaid Associates / Users**

Scientists (including PhD students in physics)

## **Corresponding Associates**

Experienced individuals from smaller Member States on leave of absence mainly in physics

Up to 6 months

## **Project Associates**

Physicists, engineers and technicians invited by Departments (according to agreements)

Up to 3 years



# Next application deadlines



- 12.04.2017 Doctoral, Technical & Admin students  
(TSC Jun-17)
- 19.05.2017 Technician Training Experience (Jun-17)
  
- 04.09.2017 Fellows
- 16.09.2017 Associates
- 16.10.2017 Doctoral, Technical & Admin students
- 31.10.2017 Technician Training Experience

# Outreach



You can download our materials from our careers site, [media corner](#)

# CERN jobs on social media



@CERN\_JOBS



# CERN jobs on video



The image shows a composite of two social media posts. On the left is a YouTube video player for 'Technician Training Experience' by CERNJOBSTV, showing an aerial view of the CERN building with 5,742 views. On the right is a Facebook post from 'CERN Jobs' dated 26 September at 10:00. The post includes a video titled 'CERN MOVIE 2016 052 001 - Technical Student video' and text promoting technical student opportunities at CERN. The post has 54,746 people reached and several comments, including one from John Gonzales.



# Take part!

Careers at CERN

Work at CERN Join us Apply now Get help News Media Corner Intranet Stay connected

Professionals

Graduates

Students

Associates

Imagine being involved in the world's biggest experiment. Imagine taking notes in meetings with the world's leading engineers. Imagine that those notes change the world. Imagine there where you can...

It's the chance to focus on being the very best at what you do

Job Search

Career Level - Any -

Job Category - Any -

Additional Text Search

Search Reset

Current Job Opportunities

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Check Jobs Status



*"It's the chance to focus on being the very best at what you do."*



[cern.ch/jobs](http://cern.ch/jobs)

# Conclusion

CERN offers a multitude of first-class learning and working opportunities in a high-tech, multi-cultural environment

*providing*  
essential and world-class recognised capabilities for capacity building

*equipping*  
the next generation of scientists, engineers and technicians



# Thank you Questions?

The CERN HR Talent Acquisition Group will be happy to  
support & inform you  
[recruitment.service@cern.ch](mailto:recruitment.service@cern.ch)

