Recruitment and Communication of positions

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CERN recruitment possibilities

- Technical Students – 6 to 12 months – at least 18 months' study completed
- Summer Students – 8 to 13 weeks – after 3 years' university
- Doctoral Students – 12 to 36 months – enrolment on a PhD programme compulsory
- Fellowships – post BSc for Junior Fellows – post MSc for Senior Fellows – less than 10 years' work experience
- Staff positions – over 150 positions in 2010
- All studentships / internships / work placements are paid
- Tax free salary / allowances + benefits

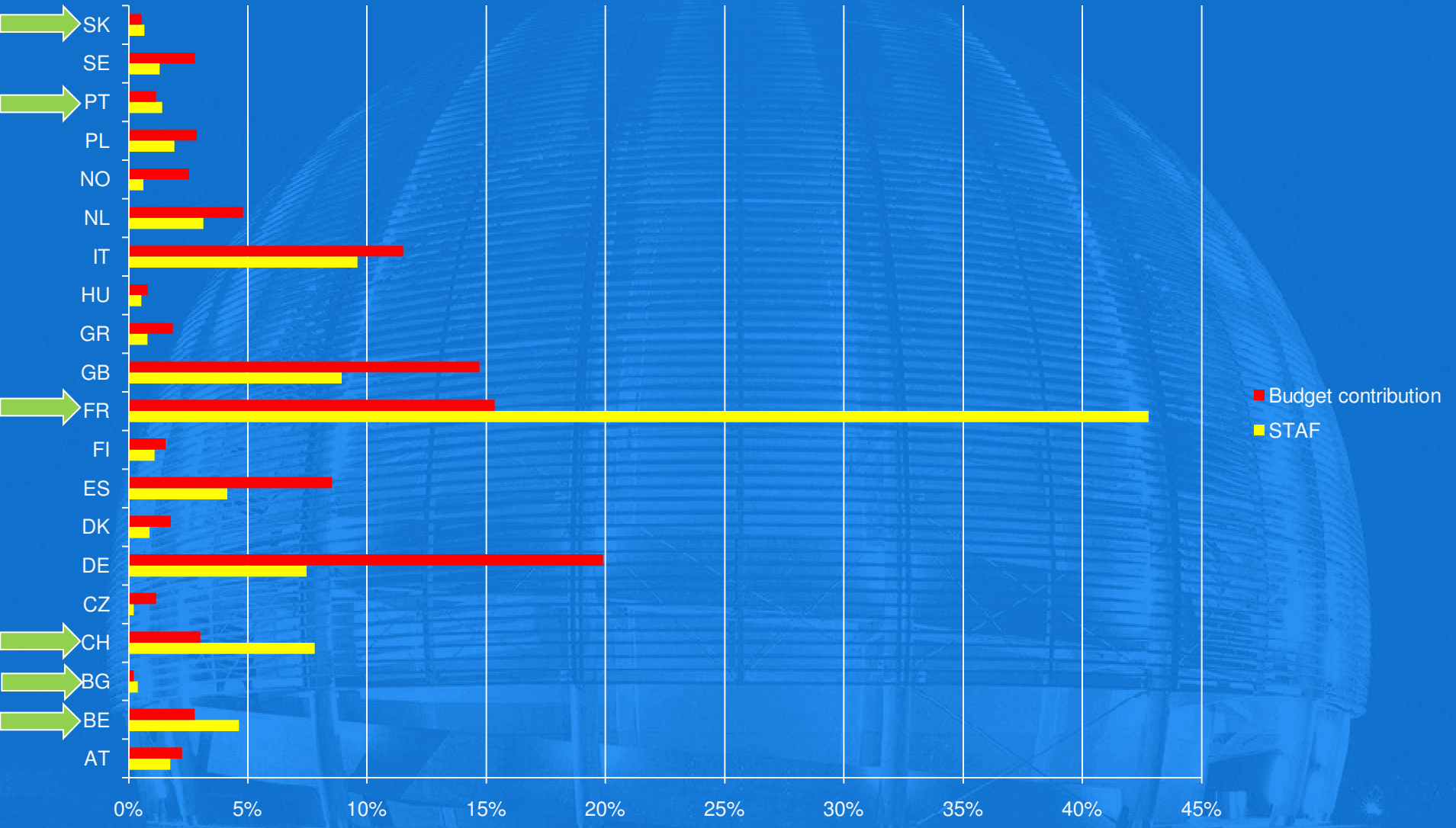
Communication of positions

- CERN home page – www.cern.ch/jobs
- e-recruitment website – analysis by consultant in 2009
- Promotional videos click
- Career fairs
- Contacts in universities and labs
- e-job boards and written press for specific positions
- Specific country-targeted actions
- Collaboration with communication agency and student associations
- Web 2.0?

The recruitment challenge

- No quotas but keep it balanced
- Some job families are easier than others
- Reaching out to our Member States – can one size fit all?
- Bologna
- Hitting the right targets to attract applications
- Here's why…

Staff today


SK
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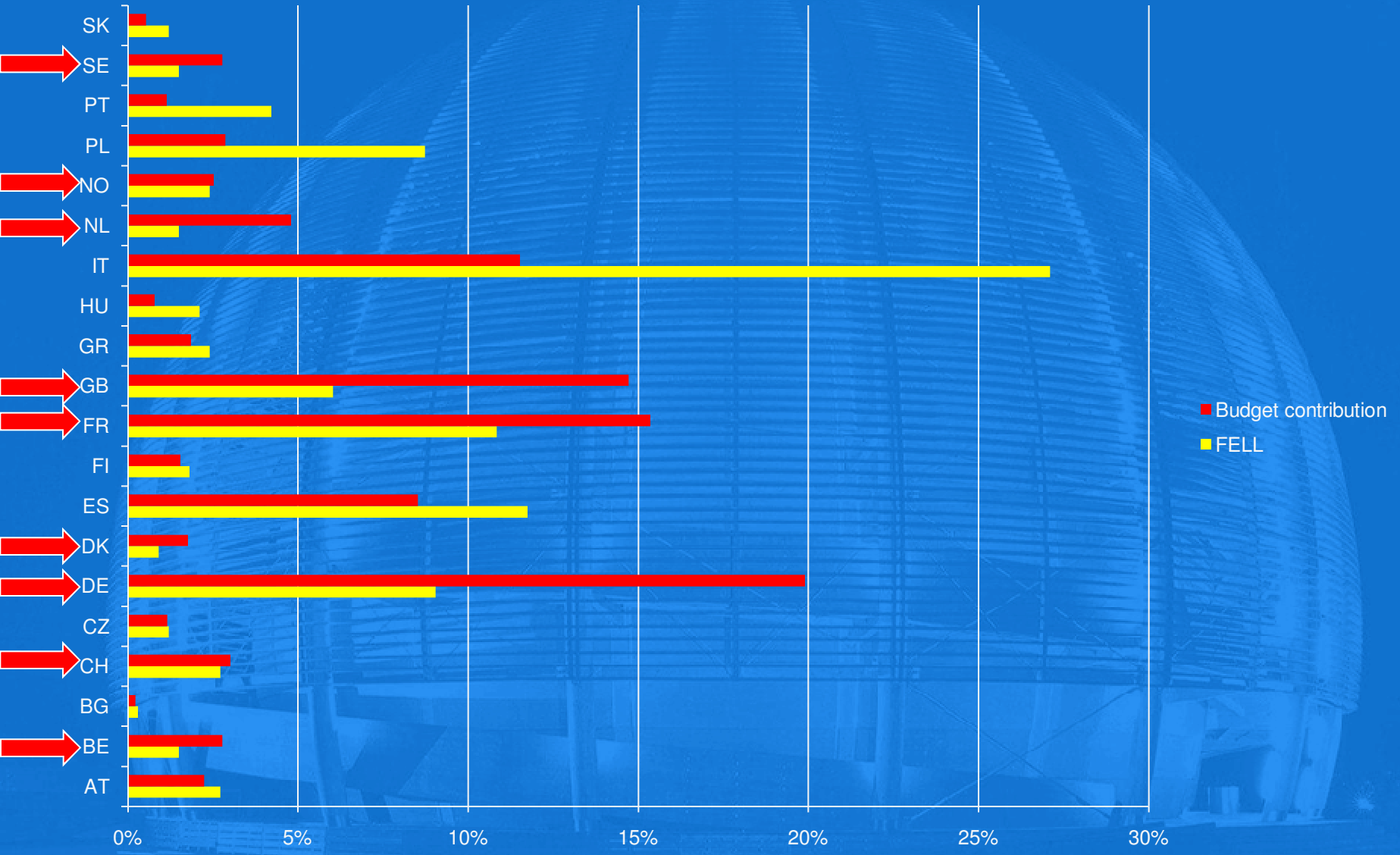
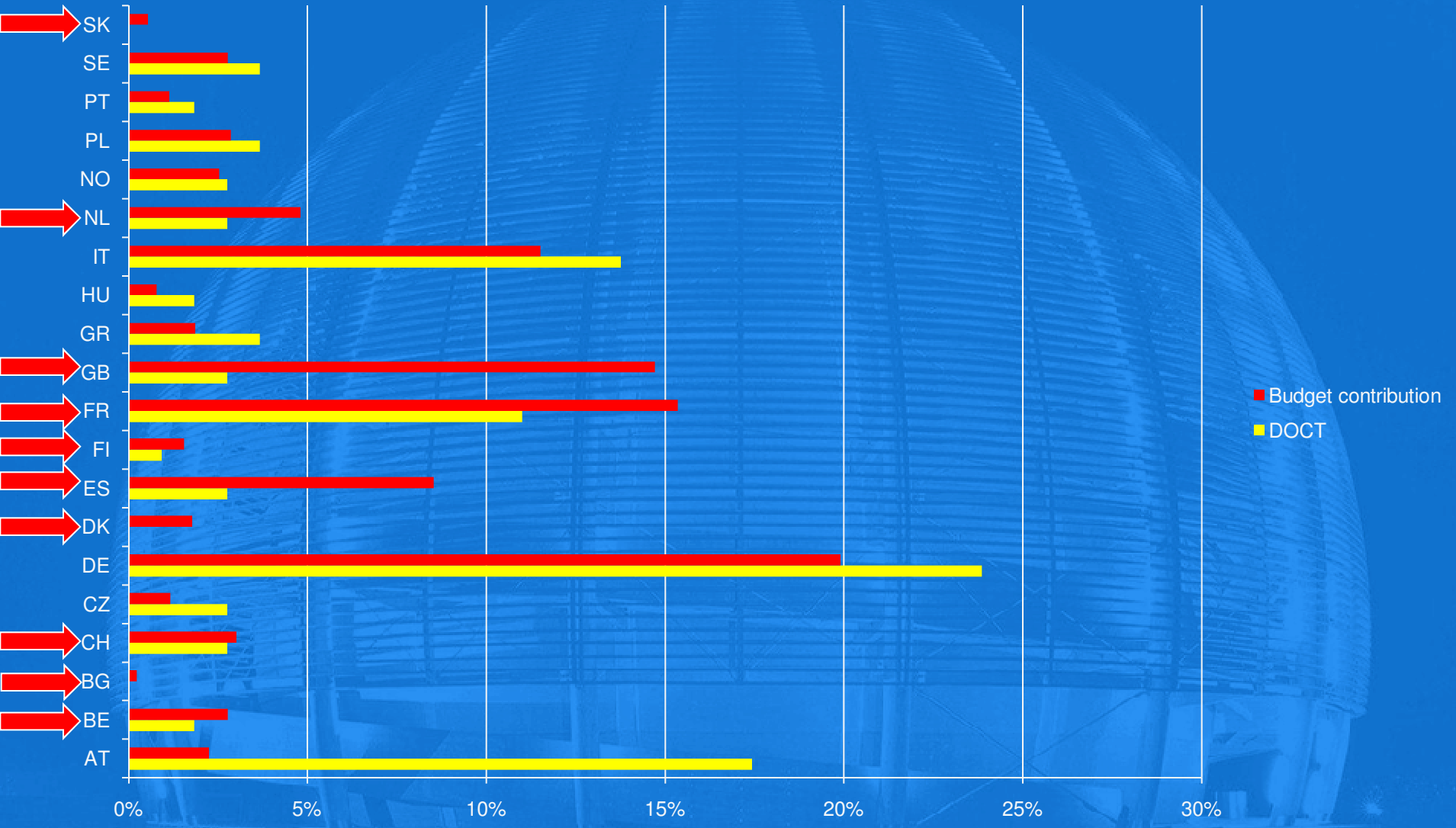
15%
20%
25%
30%
35%
40%
45%
Budget contribution
STAF

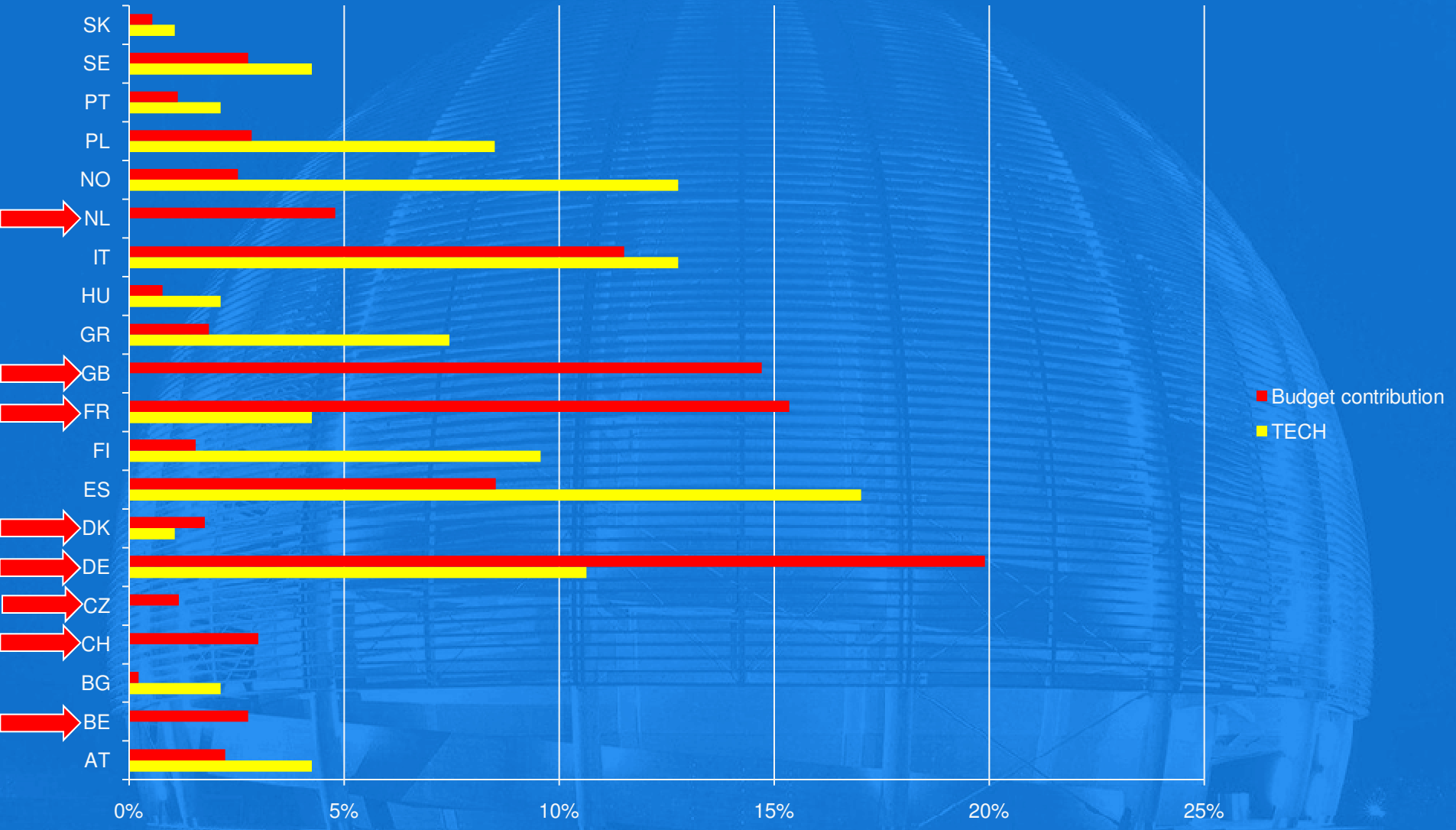
Fellows today



Doctoral Students today



Technical Students today



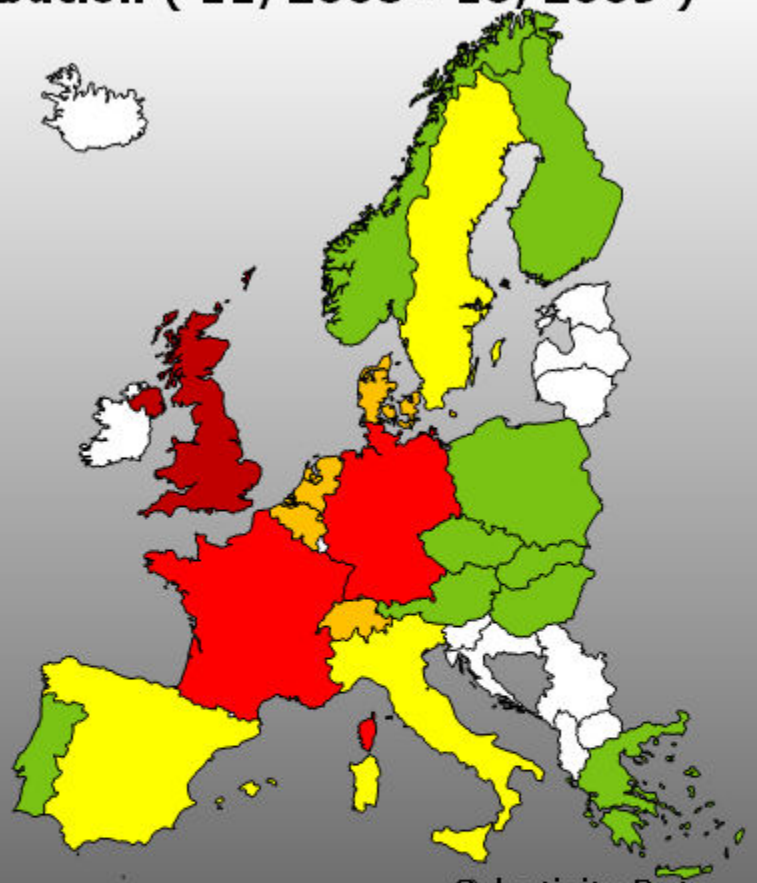
The recruitment challenge

Personnel return vs Country contribution (11/2008 - 10/2009)

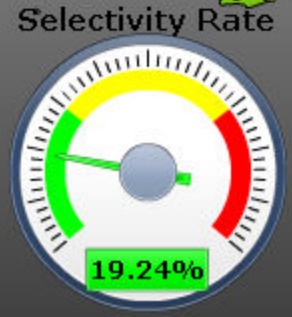
Select a Programm

ALL FAS

	Applications	Refused	Selected
AT	52	2	33
BE	44	1	9
BG	39	0	7
CH	44	0	10
CZ	28	1	11
DE	230	5	73
DK	16	0	6
ES	319	5	46
FI	148	2	14
FR	189	2	44
GB	183	4	23
GR	105	2	28
HU	28	0	9
IT	322	2	66
NL	28	0	11
NO	58	0	20
PL	196	1	36
PT	56	1	12
SE	50	0	13
SK	21	0	6
NMS	713	5	75

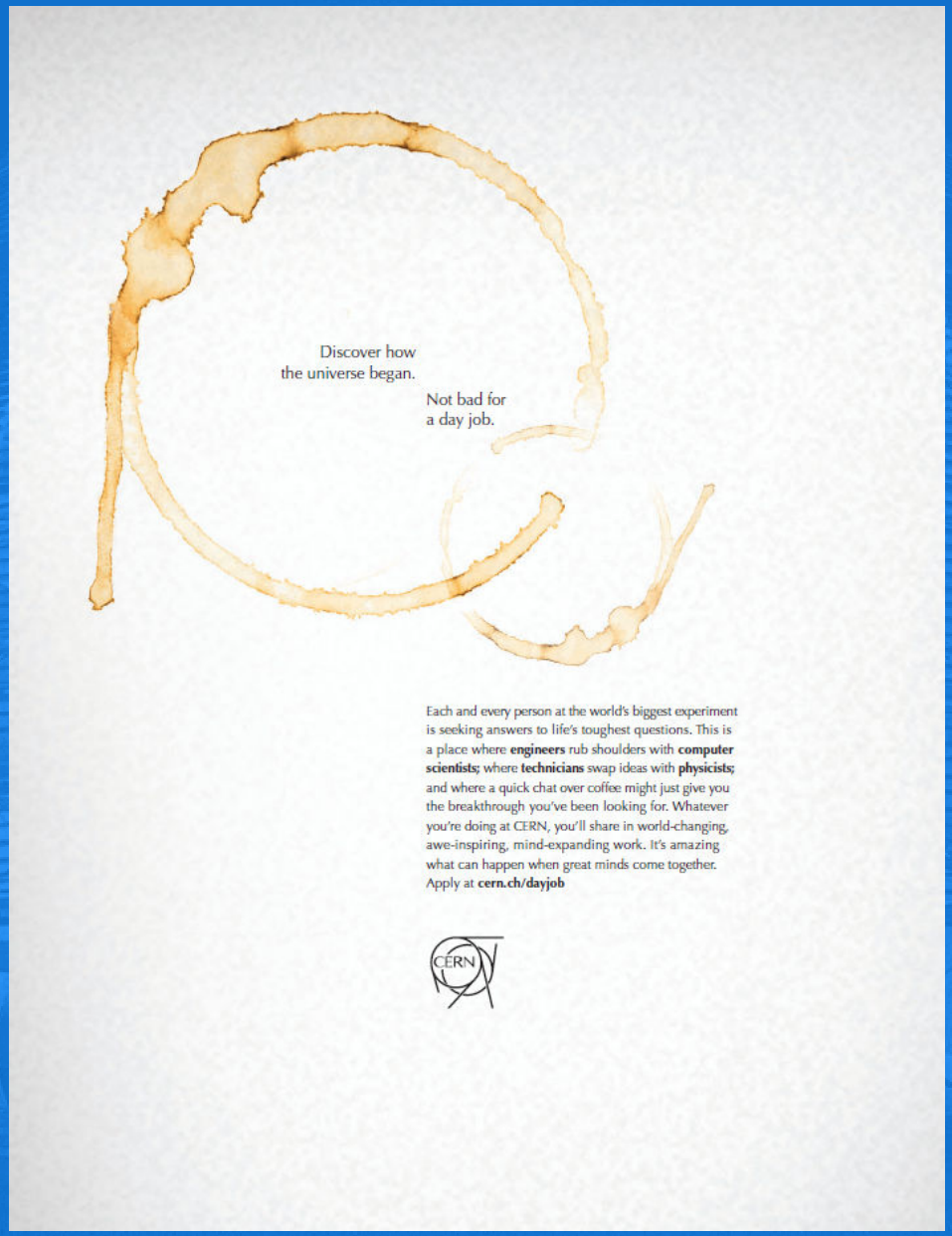


Total Applications	2869
Total Selected	552



The big questions…

- Are we doing it right?
- What is missing in what we are doing?
- Where should we be publicising in your country?
- How can we work together?

Thank you

The coffee cup as an accelerator of ideas…