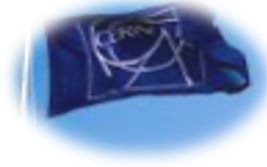
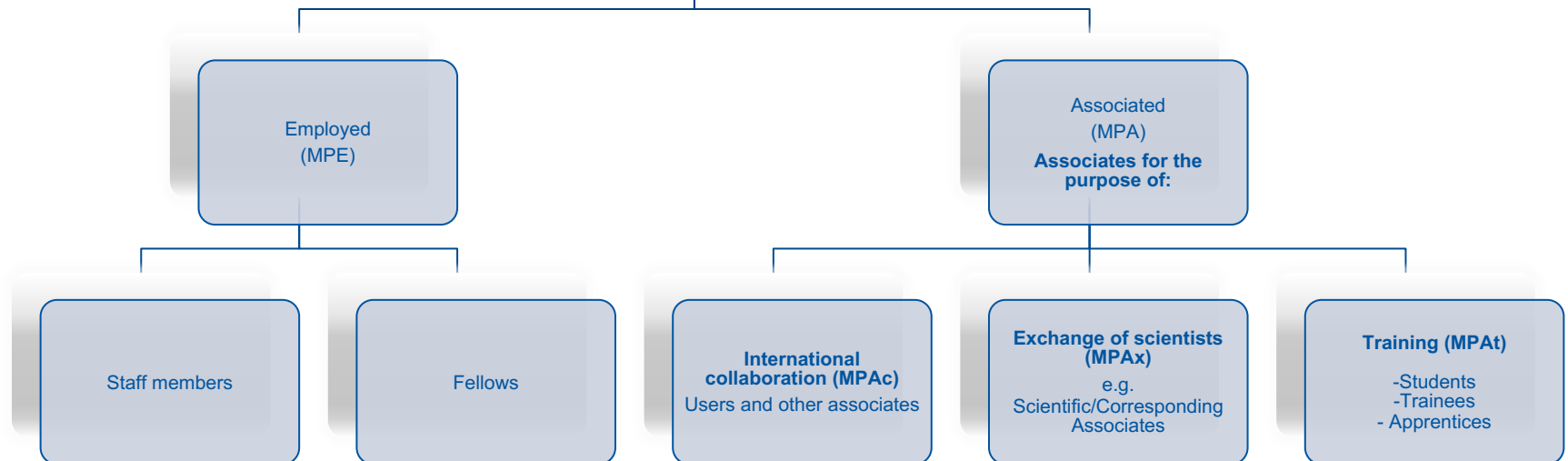


CERN – Cyprus Personnel Status

From HR-Talent Acquisition Group,
CERN HR Department
9th Joint CERN-Cyprus Committee
3 June 2021



CERN's People



Cyprus @ CERN overview



Personnel return and contribution by primary nationality 01.05.2021

Country	Staff members		Fellows		Doctoral students		Technical students		Admin. students		Normalized contribution	
	hc	%	hc	%	hc	%	hc	%	hc	%	hc	%
AT	56	2.12	14	1.87	23	10.22	5	2.84				2.15
BE	99	3.74	9	1.20	2	0.89						2.70
BG	14	0.53	3	0.40			5	2.84				0.32
CH	214	8.08	22	2.93	1	0.44	3	1.70	1	3.70		3.83
CY	2	0.08	1	0.13								0.08
CZ	9	0.34	8	1.07	3	1.33	4	2.27	1	3.70		1.02
DE	174	6.57	54	7.20	45	20.00	14	7.95	1	3.70		20.35
DK	17	0.64	1	0.13			3	1.70				1.75
EE												0.09
ES	166	6.27	82	10.93	14	6.22	12	6.82	1	3.70		7.20
FI	27	1.02	7	0.93	1	0.44	3	1.70	1	3.70		1.31
FR	971	36.68	89	11.87	14	6.22	5	2.84	4	14.81		13.57
GB	193	7.29	43	5.73	8	3.56	5	2.84	3	11.11		14.49
GR	57	2.15	51	6.80	13	5.78	27	15.34	4	14.81		1.02
HR	1	0.04	5	0.67	2	0.89						0.08
HU	16	0.60	12	1.60	2	0.89	3	1.70				0.67
IL			2	0.27								1.87
IN	5	0.19	25	3.33	2	0.89	7	3.98	2	7.41		1.35
IT	320	12.09	101	13.47	48	21.33	28	15.91	3	11.11		10.22
LT	2	0.08	10	1.33			1	0.57				0.08
NL	63	2.38	8	1.07	6	2.67	5	2.84				4.55
NO	18	0.68	14	1.87	2	0.89	10	5.88				2.24
PK	2	0.08	3	0.40	4	1.78	1	0.57				0.16
PL	86	3.25	57	7.60	10	4.44	23	13.07	2	7.41		2.76
PT	56	2.12	38	5.07	5	2.22	1	0.57	2	7.41		1.08
RO	22	0.83	15	2.00			4	2.27				1.13
RS	6	0.23	10	1.33	2	0.89						0.24
SE	24	0.91	5	0.67	1	0.44	5	2.84				2.53
SI	1	0.04			2	0.89						0.12
SK	13	0.49	9	1.20	2	0.89						0.50
TR	1	0.04	5	0.67	3	1.33	1	0.57				0.45
UA	2	0.08	8	1.07	2	0.89	1	0.57	2	7.41		0.08
NMS	10	0.38	39	5.20	8	3.56						
Total	2,647		750		225		176		27			

Contribution of 0,08% to the CERN budget.

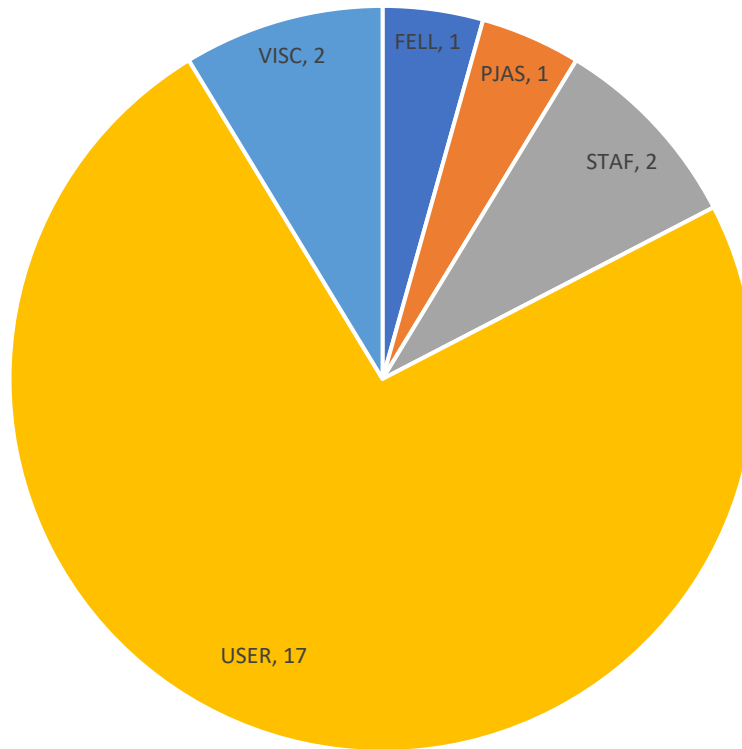
On 1 May 2021:

- 2 Staff
- 1 Fellow

Personnel Return : ■ above 150% ■ between 81% and 150% ■ between 51% and 80% ■ below or equal to 50%



Cyprus @ CERN – a closer look



ADMIN: Administrative student
COAS: Corresponding Associate
DOCT: Doctoral Student
FELL: Fellow
PJAS: Project Associate
STAF: Staff member
TECH: Technical Student
TRNE: Trainee
VISC: Visiting Scientist
USER: User

Data 10 May (CY first nationality)

Cyprus @ CERN – a closer look



Personnel and Applications - Evolution over the last five years

Cypriot Staff Members by Grade / Career Path - Evolution over the last 5 years

Grade / CP *	31.12.2016			31.12.2017			31.12.2018			31.12.2019			31.12.2020			as of 01.05.2021		
	All	CY	%	All	CY	%	All	CY	%	All	CY	%	All	CY	%	All	CY	%
02	34			28			27			28			22			22		
03	223			237			216			213			212			223		
04	551			546			534			516			493			487		
05	420			397			397			391			388			377		
06	466			517	1	0.19	568	1	0.18	565	1	0.18	570	1	0.18	604	1	0.17
07	325			351			362			375			382			379		
08	334			339			341			342			343			338		
09	170	1	0.59	179	1	0.56	180			184			181			177		
10	37			39			42	1	2.38	46	1	2.17	44	1	2.27	40	1	2.50
Total	2,560	1	0.04	2,633	2	0.08	2,667	2	0.07	2,660	2	0.08	2,635	2	0.08	2,647	2	0.08

* On 1 September 2016, a new career structure was implemented, moving away from career paths to a system spanning 10 grades.

Cyprus @ CERN – a closer look

Cypriot Members of Personnel (excluding Staff) - Evolution over the last 5 years

		31.12.2016			31.12.2017			31.12.2018			31.12.2019			31.12.2020			as of 01.05.2021		
		All	CY	%	All	CY	%	All	CY	%	All	CY	%	All	CY	%	All	CY	%
Fellows	TTE *	73			79			88			87			82			81		
Fellows	FELL	677			728	1	0.14	751	3	0.40	683	3	0.44	674	1	0.15	669	1	0.15
Total Fellows		750	0	0.00	807	1	0.12	839	3	0.36	770	3	0.39	756	1	0.13	750	1	0.13
MPAt	TRNE	112			141			118			117			144			127		
MPAt	TECH	193			182			156			137	1	0.73	151			176		
MPAt	DOCT	190	1	0.53	204	1	0.49	227	1	0.44	211			219			225		
MPAt	APPR	20			22			20			20			20			20		
MPAt	ADMI	35			30			26			35			21			27		
Total MPA training **		550	1	0.18	579	1	0.17	547	1	0.18	520	1	0.19	555	0	0.00	575	0	0.00
MPAx	VISC	575	2	0.35	634	1	0.16	635	1	0.16	633	1	0.16	584	2	0.34	560	2	0.36
MPAx	SASS	43			49			40			31			31			38		
MPAx	GPRO	13			15			14			9			6			5		
MPAx	CASS	2						2			1			1			3		
Tot. MPA exch. scient.		633	2	0.32	698	1	0.14	691	1	0.14	674	1	0.15	622	2	0.32	606	2	0.33
MPAc	USER	11,798	23	0.19	12,196	24	0.20	12,538	22	0.18	12,397	21	0.17	11,396	19	0.17	11,069	17	0.15
MPAc	PJAS	188			255	1	0.39	293	1	0.34	317	1	0.32	269			223	1	0.45
MPAc	COAS	361			324			328			294	1	0.34	240	1	0.42	204		
Total MPA int. coll.		12,347	23	0.19	12,775	25	0.20	13,159	23	0.17	13,008	23	0.18	11,905	20	0.17	11,496	18	0.16

* ADMI - Administrative Student, APPR - Apprentice, CASS - Corresponding Associate, COAS - Cooperation Associate, DOCT - Doctoral Student, FELL - Fellow, GPRO - Guest Professor, PJAS - Project Associate, SASS - Scientific Associate, TECH - Technical Student, TRNE - Trainee, TTE - Tech. Training Experience, USER - User, VISC - Visiting Scientist.

** Summer Students (SUMM) are reported annually in the Personnel Statistics.

Cyprus @ CERN – a closer look



Personnel and Applications - Evolution over the last five years

Cypriot applications for staff positions - Evolution over the last 5 years

Application Status	2016			2017			2018			2019			2020			up to 10.05.2021		
	All	CY	%	All	CY	%	All	CY	%	All	CY	%	All	CY	%	All	CY	%
Applied	16,582	11	0.07	19,722	23	0.12	17,267	41	0.24	16,679	28	0.17	25,614	41	0.16	7,271	6	0.08
Invited	625			786	1	0.13	539	1	0.19	443	2	0.45	489	2	0.41	204		
Not attended	15			32			13			6								
Selected	146			209	1	0.48	139			116			147			44		
Refused offer	9			12			3			7			7			2		

Cyprus @ CERN – a closer look



Personnel and Applications - Evolution over the last five years

Cypriot applications for students and fellow positions - Evolution over the last 5 years

Position * App. Status	2016			2017			2018			2019			2020			up to 10.05.2021		
	All	CY	%	All	CY	%	All	CY	%	All	CY	%	All	CY	%	All	CY	%
ADMIN Applied	351			253	1	0.40	485			504			436	1	0.23	254	1	0.39
ADMIN Selected	54			36			30			40			28			7		
ADMIN Ref. offer	5			3			3			4			2					
TECH Applied	1,189	3	0.25	1,056	3	0.28	2,072	9	0.43	2,772	11	0.40	2,441	9	0.37	1,532	17	1.11
TECH Selected	234			223			90			143	1	0.70	157			93		
TECH Ref. offer	32			18			8			2			1			2		
DOCT Applied	215	1	0.47	246	1	0.41	115			232			315					
DOCT Selected	85	1	1.18	97			49			26			63			31		
DOCT Ref. offer	9			6			7						1					
SUMM Applied	2,165	10	0.46	3,036	10	0.33	2,563	16	0.62	7,807	28	0.36	6,965	22	0.32	6,571	13	0.20
SUMM Selected	331	2	0.60	342	5	1.46	365	5	1.37	337	3	0.89	352	4	1.14			
SUMM Ref. offer	17			18			29			6			1					
FELL Applied	2,371	7	0.30	2,251	5	0.22	2,395	6	0.25	3,339	10	0.30	5,081	11	0.22	2,490	7	0.28
FELL Selected	417	1	0.24	374	2	0.53	227			255			333			109	1	0.92
FELL Ref. offer	29			47			26			26			25			25		

* ADMI - Administrative Student, DOCT - Doctoral Student, FELL - Fellow, TECH - Technical Student, SUMM - Summer Student.

Next application deadlines

- Fellowship programme
 - *Recent committee on 20 May 2021*
 - Applications until 1 Sept. 2021; committee in Nov. 2021
 - cern.ch/fell
- Technical/Doctoral/Administrative student programme
 - *Next committee May 2021*
 - Re-opening in July; committee Dec.2021
 - cern.ch/tech, cern.ch/admin
- Technician Training Experience (open all year round with 3 selection committees per year):
 - 31 May, next committee June 2021
 - Continuously open for applications
 - cern.ch/tte
- Summer student programme
 - 2021 programme all online
 - 2022 programme opening Autumn 2021: cern.ch/summies



Accelerate your career:
TAKE PART!

FELLOWSHIP PROGRAMME
This programme offers you an opportunity to spend time at CERN in a laboratory, working with leading scientists and engineers. You will gain valuable experience in a unique environment. Applications are invited from students and young professionals from all over the world. For more information, visit cern.ch/fell.
Apply online: cern.ch/fell



Apply online: cern.ch/fell



Are you embarking on a PhD?

TAKE PART!

DOCTORAL PROGRAMME
This programme offers you an opportunity to spend time at CERN in a laboratory, working with leading scientists and engineers. You will gain valuable experience in a unique environment. Applications are invited from students and young professionals from all over the world. For more information, visit cern.ch/doctoral.
Apply online: careers.cern.ch/students



Apply online: careers.cern.ch/students



A unique place for on-the-job training.
A unique experience.

TAKE PART!

ADMINISTRATIVE STUDENT PROGRAMME
This programme offers you an opportunity to spend time at CERN in a laboratory, working with leading scientists and engineers. You will gain valuable experience in a unique environment. Applications are invited from students and young professionals from all over the world. For more information, visit cern.ch/admin.
Apply online: cern.ch/admin



Apply online: cern.ch/ADMIN



A unique place for on-the-job training.
A unique experience.

TAKE PART!

TECHNICAL STUDENT PROGRAMME
This programme offers you an opportunity to spend time at CERN in a laboratory, working with leading scientists and engineers. You will gain valuable experience in a unique environment. Applications are invited from students and young professionals from all over the world. For more information, visit cern.ch/tech.
Apply online: cern.ch/TECH



Apply online: cern.ch/TECH



Newly qualified and looking for a job?

TAKE PART!

TECHNICIAN TRAINING EXPERIENCE
This programme offers you an opportunity to spend time at CERN in a laboratory, working with leading scientists and engineers. You will gain valuable experience in a unique environment. Applications are invited from students and young professionals from all over the world. For more information, visit cern.ch/tte.
Apply online: cern.ch/TTE



Apply online: cern.ch/TTE



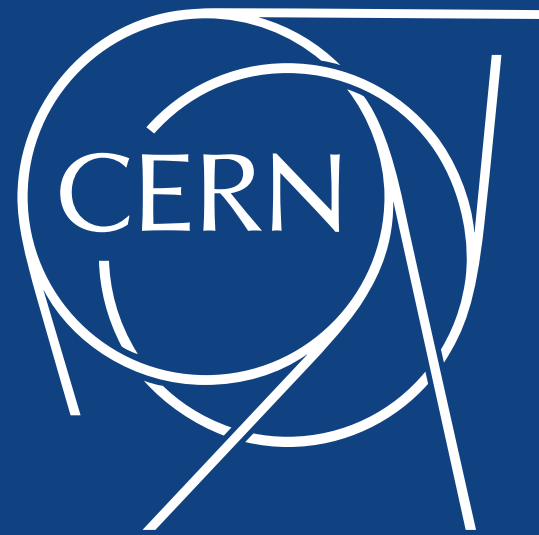
Imagine spending your summer at CERN.

TAKE PART!

SUMMER STUDENT PROGRAMME
This programme offers you an opportunity to spend time at CERN in a laboratory, working with leading scientists and engineers. You will gain valuable experience in a unique environment. Applications are invited from students and young professionals from all over the world. For more information, visit cern.ch/summies.
Apply online: cern.ch/summies



Apply online: cern.ch/summies



Admin Students programme



A unique place for on-the-job training.
A unique experience.

TAKE PART!

ADMINISTRATIVE STUDENT PROGRAMME
The Administrative Student Programme (ASP) offers students the opportunity to gain valuable experience and skills in a real-world environment. The programme is designed to provide students with a unique learning experience and to help them develop their professional skills. The programme is open to students from all over the world and is a great way to gain experience and to help them develop their professional skills. The programme is open to students from all over the world and is a great way to gain experience and to help them develop their professional skills.

 Apply online: cern.ch/ADMIN



~ 30 positions/year

FIELDS : Translation, human resources, business administration, law, finance, librarianship, science communication, audiovisual, communication and public relations...

LENGTH : 2 to 14 months

ELIGIBILITY : 18 months of undergraduate studies

FEATURES : An administrative project with a CERN supervisor
A living allowance, incl. health insurance

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

Committees in May and December

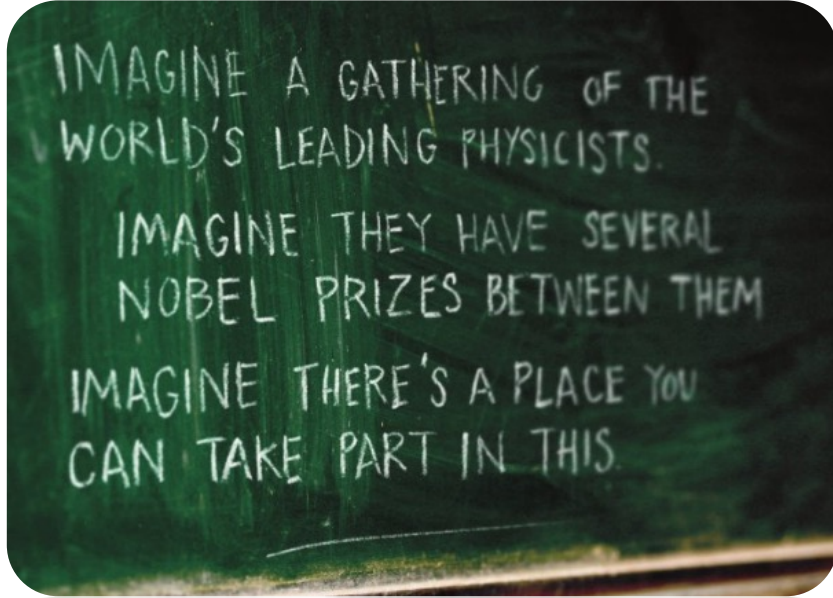
Doctoral Student programme



Are you embarking on a PhD?
TAKE PART!

DOCTORAL STUDENT PROGRAMME
Imagine a group of people in each field is changing the world and shaping today's future.
At CERN, we are looking for people who are passionate about science and technology, who are
driven by curiosity and want to learn from the best. We are looking for people who are
willing to work hard, to learn from the best, and to contribute to the success of the
programme. The programme is open to students from all over the world. It is a
great opportunity to work with the best, to learn from the best, and to contribute
to the success of the programme. The programme is open to students from all over
the world. It is a great opportunity to work with the best, to learn from the best,
and to contribute to the success of the programme.

Apply online: careers.cern/students



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

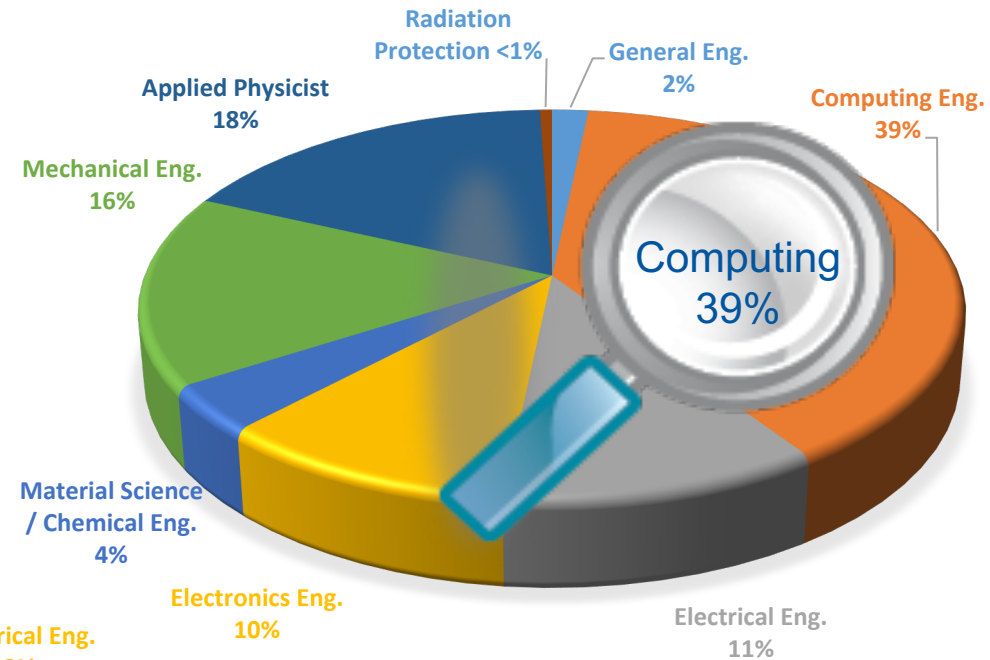
~60 positions/year

- FIELDS :** applied physics, engineering, computing
- LENGTH :** 6 months -3 years
- ELIGIBILITY :** Enrolled in a doctoral programme
- 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

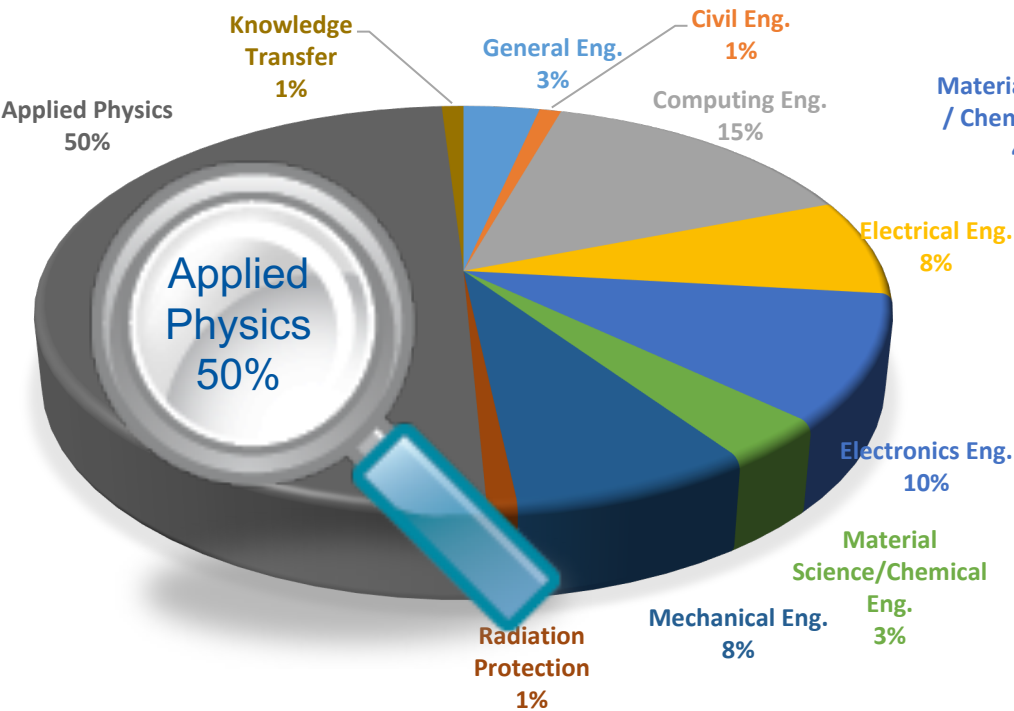
Committees in May and December

Students by Discipline

TECHNICAL STUDENTS



DOCTORAL STUDENTS



Summer Students programme



Imagine spending your summer at CERN.
TAKE PART!

SUMMER STUDENT PROGRAMME
The CERN Summer Student Programme is a unique opportunity for young scientists to spend their summer at CERN. It offers a chance to work with leading experts in the field of particle physics and to gain valuable experience in a world-class laboratory. The programme is open to students from all over the world and is a highly competitive selection process. For more information, visit cern.ch/sumstudies.

Apply online: cern.ch/sumstudies



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

Over 6000 young scientists have benefitted to date...

~ 300 positions/yr

- FIELDS :** physics, engineering, computing
- LENGTH :** 8 to 13 weeks, during the summer
- ELIGIBILITY :** 3 years of full-time studies at university level
- FEATURES :**
 - High-quality lecture programmes- lecturers leaders in their field/ world-wide
 - Visits and workshops
 - Living allowance
 - Accommodation in CERN hostel

Selection March

Technician Training Experience



Newly qualified and looking for a job?
TAKE PART!

TECHNICIAN TRAINING EXPERIENCE
This initiative is aimed at young people from the most under-represented regions in the world - at the forefront of the cutting-edge of technology, and one which offers a high level of qualification.

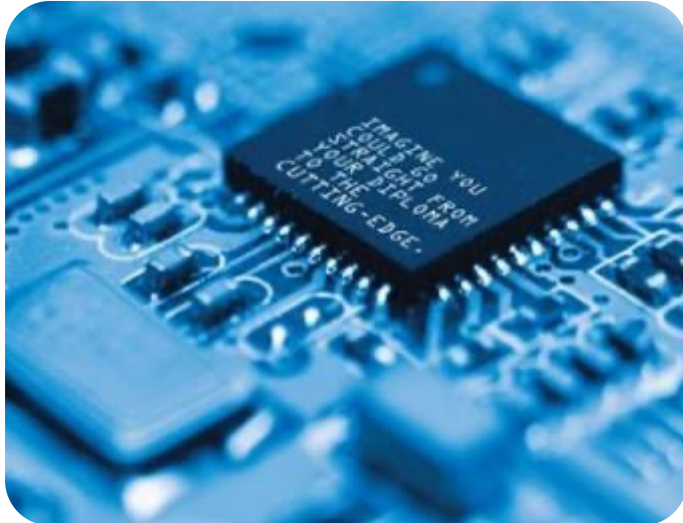
Imagine being your first work experience at CERN
The initiative is open to newly qualified technicians who will have the opportunity to work in a variety of fields: electronics, electricity, mechanics, IT, vacuum, cooling and ventilation, safety, instrumentation, control engineering, and all the specialties of the main divisions in which successful applicants will learn and contribute their knowledge.



Apply online: cern.ch/TTE

~ 30-50 positions/year

- FIELDS :** Mechanics, electronics, electricity, etc.
- LENGTH:** Typically 2 years
- ELIGIBILITY :** Technical diploma
no more than 4 years' relevant experience
- 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."

Several committees per year

Staff positions



Have you thought of a career at CERN?

TAKE PART!

We're not just world leaders for science. To conduct experiments of this scale and magnitude, we need the very best talent in every part of our operations. With passion, a proven aptitude for learning, our Technical or Support teams or a proven aptitude in mathematics or any other field, we're looking for outstanding talent in every field to develop your career. It's an opportunity to develop knowledge and science on a global scale. In fact, it's an opportunity that requires close collaboration.



Apply online: careers.cern/professionals

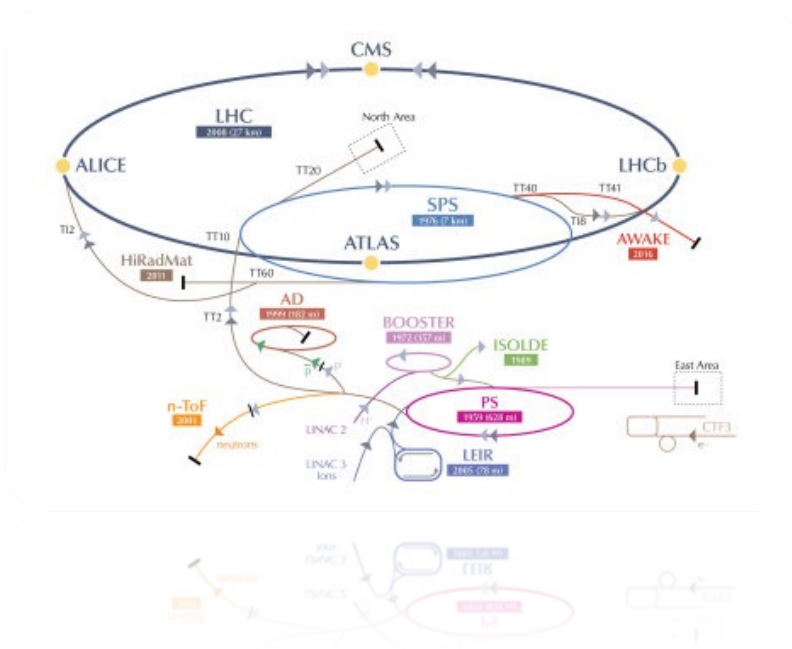
Imagine
the answer
suddenly
becomes
clear.

~ 150 positions/year

- FIELDS :** Physics, engineering, computing, technicians, administrative staff
- ELIGIBILITY :** From apprenticeship to PhD
- FEATURES:**
- Up to 5 year initial limited duration contract
 - Competitive salaries incl. social benefits
 - Relocation expenses
 - Training (language courses, technical training)

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

Associates



Scientific Associates

Experienced individuals on leave of absence
mainly in physics

Normally 12 months (24 months max)

Cooperation 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

Working at CERN is...

- Being at the forefront of technology and physics
- Collaborating with multicultural and multidisciplinary teams, without political or religious barriers
- Following experts in their technical domain
- Being part of a dynamic environment with training opportunities
- Making valuable and long-lasting contacts from all over Europe
- Learning languages: CERN is a bi-lingual organization (English and French)
- An attractive remuneration package
- A unique experience!