Opportunities at the cutting edge of technology

CERN HR Department
10 March 2022
Let’s explore!

The people

CERN uses powerful machines and cutting edge technologies, but with no doubt its most powerful force is **PEOPLE**

The opportunities

And more!
More than
110 nationalities
Working side by side
Actively sharing knowledge across all diversity dimensions
Over 17 000 people: engineers, technicians, physicists and support staff
Our challenge

*Putting CERN on the «map» for those candidates we’re seeking to hire… … who don’t think of CERN as a potential employer!*
Each year CERN welcomes:

- ~600 Students
  - ~180 Technical Students
  - ~80 Doctoral Students
  - ~300 Summer Students
  - ~40 Admin Students
- ~260 Graduates (Fellows)
- ~150 Professionals (Staff)
- ~260 Technicians (Training Experience)
- ~180 Technical Students
- ~80 Doctoral Students
- ~300 Summer Students
- ~40 Admin Students
- ~260 Graduates (Fellows)
- ~150 Professionals (Staff)
- ~260 Technicians (Training Experience)
New Estonians @ CERN

~ 600 Students

- ~180 Technical Students
- ~80 Doctoral Students
- ~40 Admin Students
- ~300 Summer Students

- 5 EE TECH recruited by CERN until now
- 2 SUMM recruited by CERN in 2021

~260 Graduates (Fellows)
- ~60 Technician Training Experience

~150 Professionals (Staff)
~20 Summer Students
~60 Graduates (Fellows)
Opportunities for students

Technical Students

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

TAKE PART!

TECHNICAL STUDENT PROGRAMME

Immerse yourself in a world that is changing the world and imagine doing it before your very eyes. As a Technical Student at CERN, you will work alongside world leaders in particle physics, contribute to world-class research and contribute to the progress of humanity. Apply now!

Apply online: cern.ch/TECH

Administrative Students

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

TAKE PART!

ADMINISTRATIVE STUDENT PROGRAMME

You will work closely with our postgraduate and professional staff who will equip you with the skills required for the job market. As an Administrative Student, you will work on specific projects that will help you develop new skills and enhance your CV. Apply now!

Apply online: cern.ch/ADMIN

PhD Students

Are you embarking on a PhD?

TAKE PART!

PHD STUDENT PROGRAMME

Immersed in research, with the opportunity to be part of the world's largest laboratory in particle physics, you will have the chance to be part of a team of experts that is changing the world. Each PhD Student programme is unique, and you will be able to choose your field of study. Apply now!

Apply online: careers.cern/students

Summer Students

Imagine spending your summer at CERN.

TAKE PART!

SUMMER STUDENT PROGRAMME

CERN Summer Students come from all over the world and contribute to a unique and diverse culture. Each summer, we welcome around 100 Summer Students to work alongside our postgraduate students in various fields, from experimental to theoretical physics. Apply now!

Apply online: cern.ch/summies

https://careers.cern/join-us/students
Opportunities for graduates and professionals

Technician Training Experience

Accelerate your career.
TAKING PART!

Fellowship Programme

Have you thought of a career at CERN?
TAKING PART!

Staff positions for professionals

https://careers.cern/professionals
Technical students programme

~ 200 positions/year

- **Fields:** applied physics, engineering, computing
- **Length:** 4 to 12 months
- **Eligibility:** 18 months of technical undergraduate studies (Bachelor or Master’s)
- **Features:** a technical project with a CERN supervisor
- **A living allowance, incl. health insurance**
- **Application:** “CV”, “motivation letter”, “academic transcript”, “reference letter” in PDF

"It’s a great place to start a career, it’s a great place to learn new skills, make new friends…"

Committees in May and December

Re-opening in December – Next deadline 21.03.2022
Administrative students programme

~ 30 positions/year

- **Fields:** Translation, human resources, business administration, law, finance, communication, audiovisual, etc.
- **Length:** 2 to 12 months
- **Eligibility:** 18 months of administrative undergraduate studies (Bachelor or Master’s)
- **Features:** an administrative project with a CERN supervisor
- **A living allowance, incl. health insurance**
- **Application:** “CV”, “motivation letter”, “academic transcript”, “reference letter” in PDF

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

Committees in May and December

Re-opening in December – Next deadline 21.03.2022

[Image of files: Office supplies and a quote about the experience]
Doctoral students programme

~ 80 positions/year

• **Fields:** applied physics, engineering, computing

• **Length:** 6 months to 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**

• **Application:** “CV”, “motivation letter”, “academic transcript”, “reference letter” in PDF

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

Committees in May and December

Re-opening in December – Next deadline 21.03.2022
Summer students programme

~ 300 positions/year

- **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 workshop
  - Living allowance
  - Accommodation in CERN hostel

Selections in March / April

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

Re-opening in November – Next deadline January 2023
**Technician training experience**

~ **60 positions/year**

- **Fields:** Electronics, electricity, mechanics, IT, vacuum, cooling and ventilation, safety, radioprotection, survey engineering etc.

- **Length:** 1 to 3 years

- **Eligibility:** technical diploma *(BSc or above not eligible)*
  - No more than 4 years’ relevant post-diploma experience

- **Features:**
  - Employment contract
  - Attractive salary incl. social benefits
  - Training and networking

- **Application:** “CV”, “motivation letter”, “academic transcript”, “reference letter” in PDF

“Imagine having your first work experience at CERN, an Organization at the cutting edge of technology and one which needs your technical expertise?

Committees in February, June and October

Currently open – Deadline 31.05.2022
Fellows (graduate programme)

~ 250 positions/year

- **Fields**: Physics, engineering, computing
  - from junior engineers to post-doc research physicists
- **Length**: 6 months (minimum) up to 36 months
- **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
- **Application**:
  - “CV”, “motivation letter”, “academic transcript”, “3 reference letters” in PDF

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

Committees in May and November

Currently open – Deadline 31.03.2022
Categories of CERN fellowships

**JUNIOR FELLOWSHIP** for nationals of Member or Associate Member States with a *BSc or MSc degree* and no more than 4 years’ experience after completing your highest diploma.

**SENIOR FELLOWSHIP** if you have a *PhD or at least four years’ experience* post-MSc (or equivalent diploma which gives access to doctoral programmes), and a maximum of 10 years’ experience.

**SENIOR RESEARCH** (Theoretical & Experimental) for researchers in the fields of *theoretical and experimental physics* holding a *PhD* and up to 10 years’ experience in your field.

**POST CAREER BREAK FELLOWSHIP**, if you have the profile of either a Junior or Senior Fellow and have been on a *career break* for personal reasons (for example for family or caring responsibilities, health issues) for at least two years.
Staff positions

- 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)
  - Application: “CV”, “answer to Job Specific Questions”

“Imagine the answer suddenly becomes clear.

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

Open all year round: careers.cern/alljobs
Working at CERN - how to apply?

- Apply online via Smartrecruiters, our Applicant Tracking System
- Read the vacancy notice criteria carefully, and the requirements for applying.
- Have your CV ready.
- Answer the screening questions.

- Not sure which CERN program best fits your career stage and profile? Use our DECISION TREE to find out:
  
  https://careers.cern/node/184
I would like to thank you for the perfect organisation this morning, for what was a smooth experience for me as a candidate. Being welcomed in a separate room then joined by the members worked seamlessly and the whole experience was good considering how nerve-racking this is. - Candidate

A Talent Acquisition Specialist at CERN came across my LinkedIn profile and approached me for an open position as a professional firefighter in CERN's fire brigade. She showed real interest in me as a person and my qualifications as a firefighter and suggested I look at the job advert from CERN as she felt I would be a brilliant fit even though I didn’t know CERN was hiring firefighters. The position was indeed exciting: I decided to apply, and following a complex and thorough selection process, I got hired! - Candidate
Working at CERN: what do I get?

- 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!
Follow us! CERNJobs
Over to you!
Any questions?

We are looking forward to seeing more candidates from Estonia and welcome you to CERN!
Back up slides
Our values

- Diversity
- Integrity
- Creativity
- Commitment
- Professionalism

EXCELLENCE
The student and graduate selection processes

- Positions open for ~5 months
- Application waiting game
- Selection committee meets
- Start again (2 committees per year)

Zoom on applying for a staff position

1. PLAN. CHECK OUT OUR OPPORTUNITIES & DO YOUR RESEARCH
   careers.cern/home.com

2. PREPARE YOUR APPLICATION
   careers.cern/app-apply/careers/cern/hr/vac

3. APPLY... BEFORE THE DEADLINE
   careers.cern/hr/bda

4. THEN WHAT?
   Your application will go through various screening stages. 1st screening for eligibility, minimum requirements. If successful, 2nd screening based on technical and more detailed criteria.

5. At the end of this application screening journey, you'll be invited for a panel interview, at CERN or remotely. You will be guided all the way through, and can expect to give a presentation, meet the team, take a virtual tour and more.

   Having gathered all necessary information, the panel will meet to review all interviews to reach the final selection decision.

   If you are the chosen candidate, the recruiter will call you to discuss the offer. If not, take heart: you will be given useful feedback to take on board for your future applications. Perseverance is key!

WELCOME TO CERN
Our future colleagues all experience our “Welcome@CERN” onboarding programme to start their new journey with us, in this truly unique organization.

Note: If you pass these stages successfully, you might be invited for an asynchronous video interview, the 3rd screening stage.
# Staff Members by Professional Category at end of 2020

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>No.</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research Physicists</td>
<td>83</td>
<td>3.15</td>
</tr>
<tr>
<td>Scientific &amp; Engineering work</td>
<td>1188</td>
<td>45.09</td>
</tr>
<tr>
<td>Technical work</td>
<td>841</td>
<td>31.92</td>
</tr>
<tr>
<td>Manual work</td>
<td>53</td>
<td>2.01</td>
</tr>
<tr>
<td>Professional administrative work</td>
<td>190</td>
<td>7.21</td>
</tr>
<tr>
<td>Office support and administrative work</td>
<td>280</td>
<td>10.63</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>2635</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>
At CERN, we employ staff at all levels, from apprenticeship up to PhDs, and this in a wide variety of disciplines. Opportunities are open in diverse fields. Take part!

**Physics**

Take part in ... basic research in the field of experimental and theoretical particle physics, finding out what the Universe is made of and how it works. At CERN, the world’s largest and most complex scientific instruments are used to study the basic constituents of matter — the fundamental particles. By studying what happens when these particles collide, physicists learn about the laws of Nature. The instruments used at CERN are particle accelerators and detectors. Accelerators boost beams of particles to high energies before they are made to collide with each other or with stationary targets. Detectors observe and record the results of these collisions.

**Computing**

Take part in ... providing computing services for all aspects of the laboratory’s activities. These require a wide range of technologies and competencies including the provision of computing facilities, local and wide area networking, platforms for computing environments, software development, databases, data storage and archival, physics large scale computing, desktop environments, telecom, audio visual support for conferences and a wide range of system integration and management tasks.
Electronics
Take part in ... the design and maintenance of electronics systems, at the heart of our activities: playing a mission critical role in our particle accelerators (power conversion, magnet controls and protection, radio frequency, beam analysis and control, real-time controls), high energy physics experiments (detector instrumentation, data acquisition and filtering, trigger, data storage), power generation and distribution or access and safety infrastructures. From the system conception and specifications, to the design, simulation, prototyping and testing, to, finally, the mass production, installation and full system commissioning.

Mechanics
Take part in ... providing specific engineering solutions combining mechanical design, production facilities and material sciences to the CERN community. This involves a large spectrum of highly specialized activities like: mechanical calculations, metallurgical analysis, destructive and non-destructive material testing, micrometric 3D metrology, mechanical dynamic and static measurements, precision CNC machining, all welding and vacuum brazing techniques and sheet metal forming.

Electromechanics
Take part in ... providing services for the layout, industrialization and production of electronics modules, based either on industrial standards or fine pitch detector specific technologies and ensure availability of expertise for application specific designs requiring R&D in the domains where CERN is at the forefront.

Material Science and surface engineering
Take part in ... metallurgical analysis, destructive and non-destructive material testing, mechanical dynamic and static measurements, to prototyping and feasibility developments and applied superconductivity research. At CERN, the importance of materials cannot be underestimated. As the world’s single largest consumer of superconducting magnets, with unrivalled knowhow in the mechanical construction of beam accelerators and physics detectors, the laboratory provides a unique setting to perform materials science.
Electricity
Take part in ... Managing CERN's electrical distribution network from 400kV to 400/230V: operate, maintain, extend and renovate the network, analyse and make projections for CERN electrical energy consumption and manage relations with the energy suppliers; provide all cable installations for accelerators and experiments. This includes a great variety of HT and LV cables distributed over the entire CERN site and LHC ring, including fiber optics installation.

Controls and Data Acquisition
Take part in ... developing solutions and providing support in the domain of large- and medium-scale industrial control systems, as well as laboratory control systems and promoting their use. This support covers the experiments, the technical infrastructure systems as well as the accelerator systems.

Health, Safety and Environment
Take part in ... assisting the Organization in defining and monitoring the implementation of its Safety Policy through advice and relevant expert support on safety risk assessment, risk reduction and risk control, granting Safety clearance on behalf of the Director-General for special equipment, installations, experiments and projects with major Safety implications, training, information and awareness-raising in Safety matters and assistance in the implementation of CERN's regulatory framework in matters of Safety.

Administrative Support
Finance, Procurement and Logistics, Human Resources, Legal Services, Minute-writing and translation, Scientific information and document management, Audit, Communication
Take part in ... providing the internal and external users with timely, accurate and relevant information and ensuring that the necessary financial control is adhered to in order to safeguard the assets of the Organization; procure all supplies and services for CERN, meeting the specified and contractual technical, delivery and performance requirements at the lowest possible overall cost, while achieving balanced industrial return for the CERN Member States and respecting the CERN Procurement Rules.