



Proposal to Improve Underrepresented Nationalities and Gender in MPA Recruitment

CERN IT Department

'25 by 25' Initiative – Elvin Sindrilaru (IT-ST) and Maria Alandes (IT-CDA)

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Outlook

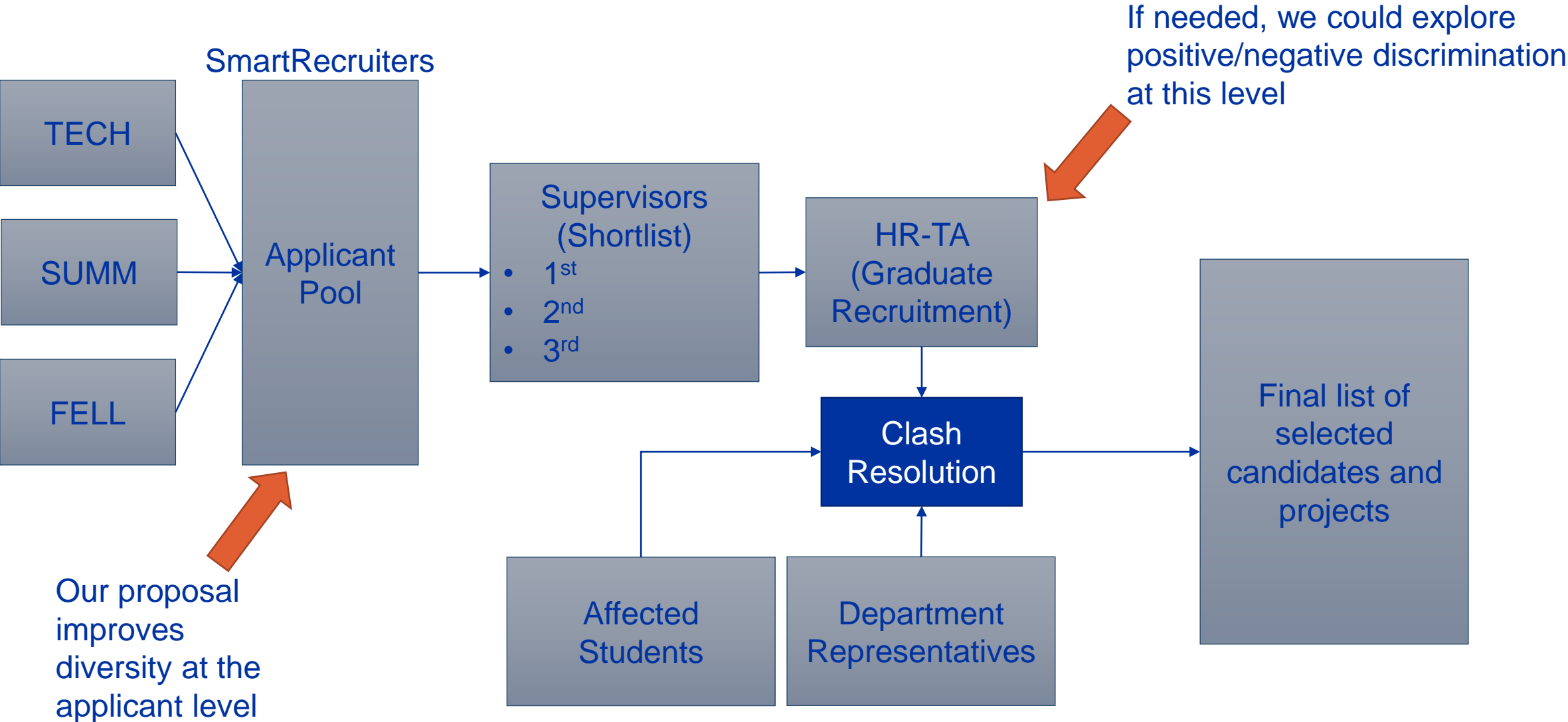
- **Background**
- **Proposal**
- **Target Nationalities**
- **Target Universities**
- **Target Candidates**
- **IT Volunteers**
- **Stakeholders**
- **Preliminary Timeline**
- **Impact Evaluation**

Background

A deeper statistics analysis was performed. See slides attached in Indico

	Country	ISO	Fellow		Staff	
			Head Count	% Head Count	Head Count	%Head Count
CERN Member States	Austria	AT			2	0.92%
	Belgium	BE			4	1.83%
	Bulgaria	BG			2	0.92%
	Czech Republic	CZ	2	2.11%	2	0.92%
	Denmark	DK			1	0.46%
	Finland	FI	3	3.16%		
	France	FR	7	7.37%	44	20.18%
	Germany	DE	3	3.16%	13	5.96%
	Greece	GR	18	18.95%	8	3.67%
	Hungary	HU	2	2.11%		
	Israel	IL				
	Italy	IT	11	11.58%	27	12.39%
	Netherlands	NL	1	1.05%	4	1.83%
	Norway	NO			2	0.92%
	Poland	PL	3	3.16%	17	7.80%
	Portugal	PT	5	5.26%	8	3.67%
	Romania	RO			8	3.67%
	Serbia	RS	2	2.11%		
	Slovak Republic	SK	4	4.21%	4	1.83%
	Spain	ES	14	14.74%	33	15.14%
Sweden	SE	1	1.05%	2	0.92%	
Switzerland	CH			13	5.96%	
United Kingdom	GB	2	2.11%	22	10.09%	
Pre-stage to membership	Cyprus	CY				
	Estonia	EE				
	Slovenia	SI				
Associated Member States	Croatia	HR				
	India	IN	8	8.42%	1	0.46%
	Latvia	LV				
	Lithuania	LT	4	4.21%		
	Pakistan	PK	2	2.11%		
	Turkey	TR	1	1.05%		
	Ukraine	UA	2	2.11%	1	0.46%
TOTALS			95		218	

Reminder MPA Recruitment Process



Proposal



Presentations by IT experts

- IT careers
- MPA programs



Target universities in
underrepresented
countries



Target potential
candidates for MPA
programs



Encourage female
candidates

Target Nationalities

Preliminary List (*)

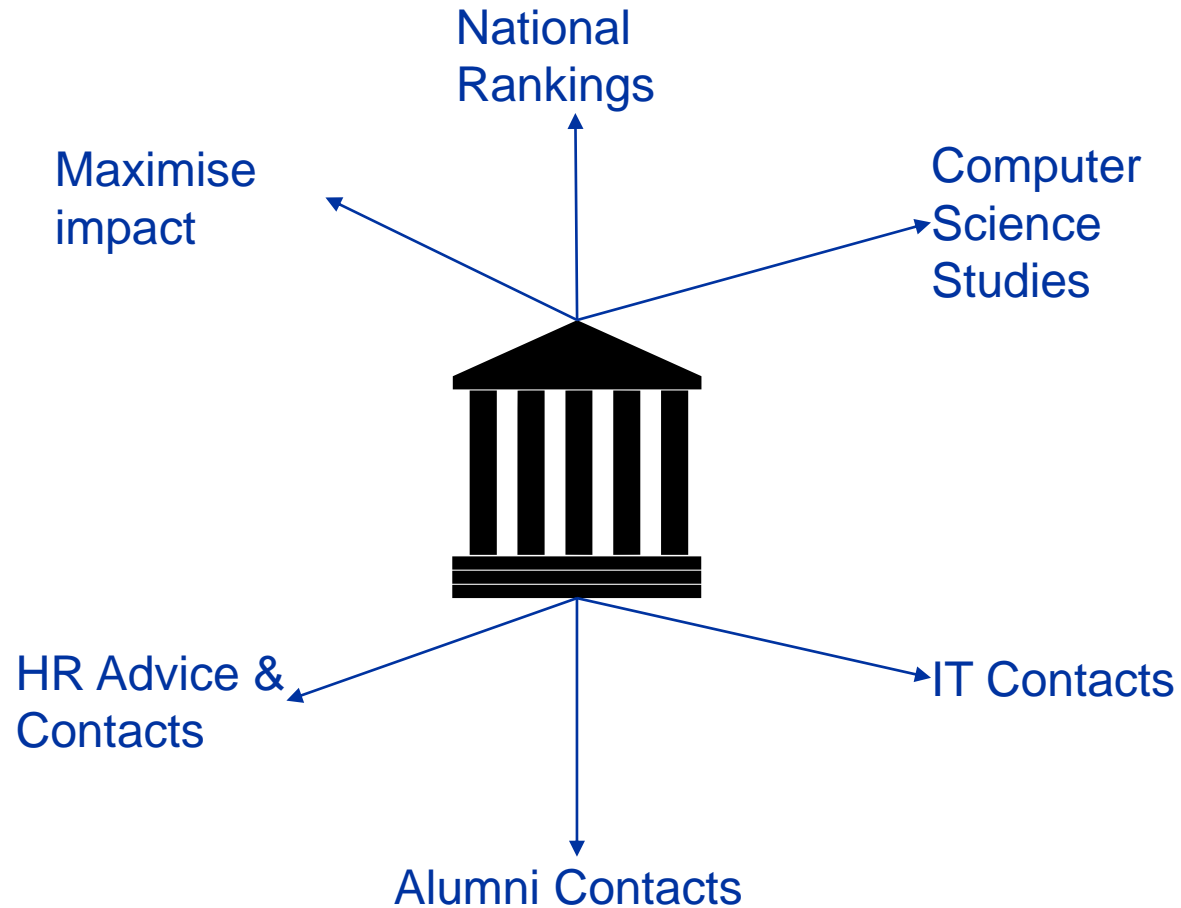
- Germany
- Denmark
- Israel
- United Kingdom
- The Netherlands
- Norway
- Sweden



To be agreed with HR

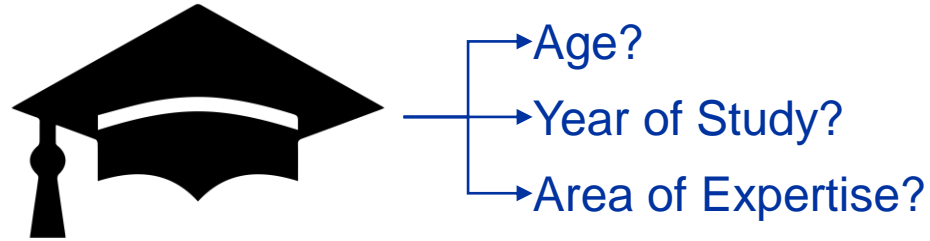
(*) Based on feedback from HR after recent MPA committee

Target Universities

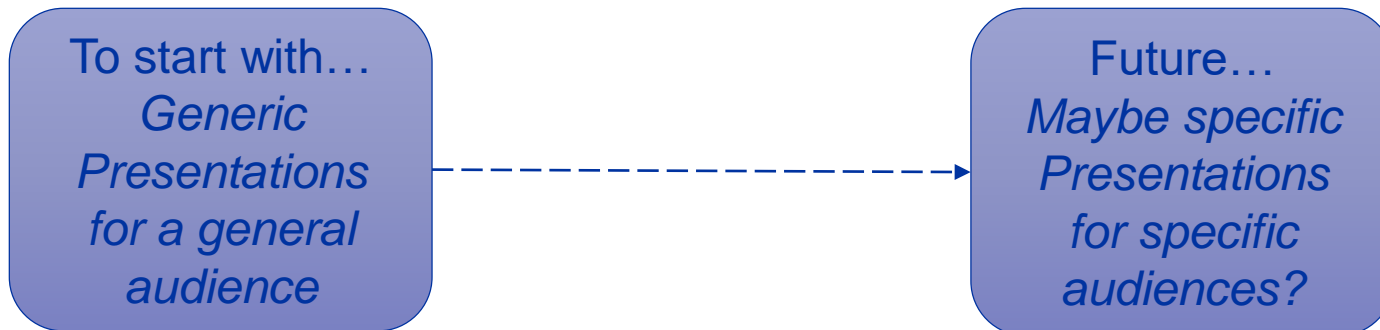


- Contact Person
- Logistics:
 - Presentation Date
 - Internal Publicity
 - Follow-up (student feedback, improvements, ...)

Target Candidates



- Presentation about CERN and IT
- Information about MPA recruitment programs and IT careers
- Q&A



IT Volunteers



Call for volunteers

- Good presentation skills
- Ideally speaks mother tongue of target nationalities



Informative session

- Core team provides:
 - Presentation material
 - Presentation dates
 - University contacts



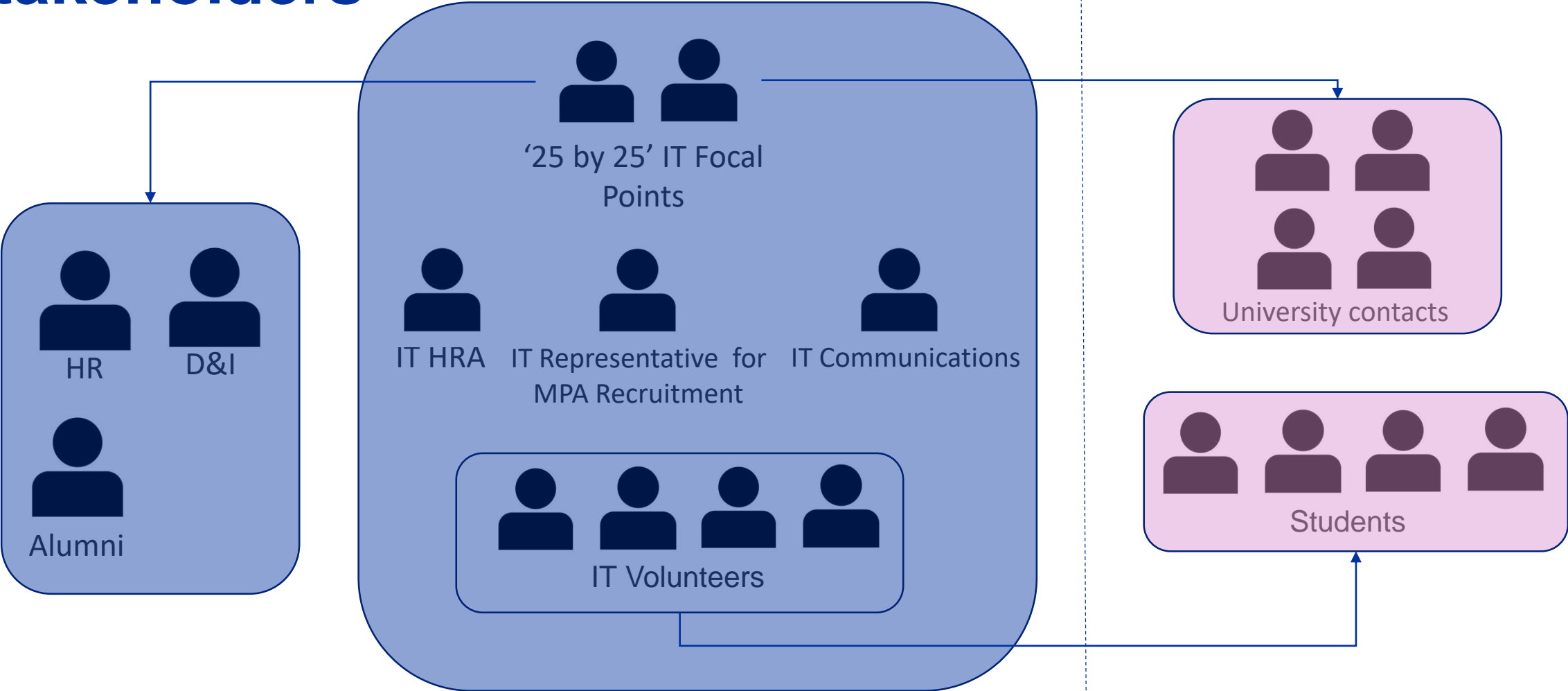
- Presentation delivery
- Attendance stats
- Feedback

To start with...
*Remote
Presentations*

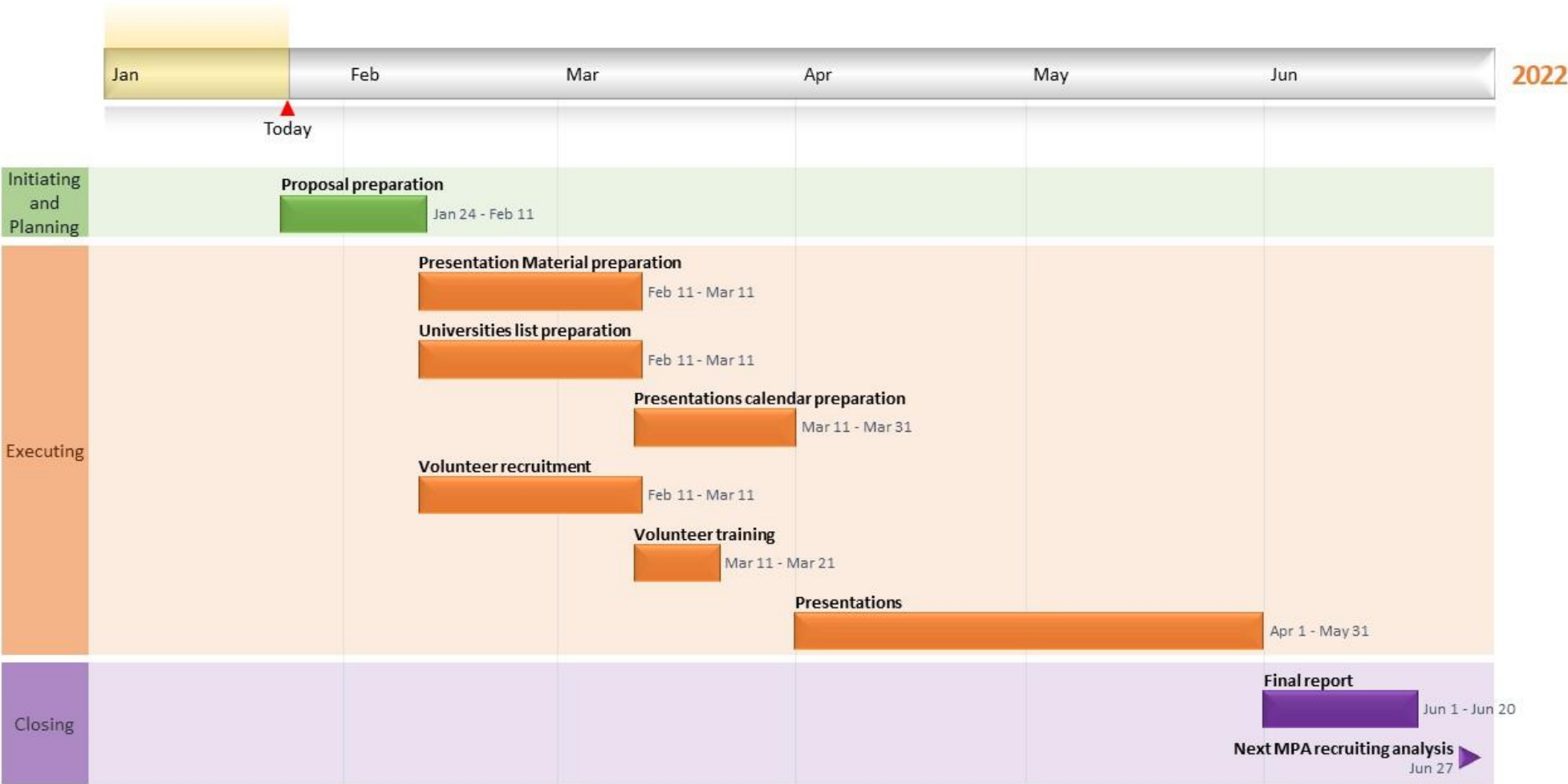


Future...
*Maybe face to
face
presentations*

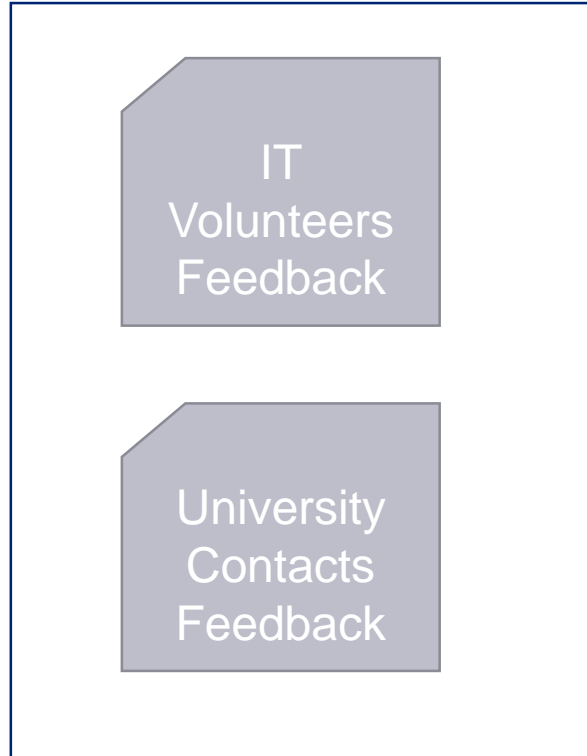
Stakeholders



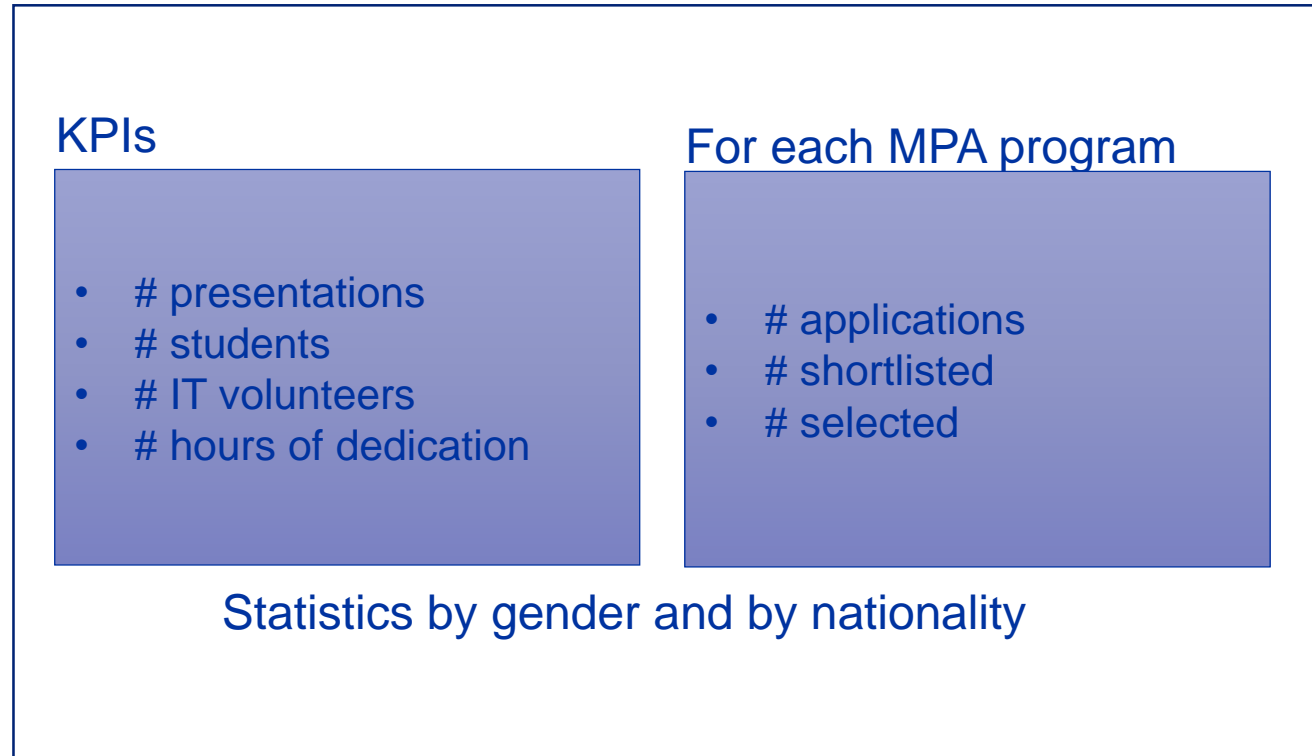
Preliminary Timeline



Impact Evaluation



Qualitative Analysis



Quantitative Analysis

Acknowledgements

- **Thanks to Miguel Marquina for his expertise as IT Representative for MPA Recruitment**



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