



# CERN Recruitment & Sourcing Seminar 2011





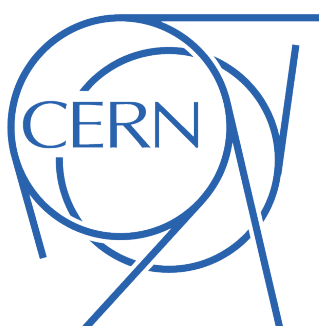
# CERN Recruitment & Social Media



CERN Recruitment  
& Sourcing Seminar 2011

Take part!

Friday 18<sup>th</sup> November 2011



**77**  
RESEARCH  
PHYSICISTS

**533**  
SUPPORT  
FUNCTIONS

**2'415**

STAFF @ CERN

**962**  
ENGINEERS

**843**  
TECHNICIANS



CERN Recruitment  
& Sourcing Seminar 2011

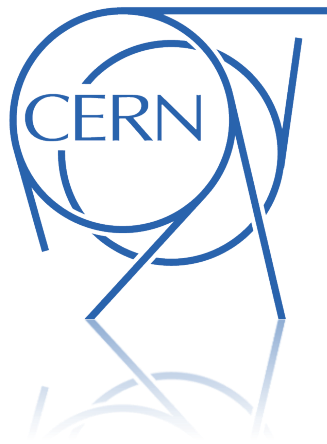
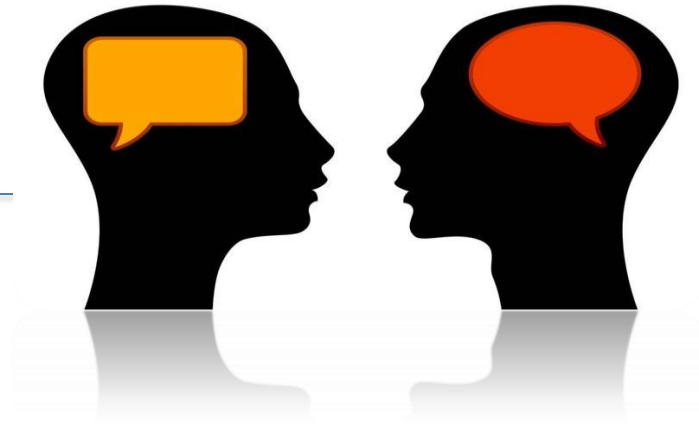
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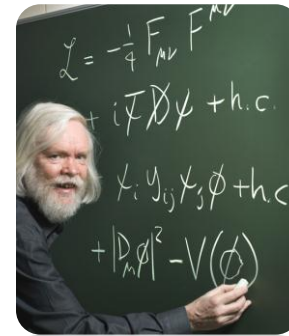


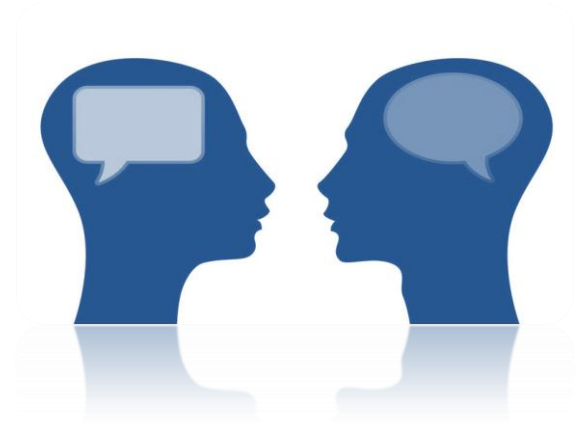
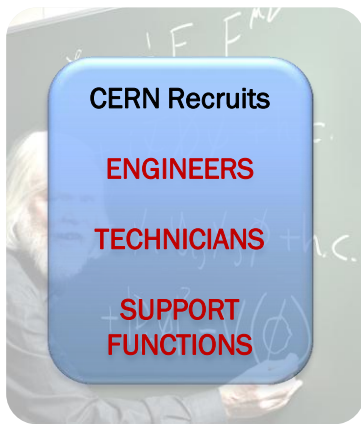
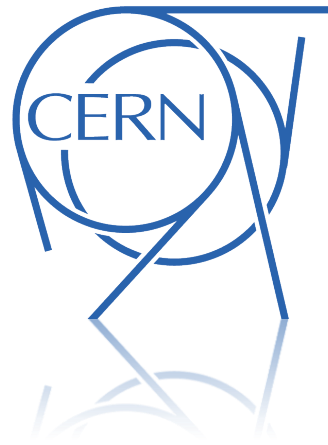
**Is this a problem?**

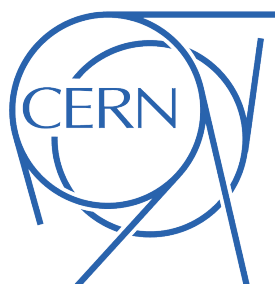
**YES!**



←  
False  
CONSENSUS







## challenges

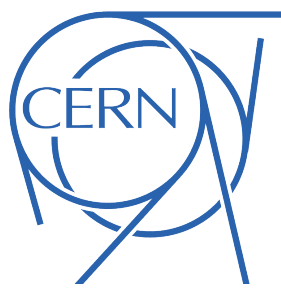
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- Informing > **communicating**
- Manpower need > **Challenging job**
- Advertising > **Multiposting**
- Passive > **Active Actor**
- Measure **Social Media impact**



Take part!

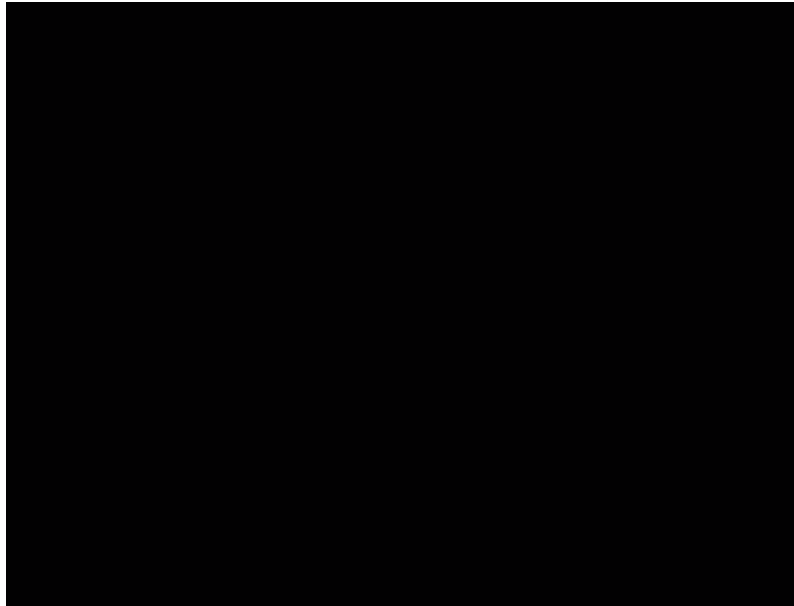
Friday 18<sup>th</sup> November 2011



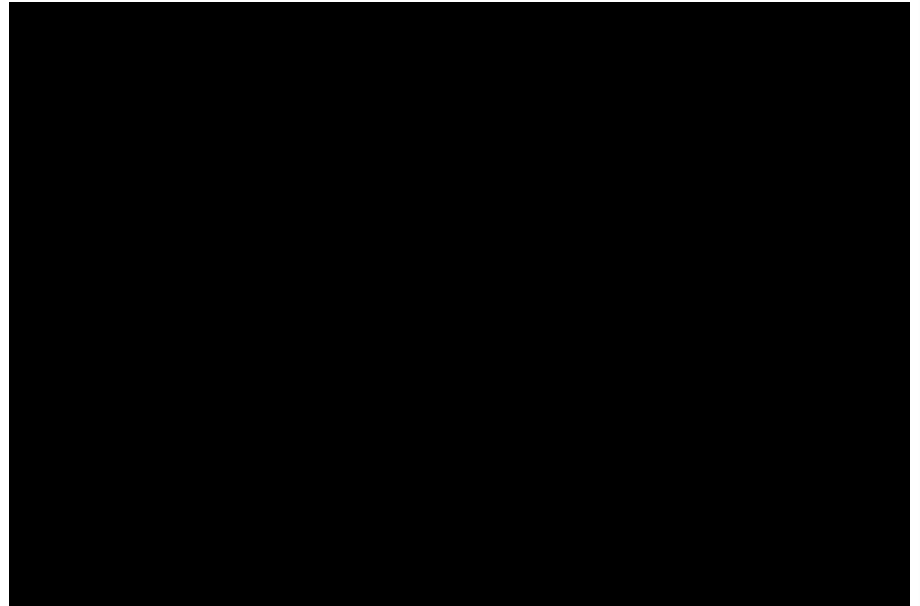
# challenges

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informing



communicating







Software Engineers

# challenges

Manpower need > **Challenging job:** *meet your colleague before starting!*

Engineer (Computing) - Electronics/Software

Engineer (Computing) - Electronics/Software in the Technology Department (TE), Electrical Power Converter Group (EPG), Converter Controls Section (CC)

Publication date: 10/07/2009

|                 |                       |
|-----------------|-----------------------|
| Programme       | Staff                 |
| Staff Category  | University Engineers  |
| Number of posts | 1                     |
| Posted Date     | 10/07/2009            |
| Job Reference   | TE-EPG-CC-2009-190-LD |

Professional Code / Code Professionnel  
200

2nd professional code  
208

Career Path / Filière de Carrière  
8

English Version

[Voir plus bas pour la version française.](#)

**Introduction**

The Electrical Power Converter (EPC) Group of the Technology Department is responsible for almost all the electrical power converter of CERN, an important part of the test in the development, installation and support of the power converter control systems, comprising both hardware and software. This task has been undertaken by the Converter Controls section within the EPC Group. The section was responsible for the development and installation of converter controls for the LHC and is now responsible for their maintenance. At the same time new control electronics are required for the renovation of machines in the PSB and the PS complex and for new machines such as JHUPAC.

**Functions**

You will join a highly motivated team responsible for power-converter controls for all CERN accelerators. The position has a number of highly demanding embedded systems, designed in-house to meet the critical needs of the different machines. Your main tasks will be:

- To participate in the design and development of control electronics. This will include PCB design, FPGA programming and embedded software development for the control electronics and the related automatic test equipment (using STAG boundary and methodology).
- To be involved in the support of existing control electronics. This will require the modification of programs, programming and embedded software.
- To provide support for general aspects of computing for the section including administration of Linux servers and Windows-computations.

**Qualification required**

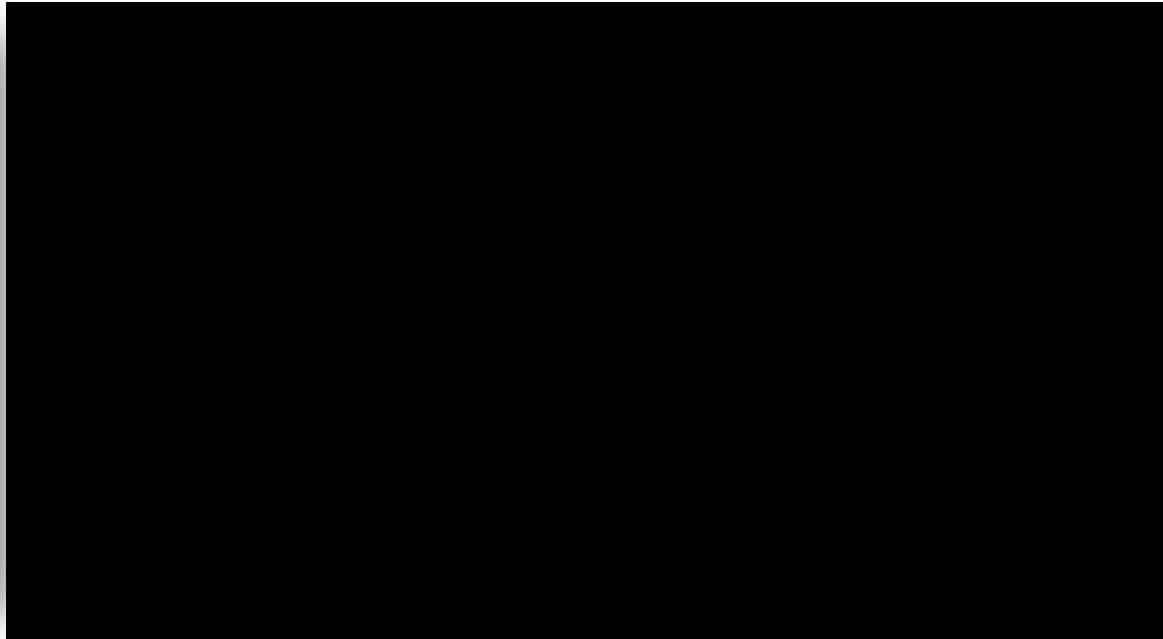
University degree or equivalent in Electronics.

**Experience and competencies**

- At least 3 years experience of circuit design incorporating microcontrollers, DSPs and FPGA devices;
- Deep knowledge of programming FPGAs in VHDL/Verilog;
- Good knowledge of the programming language C;
- Some experience of programming hard-real-time applications in embedded systems using C and assembler under a real-time operating system;
- Knowledge of C++, Shell, Java, SQL and Linux and Windows administration will be an advantage;
- Good knowledge of English or French; basic knowledge of the other language is an understanding to acquire it rapidly.

**Eligibility and closing date**

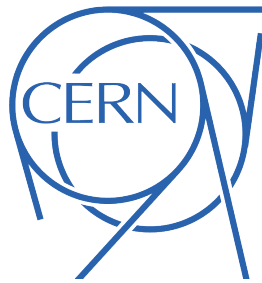
In line with our policy of Equal Opportunities, we encourage both men and women with relevant qualifications to apply. Applications from all Francophone States may apply. The vacancy will be filled as soon as possible, and applications should normally reach us no later than 8 weeks from the date of publication. Applications will normally remain valid for 12 months.



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Process operators

# challenges

Manpower need > **Challenging job:** *meet your colleagues before starting!*

Careers at CERN

**Technician (Cryogenics Operation)**

Technical (Cryogenics Operation) for the Accelerator Technology Department (AT) Cryogenics Group (CRG), Operation for Accelerators System (OAS)

Date of publication: 15.07.2010

**Search variations**

Full Search: **Programme** Staff  
 Work areas in demand: **Staff Category** Technicians  
 Recently Published: **Number of posts** 1  
 No. references: **Posted Date** 21/07/2010  
 Closing Date: 15/09/2010  
 Job Reference: TE-CRG-OA-2010-181-LD

**Information for**

IC: Technicians  
 Staff: **Professional Code / Code Professionnel** 319  
 Position: **2nd professional code** 301  
 Graduate Diploma: **Career Path / Filière de Carrière** C  
 Language: **English Version**  
 Please check before: **Use plus bas pour la version française.**

**Special Features**

Appointments: **Use plus bas pour la version française.**

**Introduction**

**Context**

The Large Hadron Collider (LHC) is a proton-proton collider installed in a tunnel of about 27 km circumference at CERN. It is responsible for the highest energy and most productive program of particle physics in the world. The project, which is unique in the world, is a team effort of 23 countries. The LHC is the largest and most complex particle accelerator ever built. The operating group is a mixture of design, construction, commissioning, operation and maintenance of the cryogenic system for CERN operations. Selection will be based on the job profile, a satisfactory and relevant experience in cryogenic design and instrumentation.

**Functions**

As a member of the CRG team, you will participate in the commissioning and daily running of the world's coldest machine: the LHC machine. In particular, you will:

- Identify the cryogenic system of the LHC machine. This implies troubleshooting and interventions, including urgent needs in the field.
- Monitor, maintain and improve the cryogenic system.
- Participate in the definition of operation procedures and maintenance plans and in the management of technical information.

**Qualification required**

High technical diploma or equivalent in electric/mechanic, instrumentation, process engineering or related field.

**Experience and competences**

- 3 to 5 years' experience in industrial process engineering and/or in the commissioning and operation of complex industrial process equipment.
- Specific experience in cryogenic design or related technology in high pressure.
- Good troubleshooting skills, as well as communication skills and ability to work in an international/multidisciplinary team.
- Good knowledge of either English or French, basic knowledge of the other language or an understanding to acquire it rapidly.

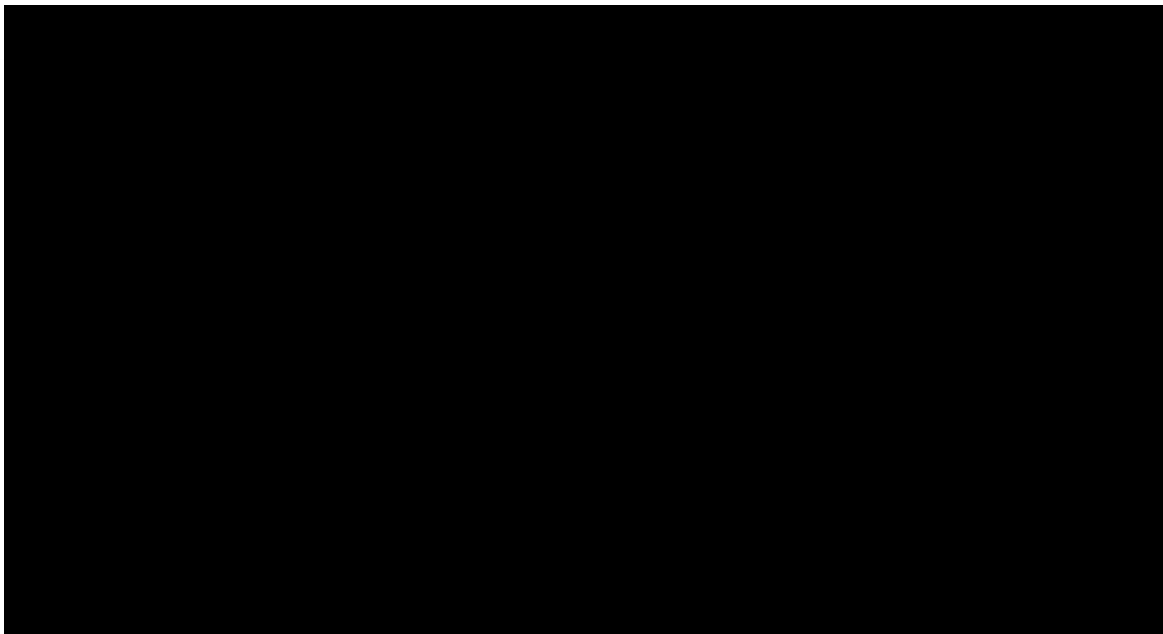
**Eligibility and closing date**

In line with our policy of Equal Opportunities, we encourage both men and women with relevant qualifications to apply. Late applications will not be considered. The vacancy will be closed as soon as possible, and applications should normally reach us no later than 15 September 2010. Applications of normally remain valid for 12 months.

**Note on Employment Conditions**

- We offer a limited-duration contract for a period of four years. Limited duration contracts shall terminate by default on their date of expiry. Subject to certain conditions, holders of limited-duration contracts may be granted an indefinite contract.
- These functions require the participation in a regular stand-by service, involving work outside reference working hours.
- These functions require and public holidays. You shall also be required to participate in shift work.
- These functions require interventions in a controlled radioactive environment.

Version française



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# challenges

## Advertising > Multiposting



Reaching 20 countries with one single click!

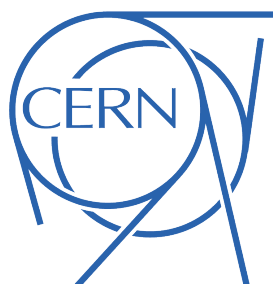
[www.cern.ch/jobs](http://www.cern.ch/jobs)



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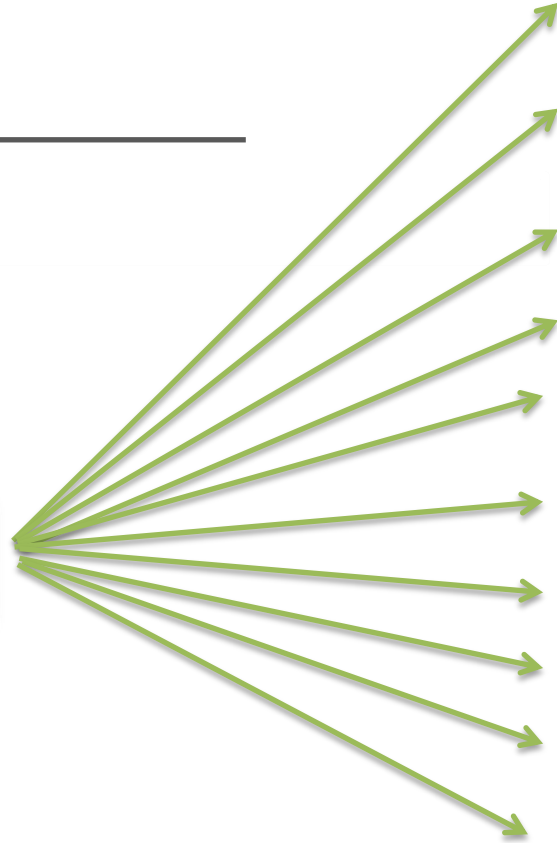
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# challenges

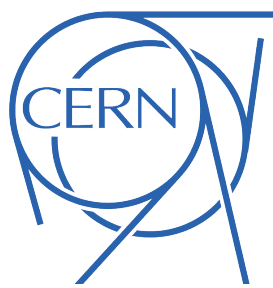
Advertising > Multiposting  
How it **works...**



- monster
- IEEE JobSite
- expatengineer.net  
engineering job possibilities
- go4engineering Jobs
- Engineering Jobs Europe
- brightrecruits
- IET
- LinkedIn
- jobserve  
www.jobserve.com
- XING
- twitter

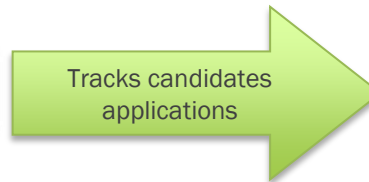


Take part!



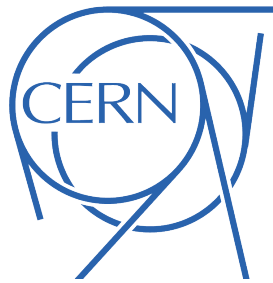
# challenges

Advertising > Multiposting  
How it works...



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# challenges

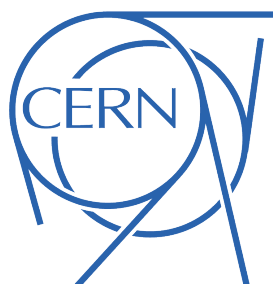
Passive > Active Actor



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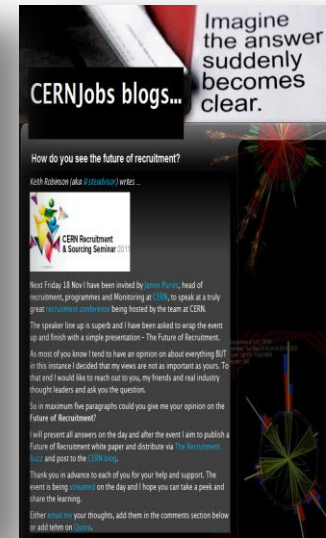
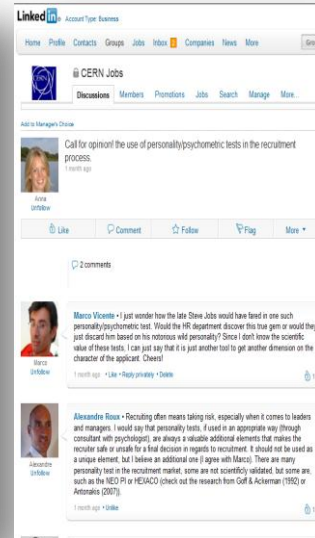
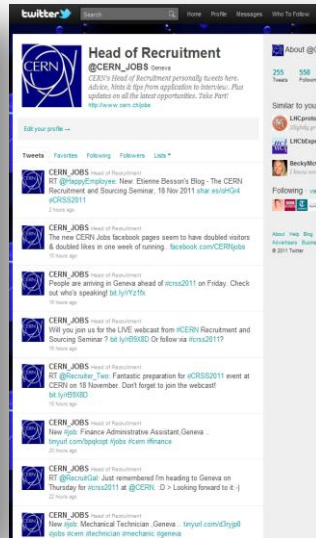
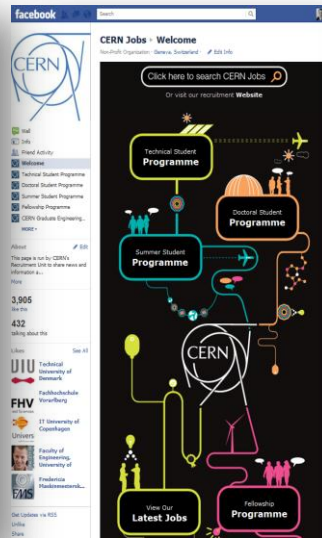
Take part!

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# challenges

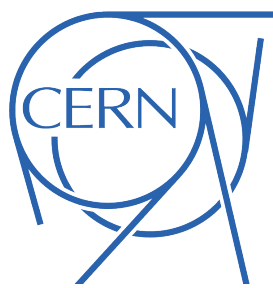
## Passive > Active Actor



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# challenges

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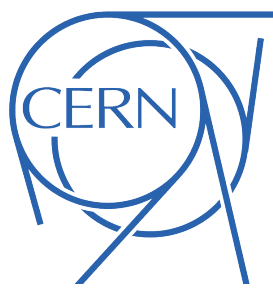
## Measuring **Social Media** impact



Take part!

Friday 18<sup>th</sup> November 2011



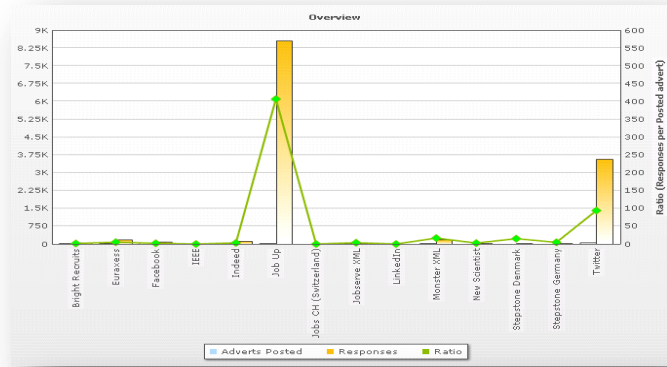


# challenges

## Measuring Social Media impact



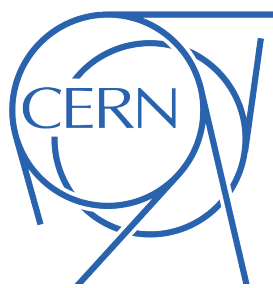
Applicant tracking system



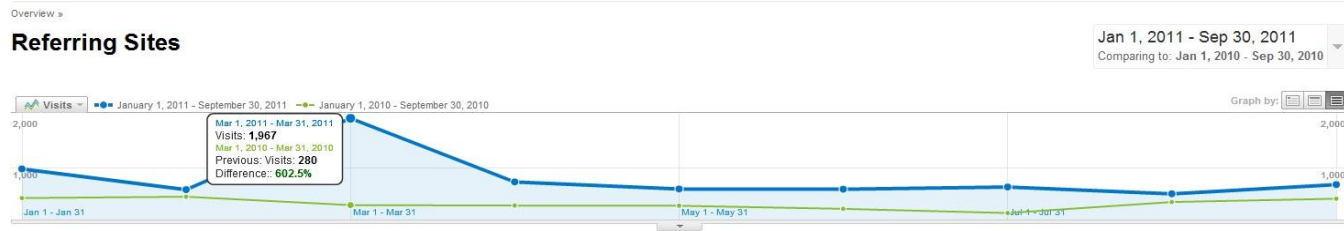
| Office: Switzerland > Team: jobs > Consultant: CERN Recruitment |                |              |              |            |             |            |
|---|----------------|--------------|--------------|------------|-------------|------------|
| Job Board   | Adverts Posted | Responses    | R/A Ratio    | Unsuitable | Shortlisted | Progressed |
| Bright Recruits   | 33             | 52           | 1.58         | -          | -           | -          |
| Euraxess  | 33             | 169          | 5.12         | -          | -           | -          |
| Facebook  | 37             | 73           | 1.97         | -          | -           | -          |
| IEEE  | 6              | 1            | 0.17         | -          | -           | -          |
| Indeed  | 34             | 103          | 3.03         | -          | -           | -          |
| Job Up  | 21             | 8541         | 406.71       | -          | -           | -          |
| Jobs CH (Switzerland)   | 1              | -            | -            | -          | -           | -          |
| Jobserve XML  | 9              | 32           | 3.56         | -          | -           | -          |
| LinkedIn  | -              | 2            | 0            | -          | -           | -          |
| Monster XML   | 10             | 163          | 16.30        | -          | -           | -          |
| New Scientist   | 4              | 11           | 2.75         | -          | -           | -          |
| Stepstone Denmark   | 1              | 15           | 15.00        | -          | -           | -          |
| Stepstone Germany   | 2              | 9            | 4.50         | -          | -           | -          |
| Twitter   | 38             | 3560         | 93.68        | -          | -           | -          |
| <b>Total</b>  | <b>229</b>     | <b>12731</b> | <b>55.59</b> | -          | -           | -          |



Take part!



# challenges Measuring Social Media impact



Referring sites sent 7,252 visits via 15 sources  
Filtered for sources containing "facebook|twitter|linkedin"

| Site Usage  | Goal Set 1  | Goal Set 2  | Views  |              |
|---|---|---|--|--------------|
| Visits<br><b>7,252</b><br>Previous: 2,768 (161.99%) | Pages/Visit<br><b>6.85</b><br>Previous: 4.84 (41.47%) | Avg. Time on Site<br><b>00:07:52</b><br>Previous: 00:04:58 (58.50%) | % New Visits<br><b>46.62%</b><br>Previous: 39.45% (18.18%) |              |
| Source  | Visits  | Pages/Visit   | Avg. Time on Site  | % New Visits |
| 1. facebook.com                                     |   |   |  |              |
| January 1, 2011 - September 30, 2011                | 5,118   | 6.86  | 00:08:54   | 52.56%       |
| January 1, 2010 - September 30, 2010                | 1,688   | 5.49  | 00:06:09   | 44.61%       |
| % Change  | 203.20%   | 24.82%  | 44.59%   | 17.82%       |
| 2. linkedin.com                                     |   |   |  |              |
| January 1, 2011 - September 30, 2011                | 1,571   | 6.99  | 00:05:41   | 31.76%       |
| January 1, 2010 - September 30, 2010                | 1,015   | 3.79  | 00:03:02   | 29.75%       |
| % Change  | 54.78%  | 84.54%  | 87.29%   | 6.75%        |
| 3. twitter.com                                      |   |   |  |              |
| January 1, 2011 - September 30, 2011                | 513   | 6.76  | 00:04:47   | 29.63%       |
| January 1, 2010 - September 30, 2010                | 54  | 4.13  | 00:04:03   | 55.56%       |
| % Change  | 850.00%   | 63.65%  | 17.89%   | -46.67%      |



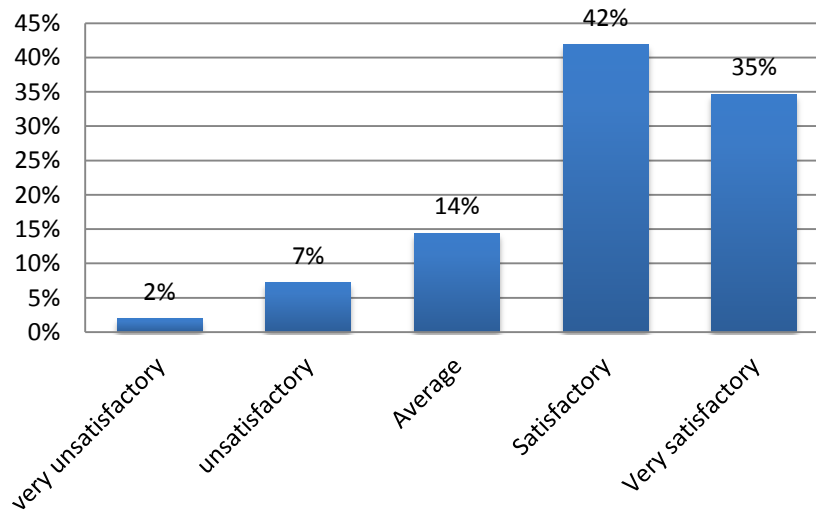
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# challenges

## Measuring Social Media impact

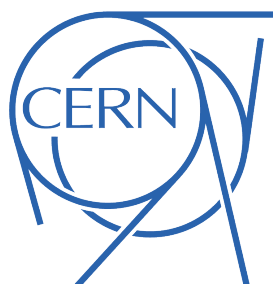
### Candidates pool quality



**77% SATISFACTION  
CANDIDATE POOL**

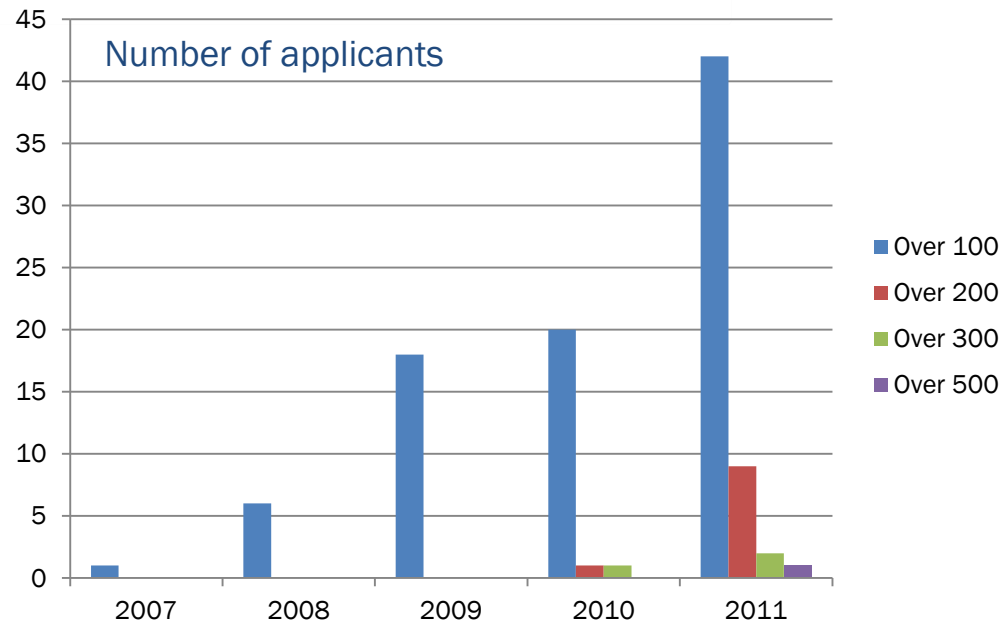


Take part!

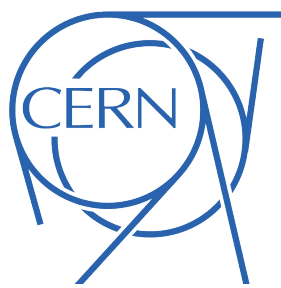


# challenges

## Measuring Social Media impact



Take part!



## challenges

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- Informing > communicating
- Manpower need > Challenging job
- Advertising > Multiposting
- Passive > Active Actor
- Measure Social Media impact

*...and this is just the  
**beginning!***





Take part!