



Human Resources Department

European Organization for Nuclear Research

Organisation Européenne pour la Recherche Nucléaire

CERN

# Fellows at CERN

## Induction

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Coordinator for Fellows

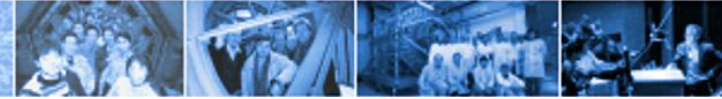
HR Department



## Fellows at CERN

- **Who** are the Fellows?
- **What** do the Fellows do?
- **Why** do we have Fellows?





## Fellows at CERN

Candidates = Recent Graduates from higher  
Technical Schools or Universities BSc/MSc/PhD

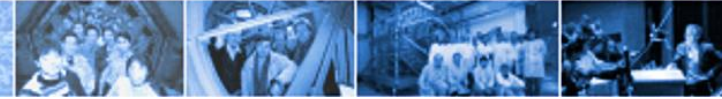


AFC

in May and November ~ 180 appointments  
(Results communicated to National Delegations)



Contract for 2 years (3 years maximum)



## Fellows at CERN

# Types of Fellows

- Research or Applied Science?  
(30% research, 70% applied science)
- Junior or Senior? (40% junior, 60% senior)
- GET (Graduate Engineering Training)
- Externally-funded (Marie Curie and COFUND)
- Member State / non-Member State nationals? “Quota”...





# Milestones

- Induction interview (with supervisor)
- First year 'assessment'
- Extension for all or part of 3<sup>rd</sup> year

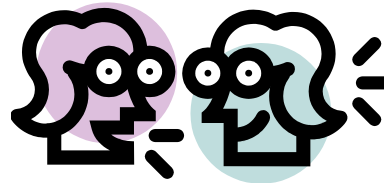




## Fellows at CERN

# Training

- “On-the-job” training
- In-house training (technical, communication)
- Language courses





# Questions

- Who do I ask for what?
  - **Supervisor** = all work related issues (job content, leave, training...)
  - **DAO** = administrative issues (marriage, birth, travel claims...)
  - **HR** = general advice and explanation of rules (special leaves, working hours...)



# Conclusions

- A career development programme
- Never too soon to prepare for the future
- An exceptional opportunity- international environment & networking

