

CERN

*Probably one of the most
incredible experiments in the world!*

Martin Alirol



LET'S GET STARTED!

AGENDA

- *Key figures*
- *Recruitment @ CERN*
 - *Programs*
 - *Application process*
 - *Recruitment process*
- *Questions*

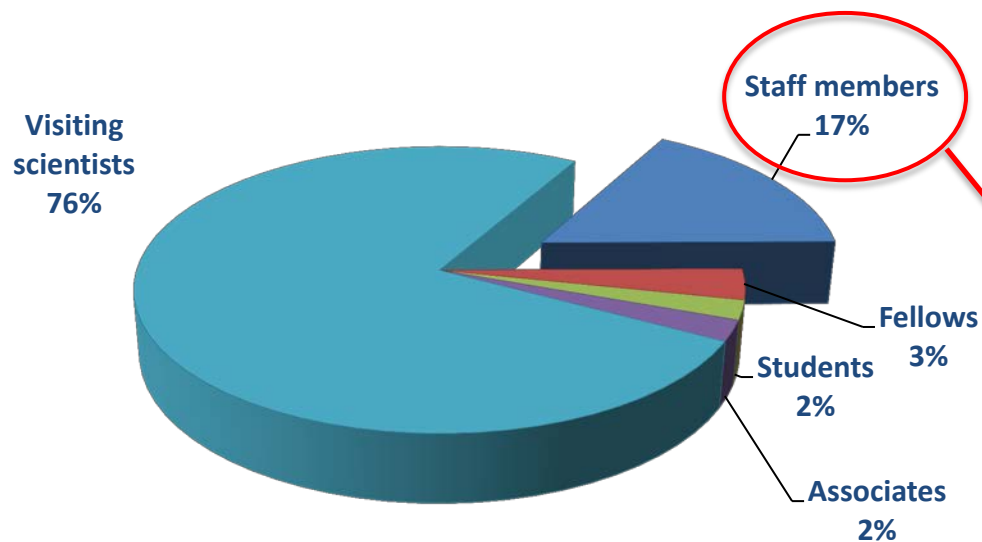


Key Figures

Headcounts	1 Dec 2014
Staff Members	2,525 (2,486.13 FTEs)
Fellows	617
Students	386
Associates	177
Users	10,794

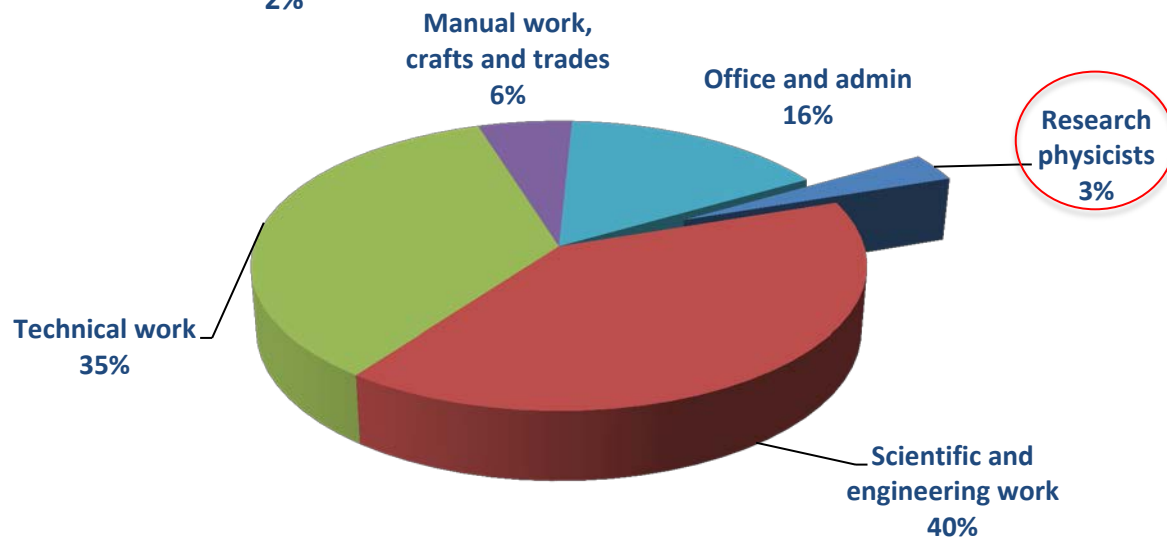


Key Figures



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Achieving great science...
requires great talent...
...yet we recruit very few physicists!



Examples of jobs

Information Officer

Administrative Assistant

Electronics
Engineer

Technical Engineer
(Electronics)

Computing Engineer

Lawyer

Vacuum Technician

Firefighter

Machine Operator

Radioprotection
Engineer

Translator

Physicist





Jobs for you ?

Applied Physicist / Engineer (Computing)

Functions

As Applied Physicist / Engineer (Computing) in the in the ATLAS central detector control system support team, you will take a leading role in respect of the design, development, commissioning and operation of control systems. You will more specifically:

Provide support and guidance to sub-detector teams in improving and maintaining their control systems.

Contribute to the successful integration of new subsystems of ATLAS upgrade phases into the ATLAS DCS from their design to commissioning stages.

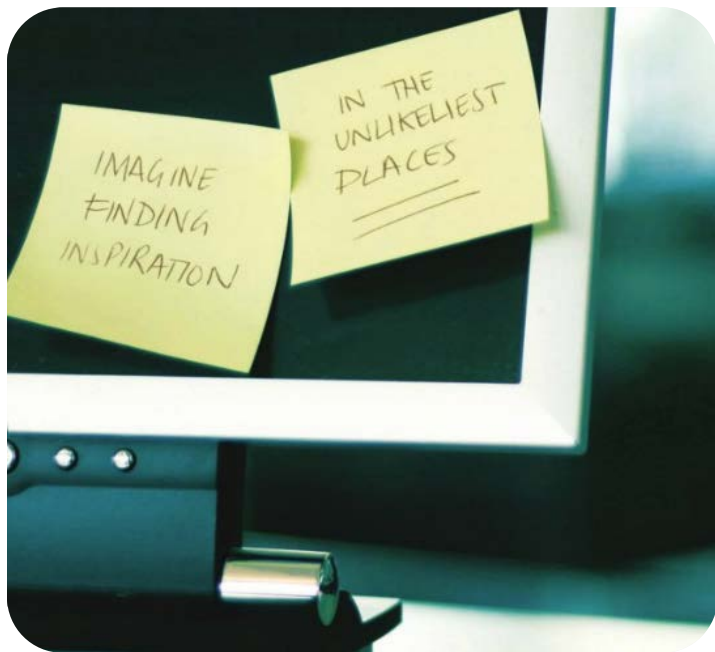
Contribute to the design and development of common control software and hardware for the ATLAS upgrades, both within the back-end and front-end layers.

Communicate and liaise effectively with CERN services, partners in the exper
Take part in the ATLAS operation duties.

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Technical Students program



75-100 positions/year

FIELDS : applied physics, engineering, computing

LENGTH : 4 to 12 months

ELIGIBILITY : 18 months of technical undergraduate studies

FEATURES : a technical project with a CERN supervisor
a living allowance, incl. health insurance

Next application deadline

30 October 2015

Fellowship program

Programs



~ 200 positions/year
~ 1200 applications /year

FIELDS : physics, engineering, computing

ELIGIBILITY : BSc, MSc or PhD
no more than 10 years relevant post-MSc experience

SELECTION: 2 selection committees per year

FEATURES : 2-3 year employment contract
attractive salary incl. social benefits
training possibilities

Fellows are normally nationals of the Member States of CERN. There also exist a limited number of places for Fellows from non-Member States.

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

**Next application deadlines:
3 March 2016**



Staff



~ 150 positions/year
~ 25000 applications/year

EMPLOYED MEMBERS OF PERSONNEL RECRUITED FROM OUR 21 MEMBER STATES

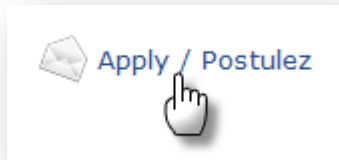
- Eligibility : *> from apprenticeship to PhD*
- Selection : *> vacancies published on the WEB, all year long*
- Features :
- 5 year contract can be extended + 3 years*
 - competitive salaries incl. social benefits*
 - training possibilities (language courses, technical training)*



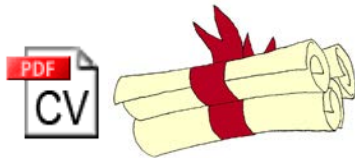
Application process



Register on cern.ch/jobs



Look for vacancies and apply

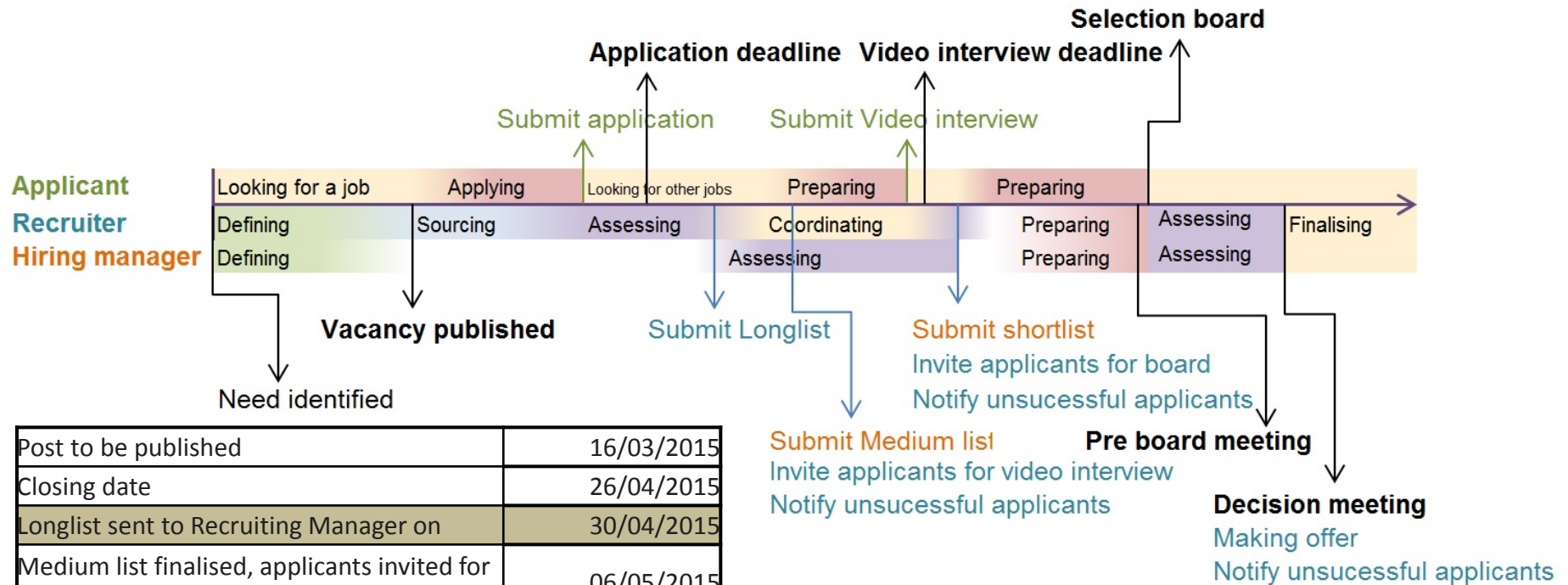


Upload your CV and Diplomas and other useful documents



Acknowledgement of receipt e-mail

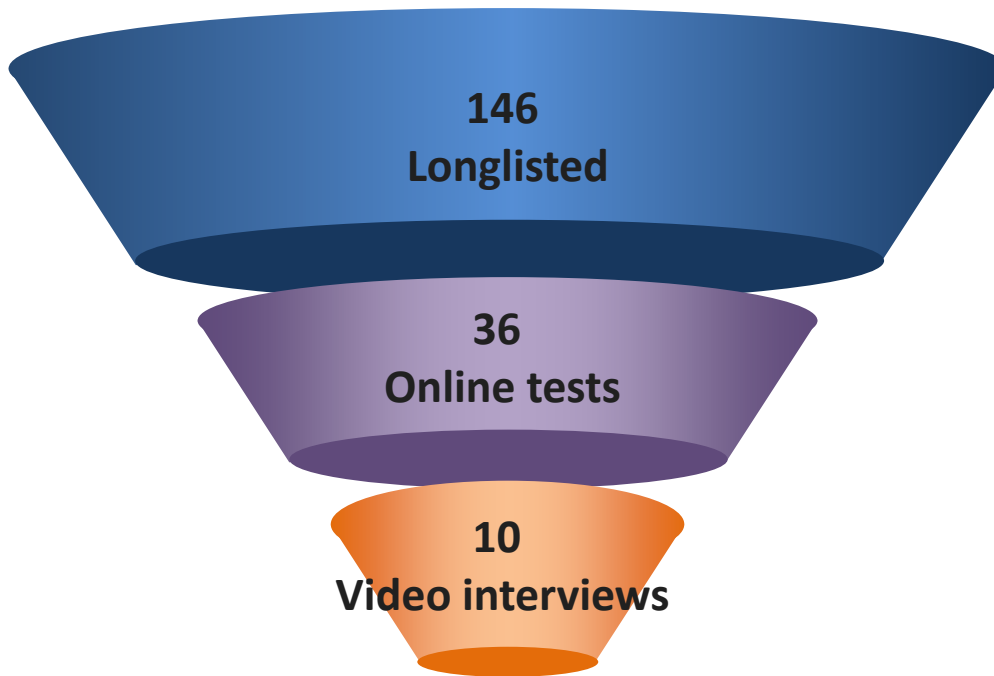
Recruitment process



Post to be published	16/03/2015
Closing date	26/04/2015
Longlist sent to Recruiting Manager on	30/04/2015
Medium list finalised, applicants invited for video interview	06/05/2015
Deadline video for applicants	17/05/2015
Shortlist sent to Recruitment	20/05/2015
Pre-Board meeting	08/06/2015
Selection board	12/06/2015

Case Study : Java s/w engineer

244 Applied



4 Invited for face to face interview



1 Hire

- Youtube Video to promote the post
- Social Media & job boards
- Over 1000 people showed 'interest'
- Video screening
- Testing (offsite)
- Assessment (onsite)

Asynchronous Video Screening: what ? and why?

- Using a web-based tool, applicants have to answer a list of questions, using a webcam
- Candidates do the video interview *In their own time*
- Viewers can watch the interviews *In their own time*
- High number of candidates
- Allows assessment upstream of skills (technical/behavioural/linguistic)
- Onsite assessment costly



...*any questions?*





European Organization for Particle Physics
Take part!