



Accélérateur de science

Fellows at CERN Induction

Katharine Thomas-Chevreur
Coordinator for Fellows
HR Department



Outline

- Fellow Profile
- Milestones during Fellowship
- Frequent Questions
- Training
- After the Fellowship?

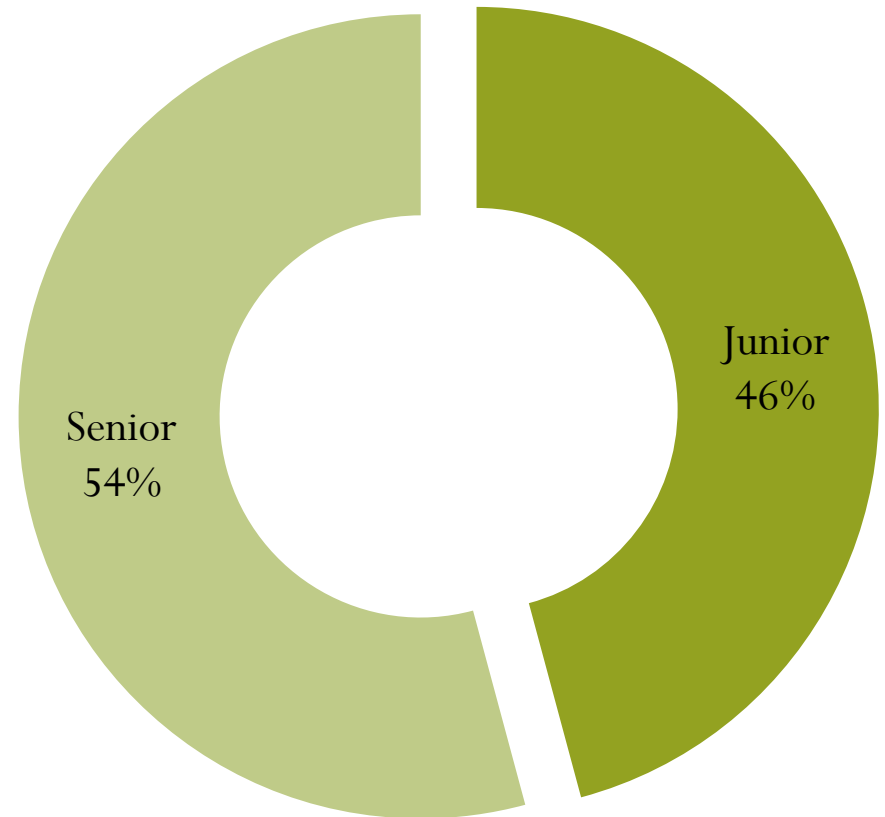
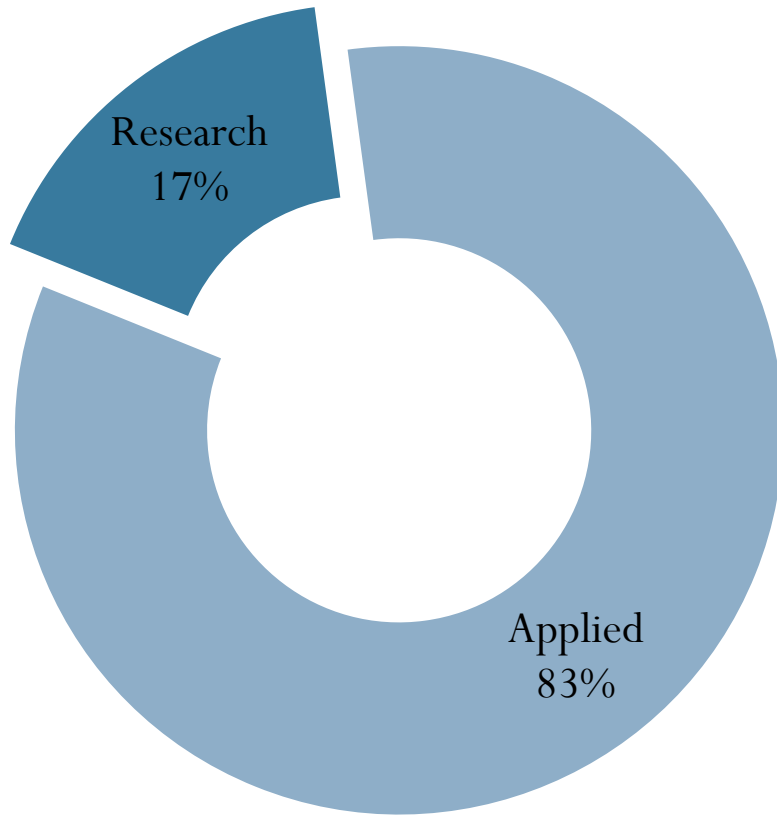
Fellow profile

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


SELECTION PROCESS

CONTRACT DURATION

Types of Fellow



Also

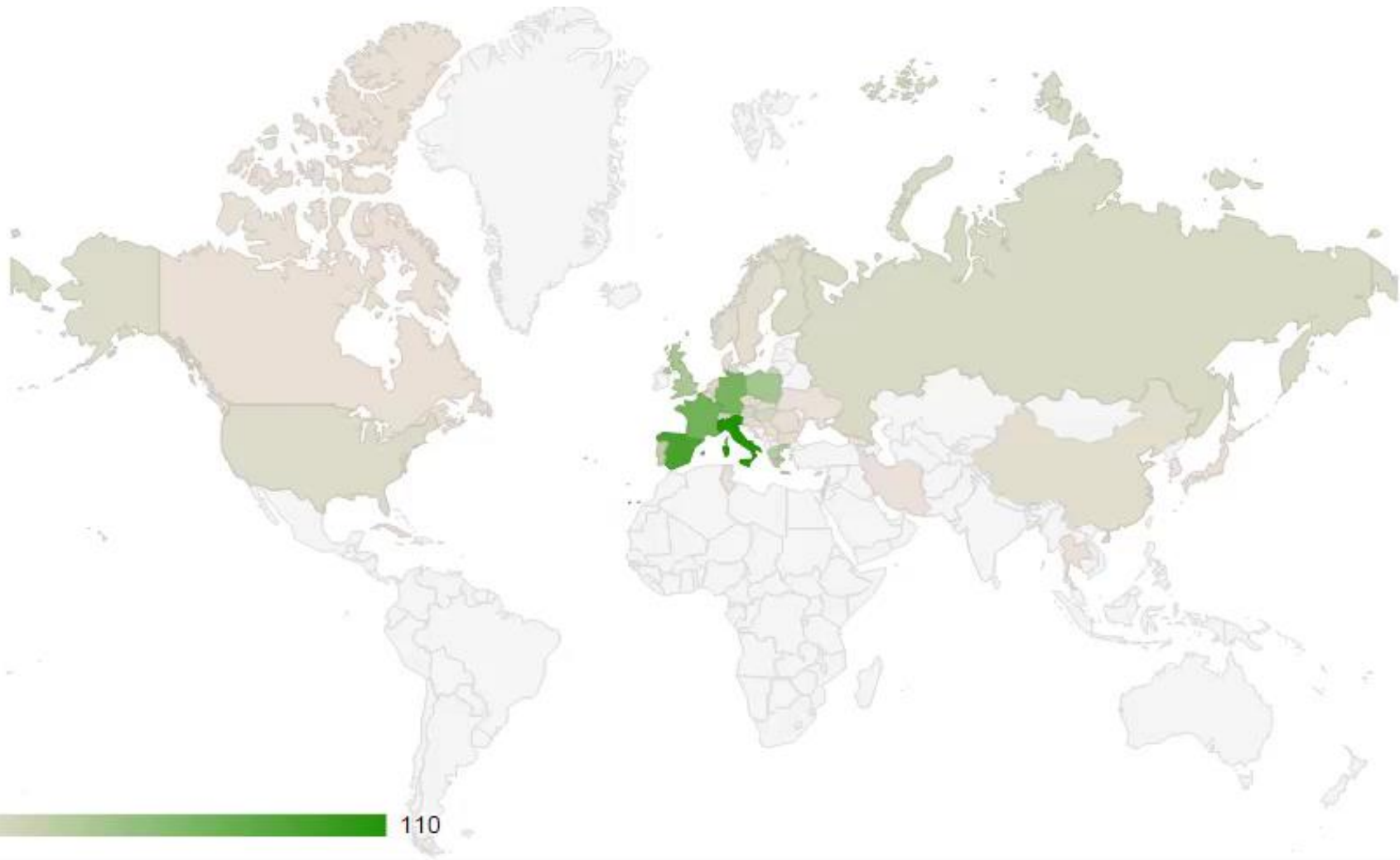
- GET (Graduate Engineering Training)
- Externally-funded (e.g. Marie Curie and COFUND)
- TTE (Technician Training Experience, 10%) 
- Member State / non-Member State nationals? “Quota”...



Milestones

- Induction interview (with supervisor)
- First year ‘assessment’
- Extension for all or part of 3rd year
- Probation (under proposal)





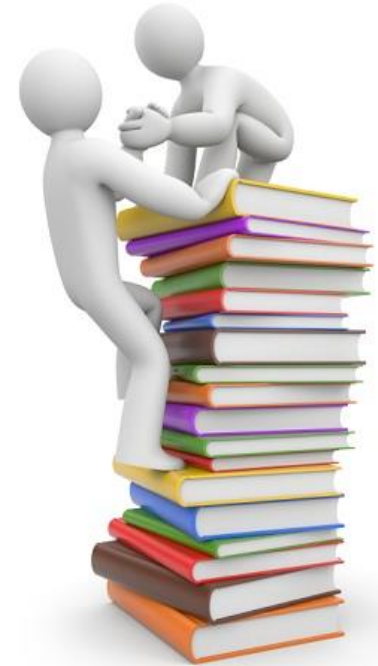
Questions

Who do I ask for what?

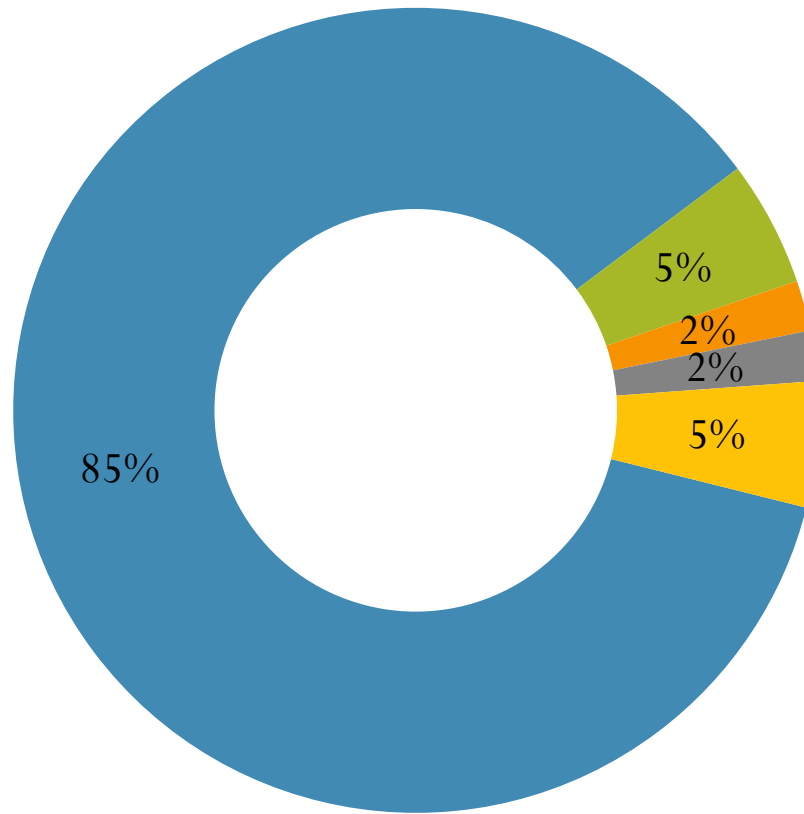
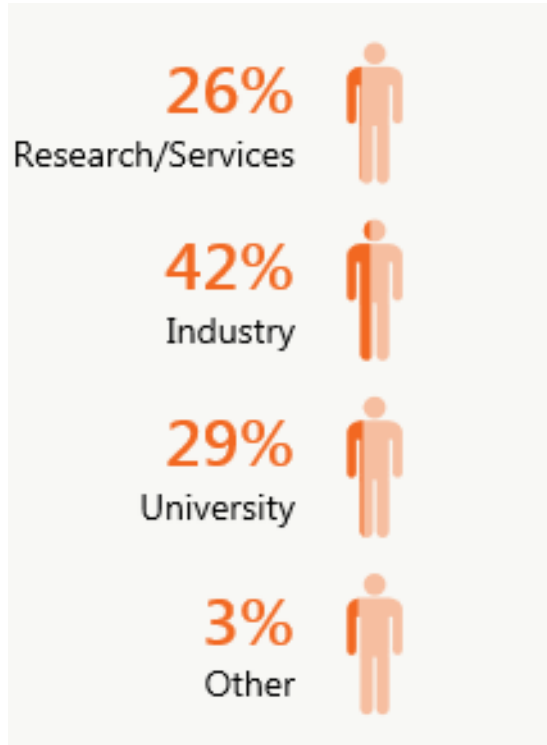
- **Supervisor** = all work-related issues (job content, leave, training...)
- **DAO** = administrative issues (marriage, birth, travel claims...)
- **HR** = general advice and explanation of rules (special leaves, working hours...)
- **DTO** = all training related questions (training catalogue's internal courses & languages...)

Training

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



First Position after Fellowship



- Found a new position
- Started my own company
- Career promotion with former employer
- Return to same position as before the fellowship
- Unemployed

Conclusions

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

Thank you for
your attention!

