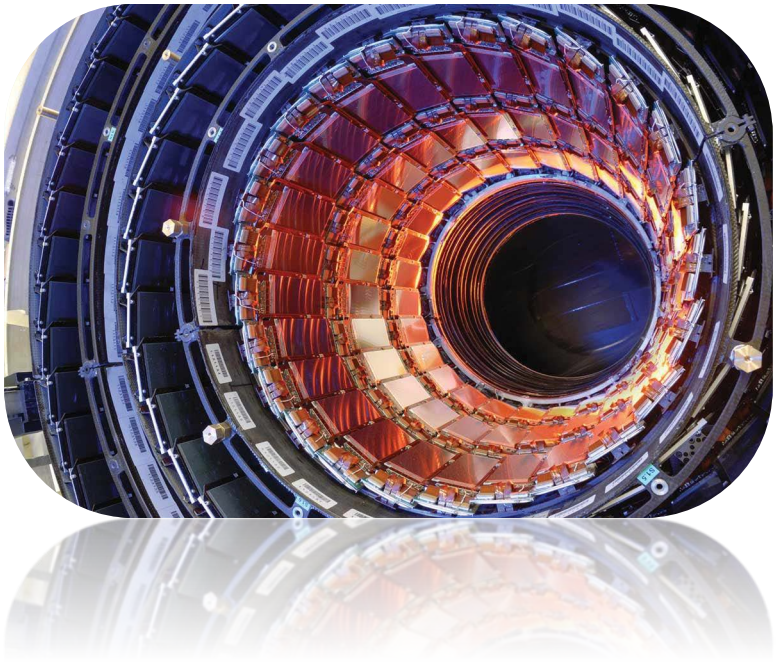


CERN

Probably one of the most incredible experiments in the world!

Seamus Hegarty
Human Resources Department

Researcher Careers Workshop
Kraków, 27 June 2016

A FEW QUESTIONS TO GET US GOING

- *What does the acronym CERN stand for?*
- *When was CERN created?*
- *What is CERN's core activity?*
- *What happened in 1989?*
- *What does LHC mean?*

An Aerial View of CERN

The fastest racetrack on the planet

Colder than outer space

Most sophisticated detectors ever built

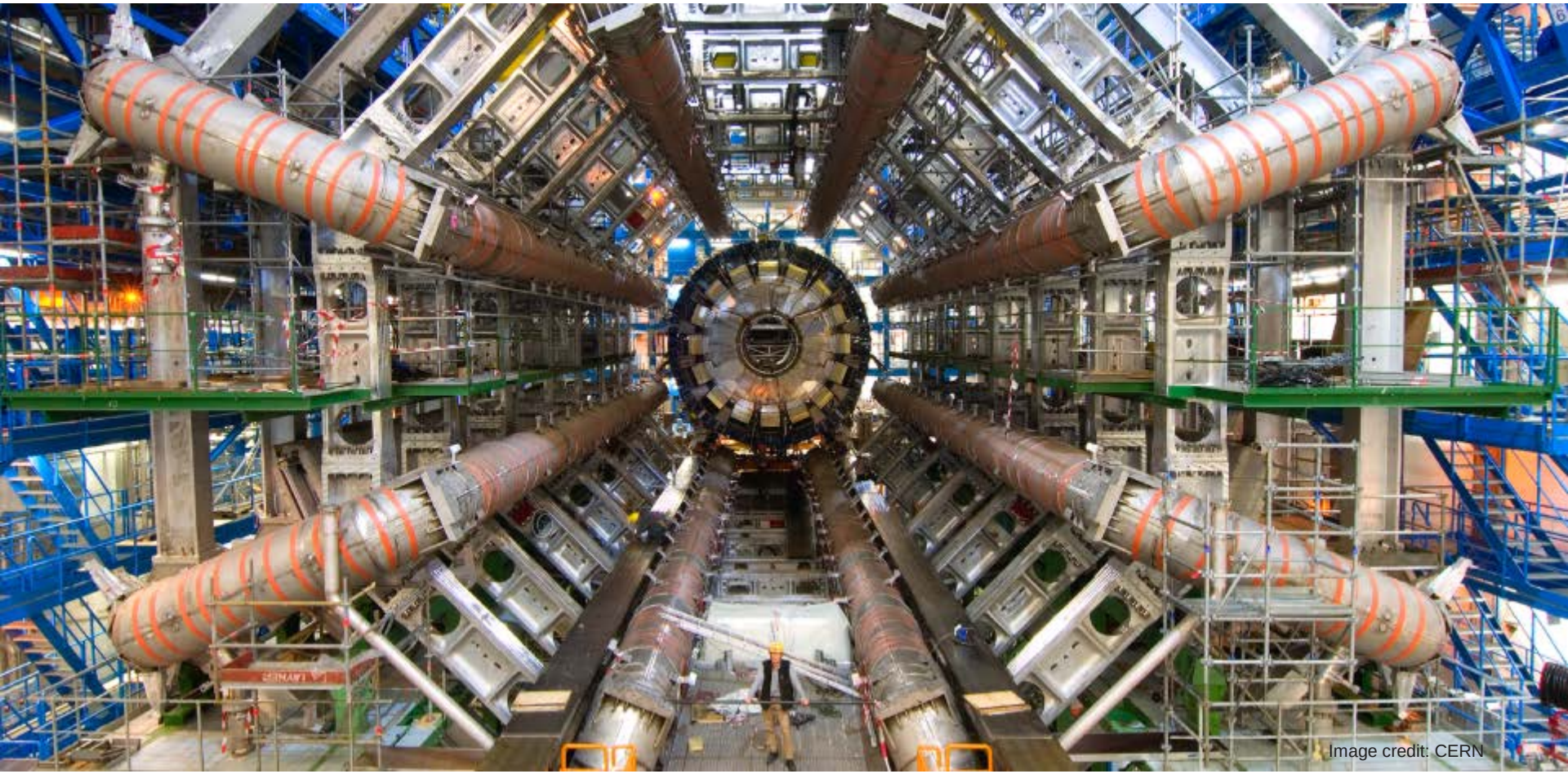
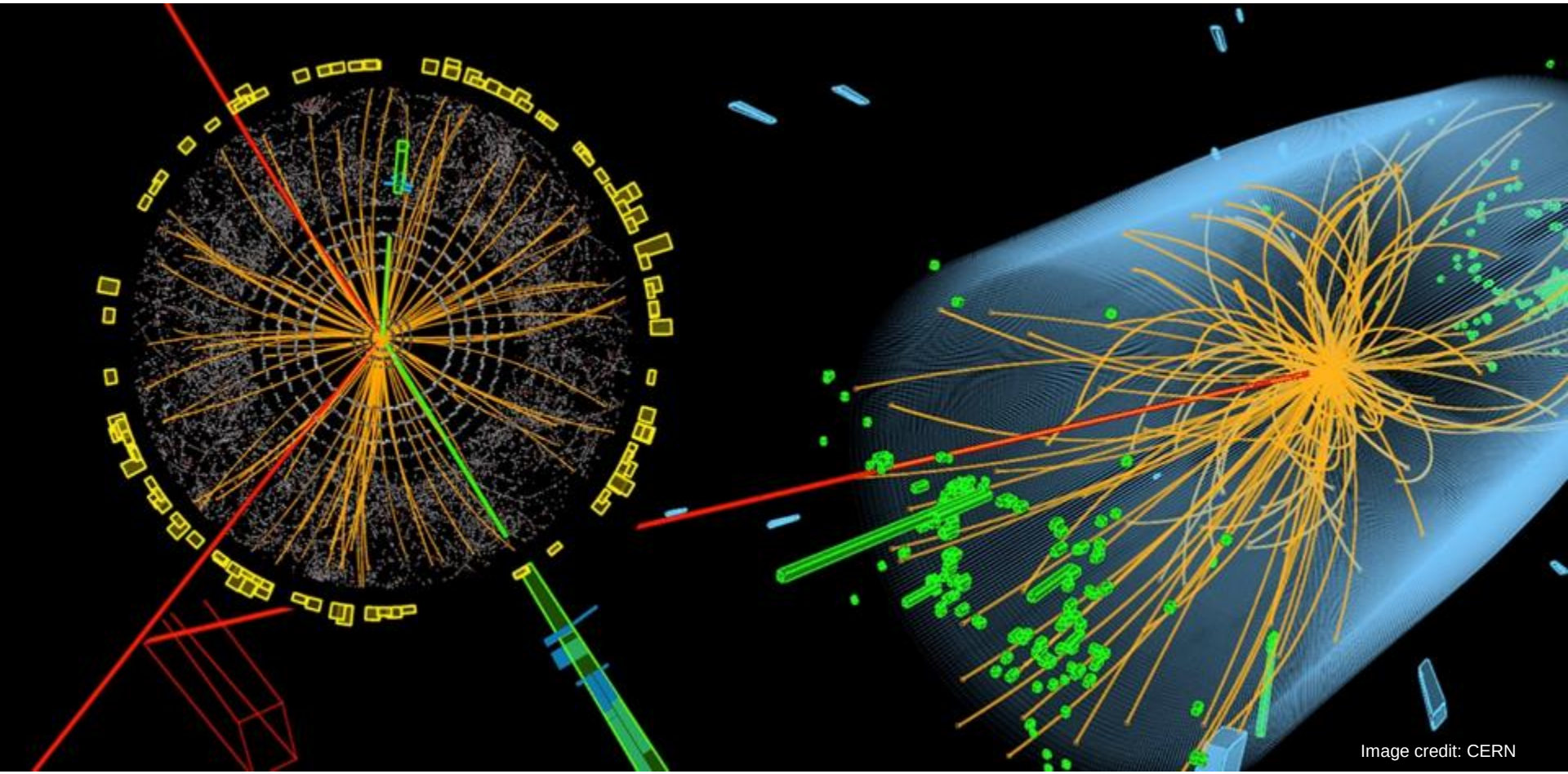


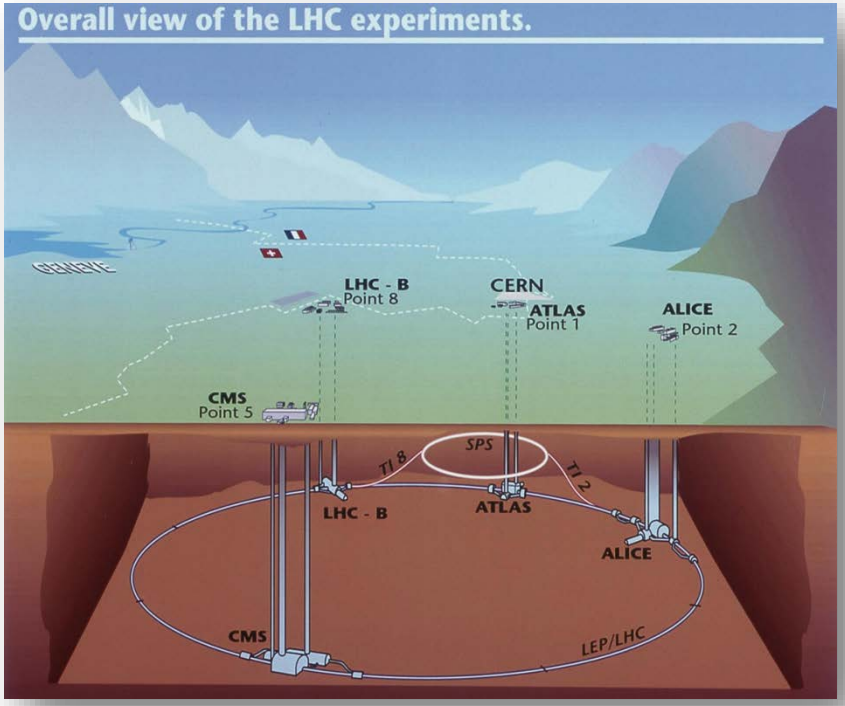
Image credit: CERN

Hottest spots in the galaxy



Birthplace of the **World Wide Web**

The Tools



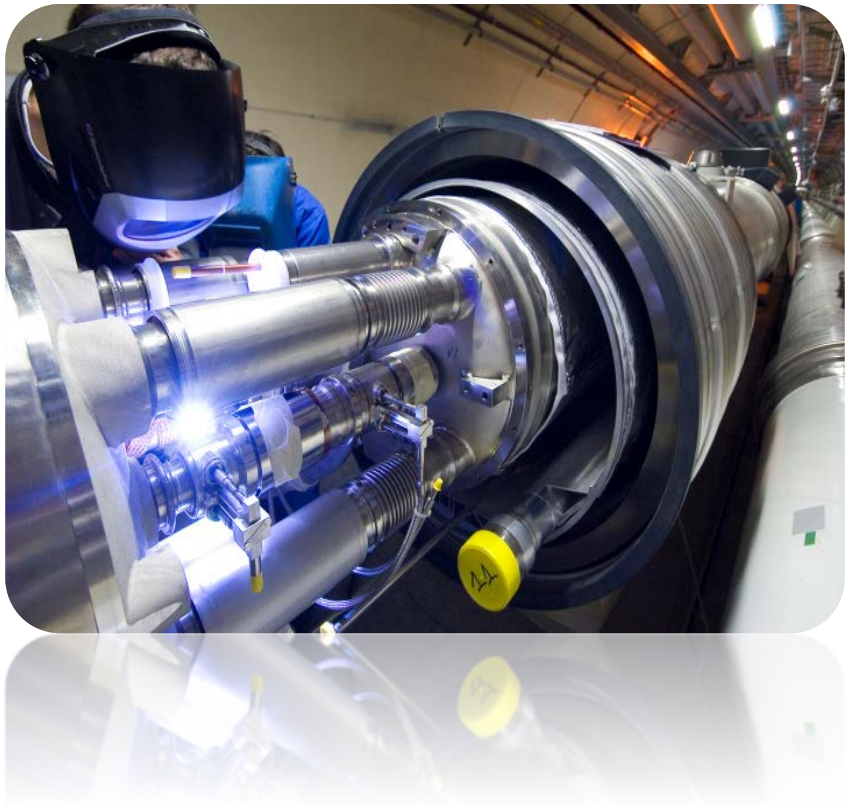
1. Accelerators:
Powerful machines capable of accelerating particles to very high energies before being collided with other particles

2. Detectors:
Gigantic instruments that record particle collisions

3. Computers:
To collect, store, distribute and analyze enormous quantities of data generated by detectors

Technology at CERN

- Computing/IT
- Vacuum & cryogenics
- Electronics
- Electricity
- Magnets
- Mechanics
- Material Science
- Radiofrequency
- Control Systems
- Etc.



Key Numbers

Headcounts	1 Jun 2016
Staff Members	2,540 (2,513 FTEs)
Fellows	688
Students	381
Associates	167
Users	11,535

Professional Category

		Staff Members
1. Research Physicists	1	80
2. Scientific & Engineering Work	2	1,084
3. Technical Work	3	875
4. Manual Work, Crafts and Trades	4	95
5. Office and Administrative Work	5A	147
	5B	251
	5C	8
	Total	2,540

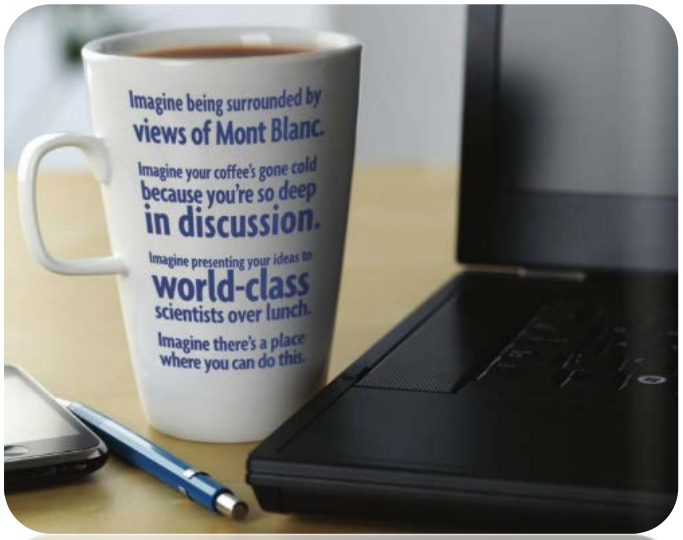
CERN postdoc opportunities

- CERN Fellowship Programme over 50 years old
  - Standard fellowship duration 2 years + possibility of extension up to 3 years
  - Marie Skłodowska-Curie COFUND
- Nationality limitations at Junior Fellow (Early Stage Researcher, ESR) level
  - No nationality limitation at Senior Fellow (Experienced Researcher, ER) level
- Fellow employment contract with health and pension cover
  - Total of 688 under Fellow contract (1 June 2016)
  - Including 145 with funding from a European Commission project

Examples of professions at CERN

- Information Officer
- Administrative Assistant
- Electronics Engineer
- Technical Engineer (Electronics)
- Computing Engineer
- Lawyer
- Vacuum Technician
- Firefighter
- Machine Operator
- Radiation protection Engineer
- Translator
- Physicist

Fellowship & Graduate Engineering Training



"An ideal place to follow the most recent ideas in physics and start new collaborations"

~180 positions/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.

Next application deadline:
5 September 2016

Programmes

Marie Skłodowska-Curie Actions

RESEARCH & INNOVATION
Marie Skłodowska-Curie actions

For university graduates

FIELDS :	physics, engineering, computing
DURATION:	up to 3 years
ELIGIBILITY :	MSc or PhD
	≤5 years post-degree experience
FEATURES :	funded by the European Commission
	an employment contract with CERN
	specific Marie-Curie vacancies published on CERN web pages
	an attractive salary, social benefits, allowances
	international network

Individual Fellowships

- Apply to come to CERN
- Identify supervisor
- Ask permission first!

- But not the Global Fellowship

Non-member state nationals can apply!

COFUND at CERN

- Regular CERN Fellowship duration = 2 years (extendable up to 3 years)
- COFUND
  - Funding from the EC – a Marie Sklodowska-Curie Action
  - Gives 3 years of Fellow contract to the top-ranked applicants
  - Employment contract
  - Health insurance, pension
  - Family allowance, small child allowance
- Possibility to go out from CERN for up to 12 months
  - Still under CERN employment contract
  - Good for future career exploration
- Apply via the Fellowship application procedure

Where do MC Fellows go?

- A survey of former FP6 and FP7 researchers in 2012 showed that the MCA:
  - Contributed significantly to researcher career development
  - Especially in areas of complementary training: management, communication, language
- There was a lasting effect…
  - The Marie Curie fellowship helped secure the first job
  - And in 30% of cases the job after that too!
    - Not as many as expected went to industry
  - 16% in the 2012 survey
- The LHC was coming online so they wanted to stay around CERN
  - Most went to a university or institute involved in CERN's research programme
- Survey will be re-run in 2016 to capture data from the population leaving at the end of FP7

JOBS at CERN

~ 100-150 positions/year

EMPLOYED MEMBERS OF PERSONNEL
RECRUITED FROM OUR 21 MEMBER STATES

Eligibility : *> from apprenticeship to PhD*

Selection : *> vacancies published on the WEB*

Features : *- Maximum 5 year contract*

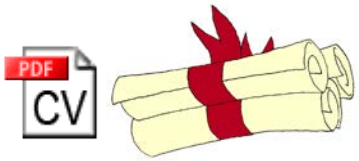
- competitive salaries incl. social benefits

- training possibilities (language courses, technical training)

Application process

cern.ch/jobs

Acknowledgement of receipt e-mail



Upload your CV and Diplomas

Staff positions are published between 4 – 6 weeks
Fellowship calls twice per year (May & November)

Hints to apply

✓ **Allocate time**
A rushed application form is unlikely to succeed!

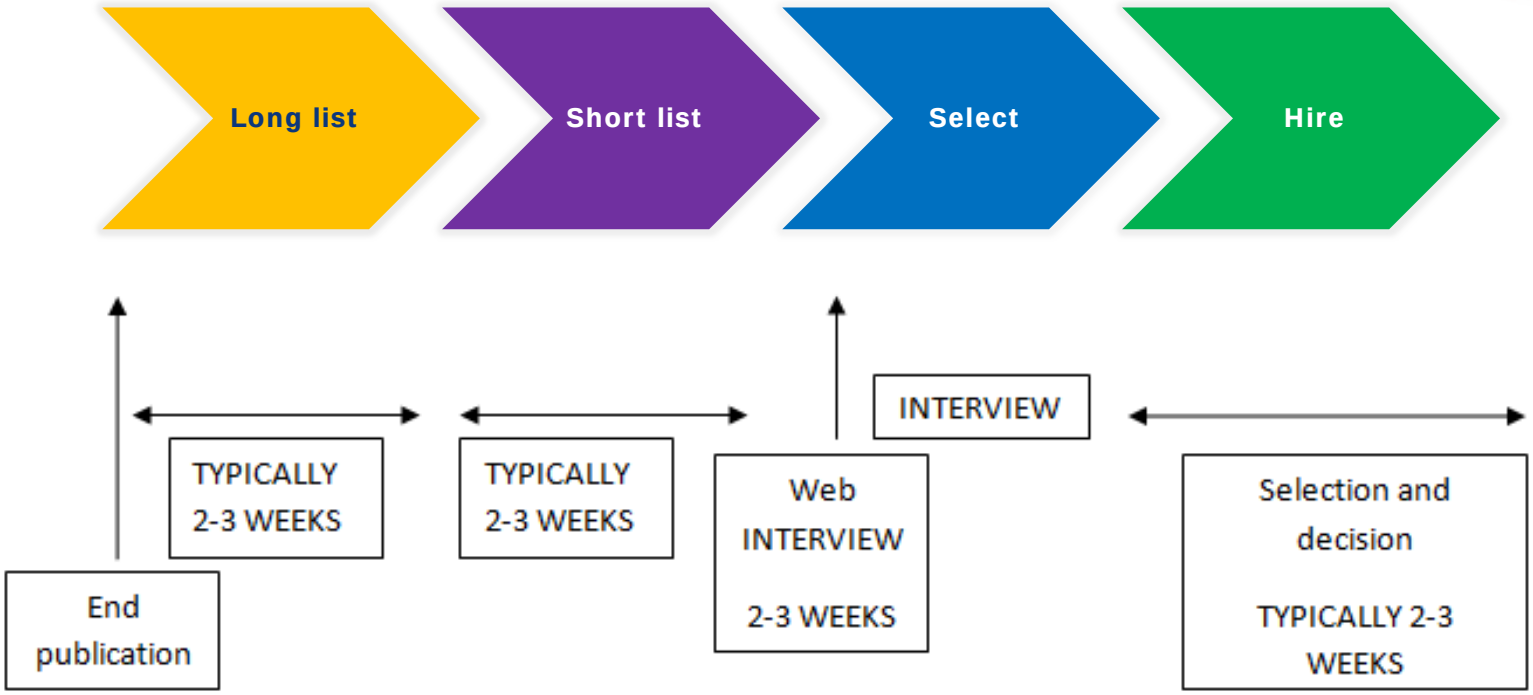
✓ **Check it**
An application form with basic spelling mistakes doesn't bode well!

✓ **Motivation**
Think about why you are interested in the specific position for which you are applying

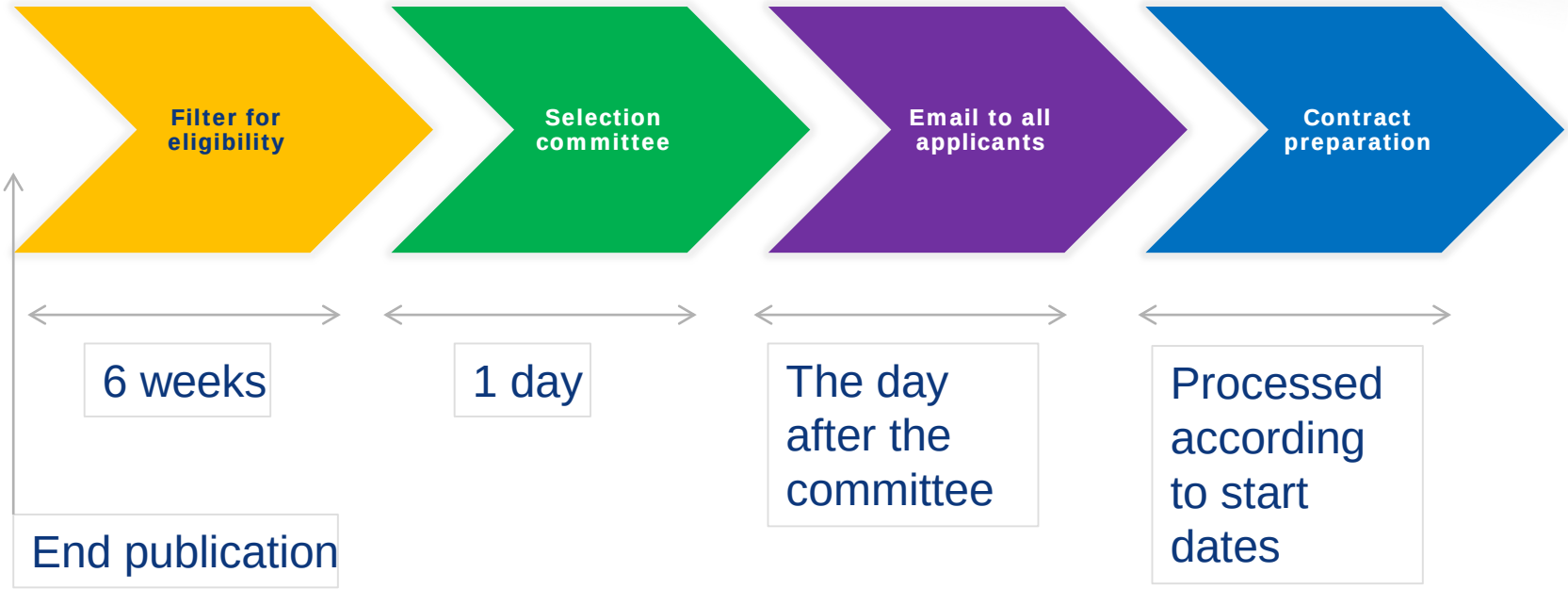
✓ **Be Honest**
Only detail skills that you actually have, not that you may acquire in the future

✓ **Mention that you were involved on OPAC or La3net**
And mention if you spent time at CERN – and with whom!

Recruitment process



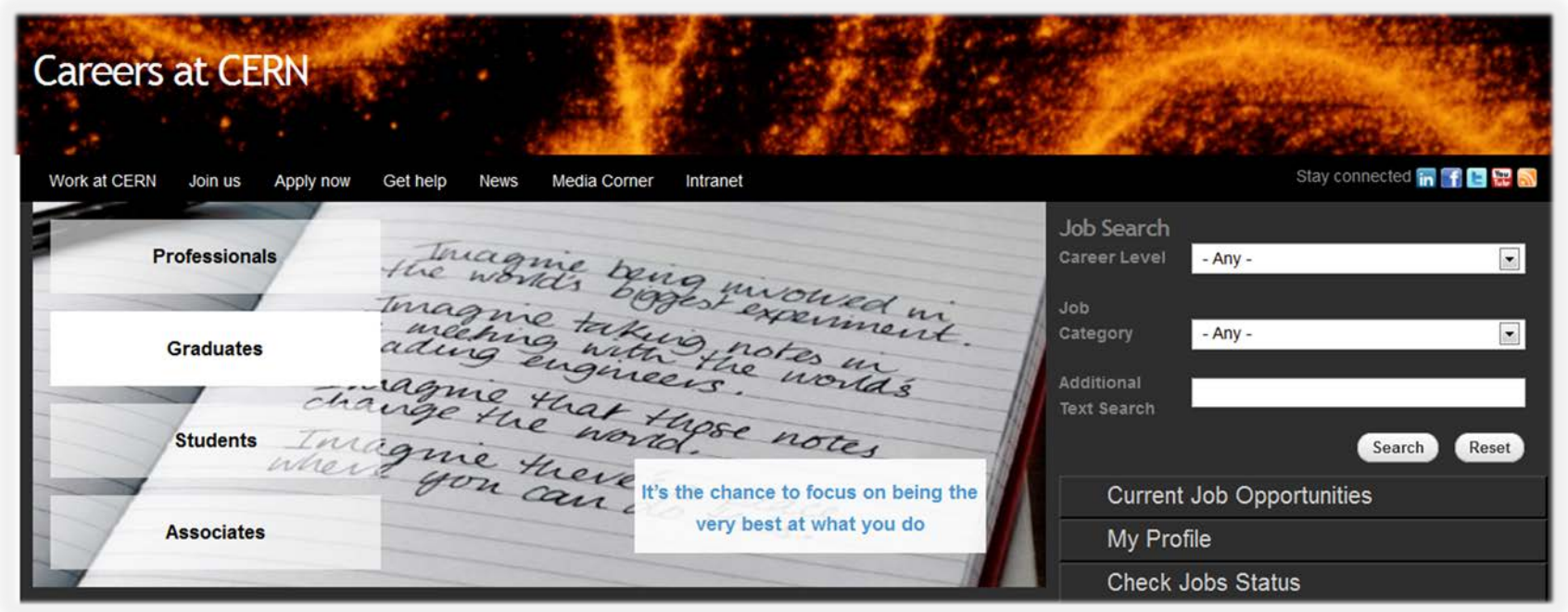
Fellow Recruitment process



What do I get?

- Be at the forefront of technology and physics
- Collaborate with multicultural and multidisciplinary teams, without political or religious barriers
- Follow experts in their technical domain
- Be part of a dynamic environment with training opportunities
- Make valuable and long-lasting contacts from all over Europe
- Learn languages: CERN is a bi-lingual organization (English and French)
- Attractive remuneration package

Careers website



cern.ch/jobs

CERN Jobs Group is everywhere, follow us !

Thank you!

…any questions?