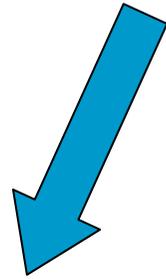


Bienvenue !

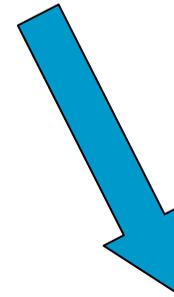
Sylvie.Dethurens@cern.ch

Induction / Pourquoi ?

Contexte du CERN



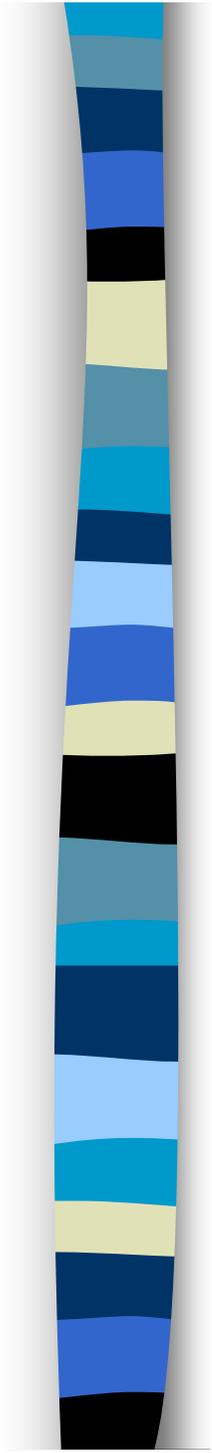
**Organisation
intergouvernementale**



France / Suisse

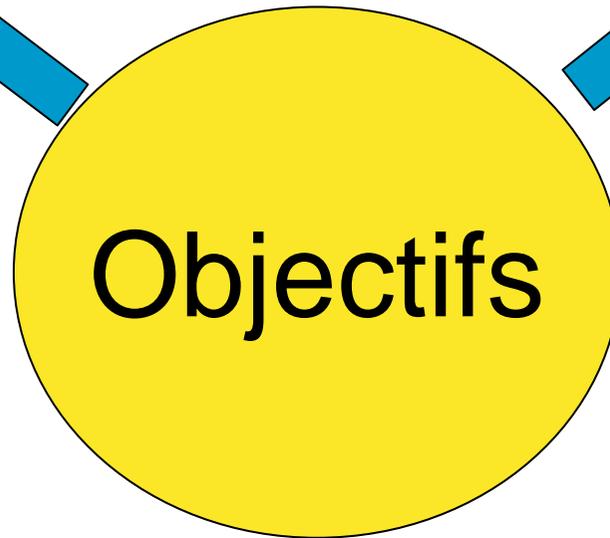
Induction / Pourquoi ?





Accueil

Intégration



Efficacité

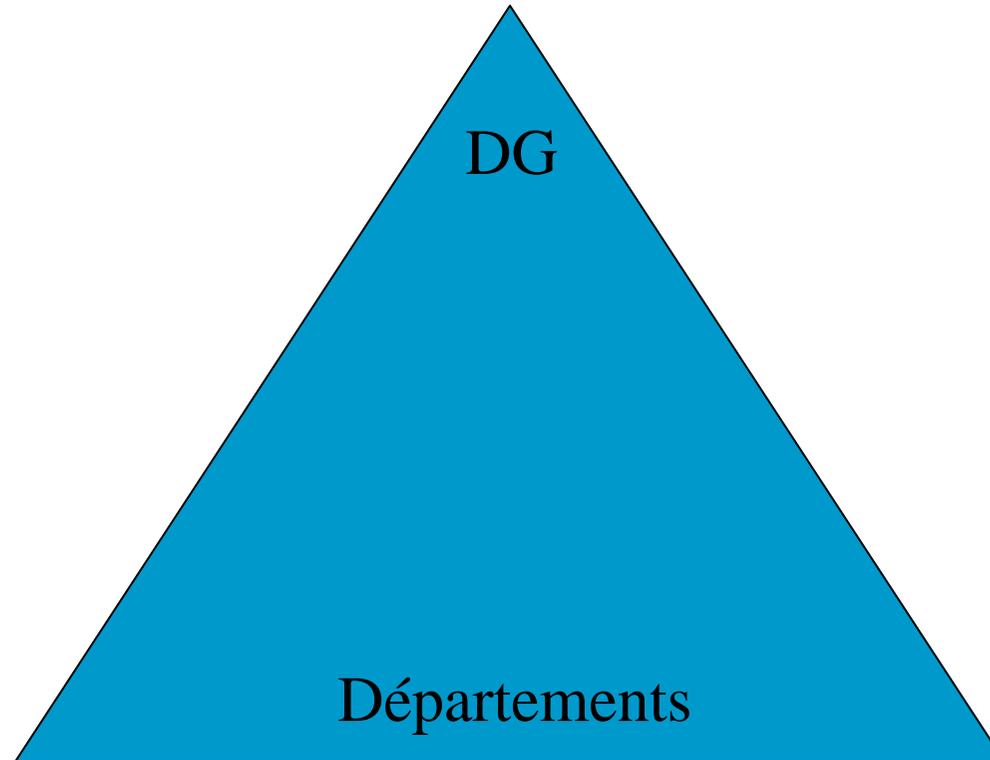
The Twenty Member States of CERN



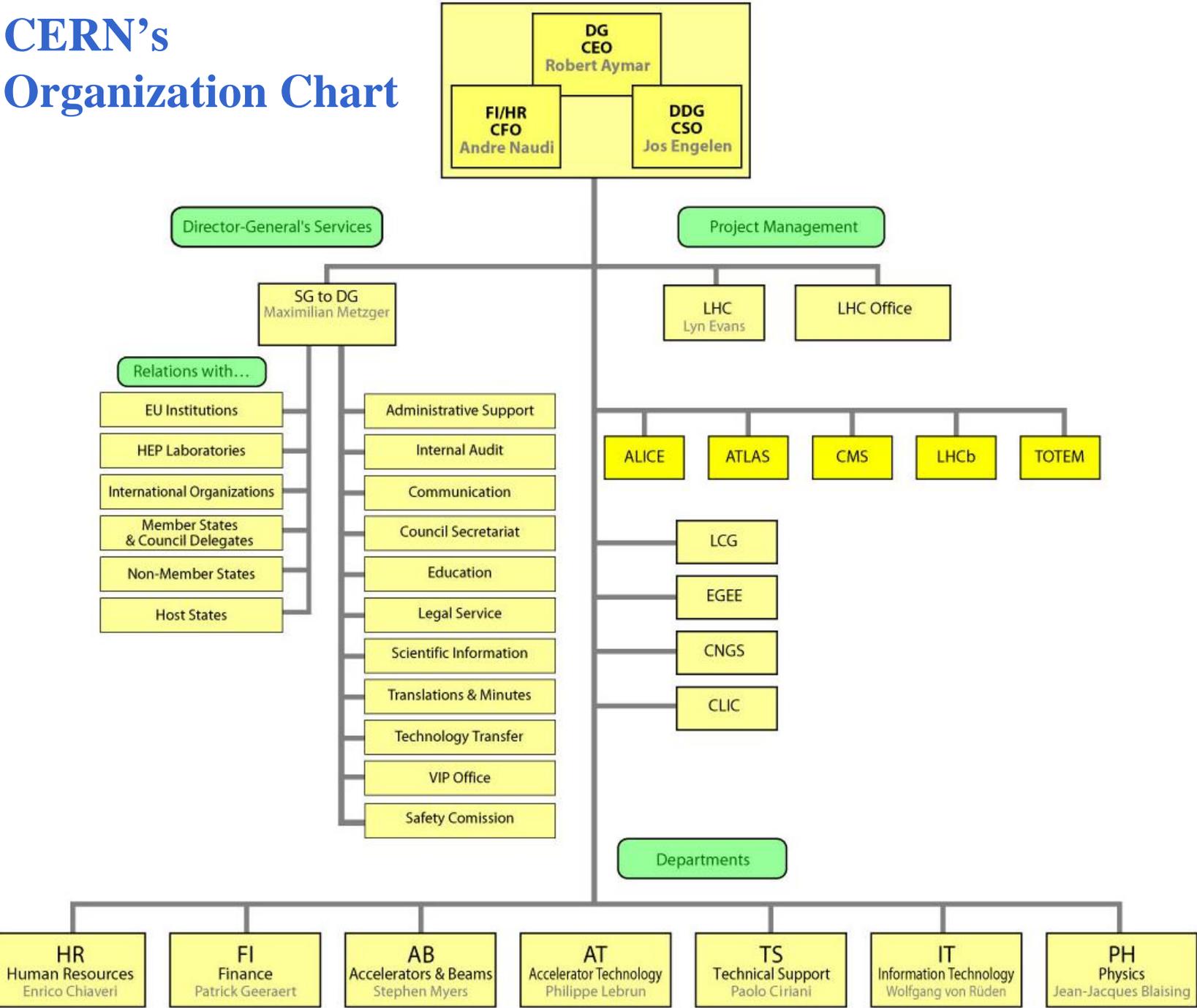
Member States (Dates of Accession)

 AUSTRIA (1959)	 DENMARK (1953)	 GREECE (1953)	 NORWAY (1953)	 SPAIN (1/1961-12/1968-1/1983)
 BELGIUM (1953)	 FINLAND (1991)	 HUNGARY (1992)	 POLAND (1991)	 SWEDEN (1953)
 BULGARIA (1999)	 FRANCE (1953)	 ITALY (1953)	 PORTUGAL (1986)	 SWITZERLAND (1953)
 CZECH FR (1993)	 GERMANY (1953)	 NETHERLANDS (1953)	 SLOVAK FR (1993)	 UNITED KINGDOM (1953)

Structure du CERN

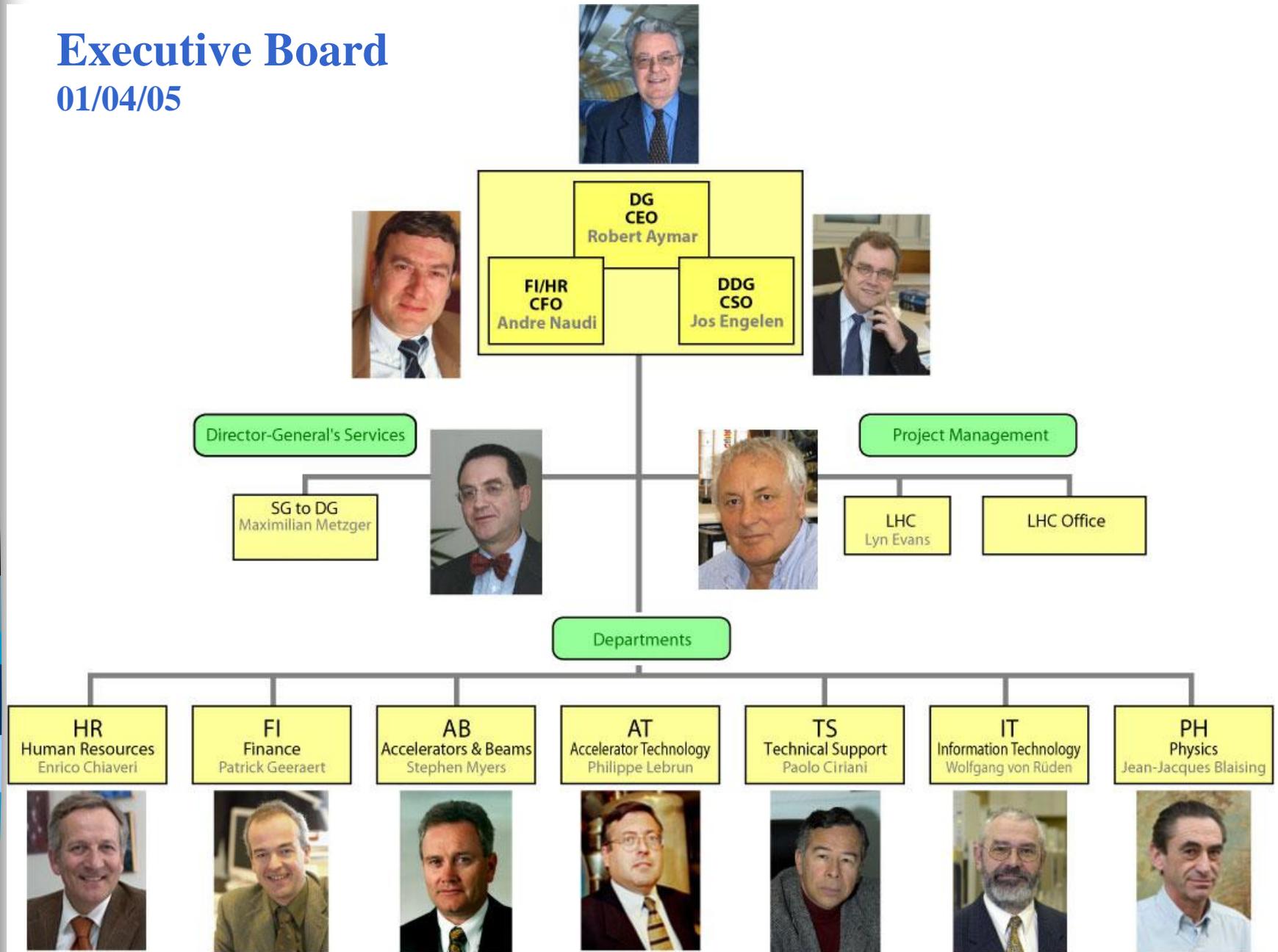


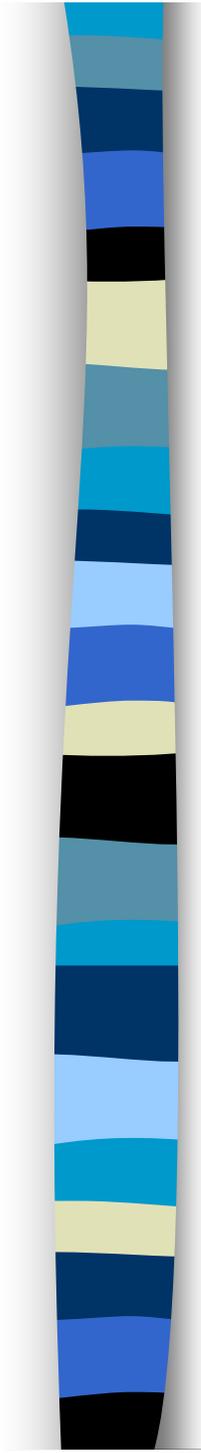
CERN's Organization Chart



Executive Board

01/04/05





DAO / Secrétaires de départements

- AB : L. Van Cauter
- AT : M. Prola-Tessaur
- DSU/SG : F. Rabier
- FI : C. Laignel
- HR : J. Belleman
- IT : V. Favrot
- PH : J. Ruiz
- SC : A. Vignes
- TS : F. Ziesler

Qui sont vos HRCs?



FI : Linda Orr-Easo



AT : Lore Taillieu



HR: Peter Berry



IT : Andrzej Charkiewicz



AB : Louise Willoughby-Petit & Cécile Granier



PH : Clémentine Lehtinen & Peter Berry



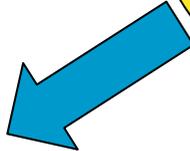
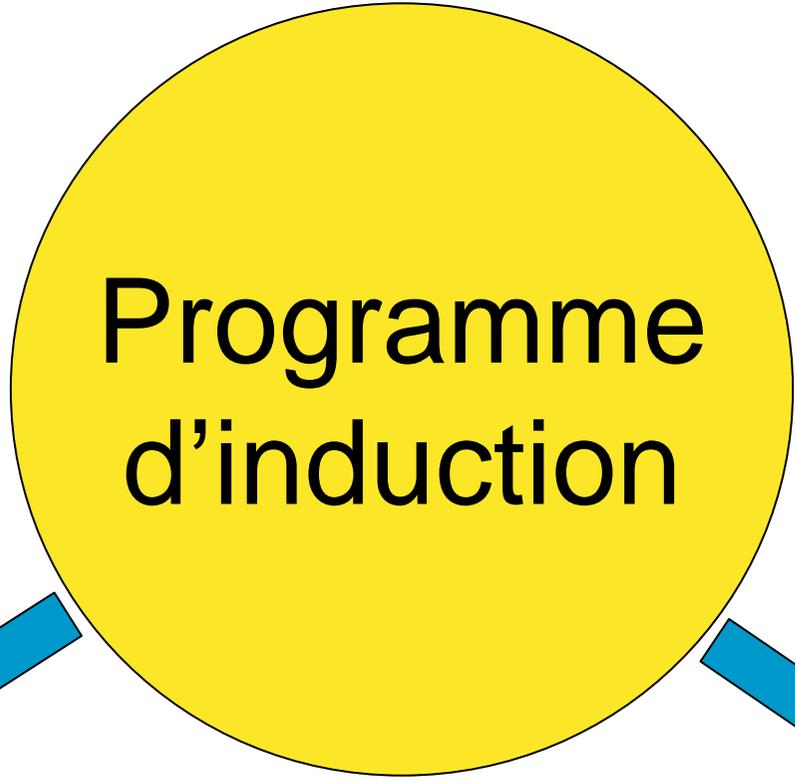
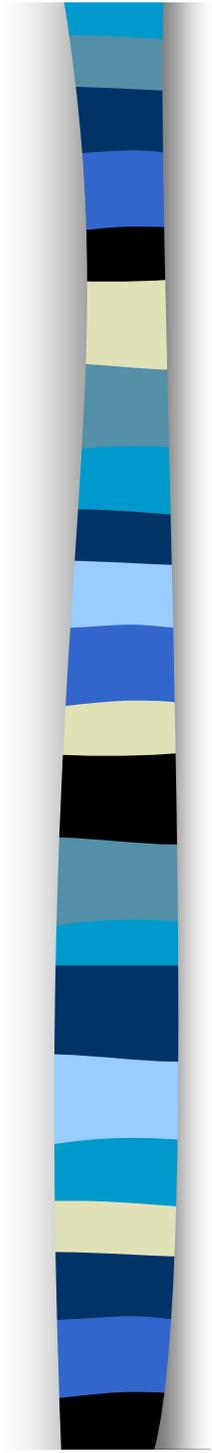
TS : Lisette Van Den Boogaard



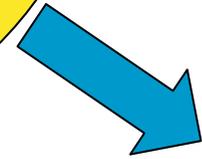
SG : Seamus Hegarty



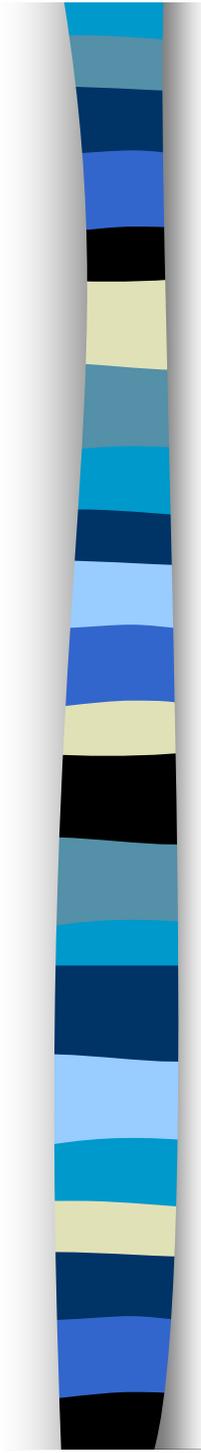
Boursiers :
Marie-Luce Falipou



Programme
Central - HR



Actions des
Départements



Programme central HR

**Formalités
d'entrée**

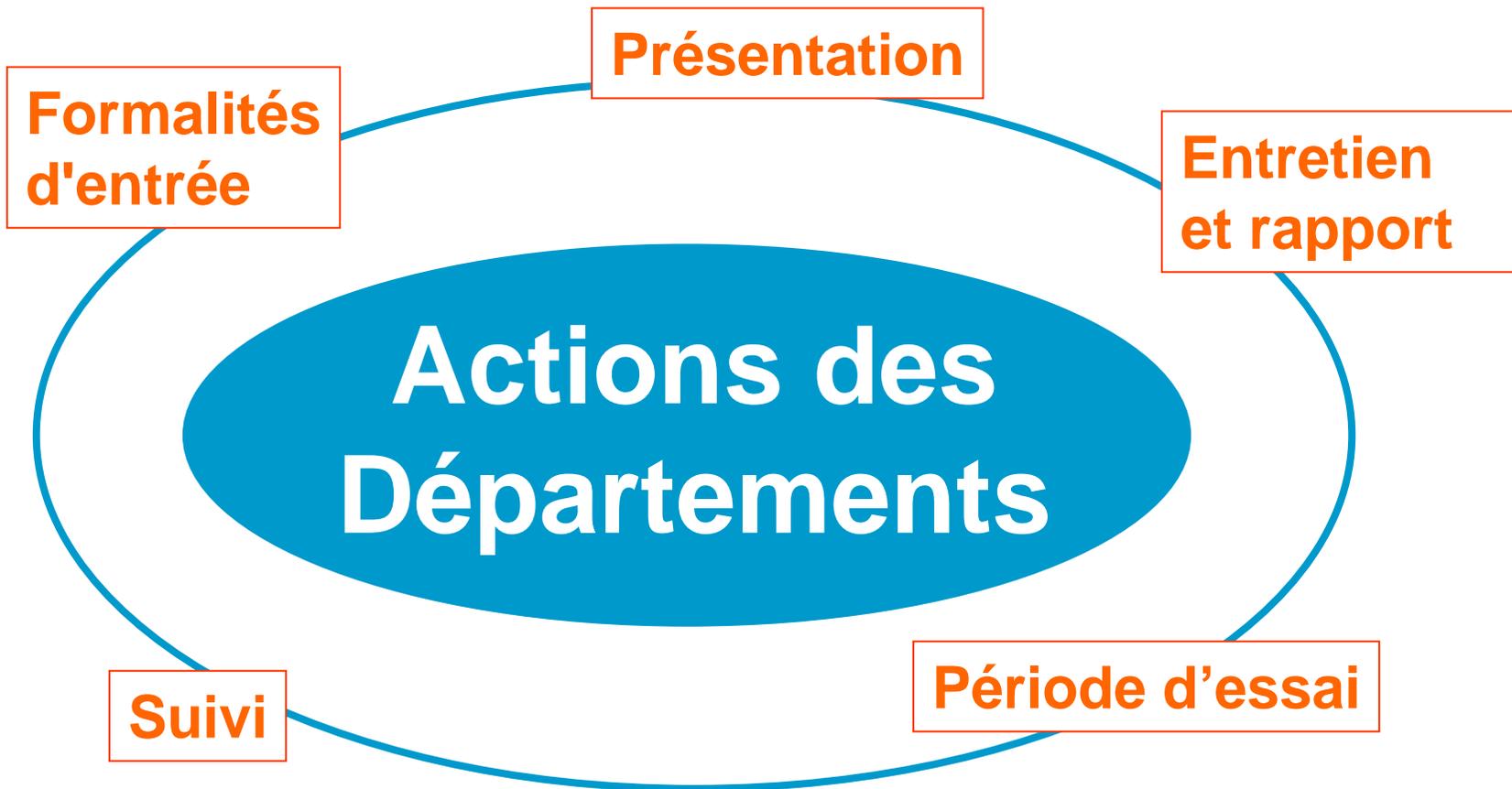
**Sessions
d'induction**

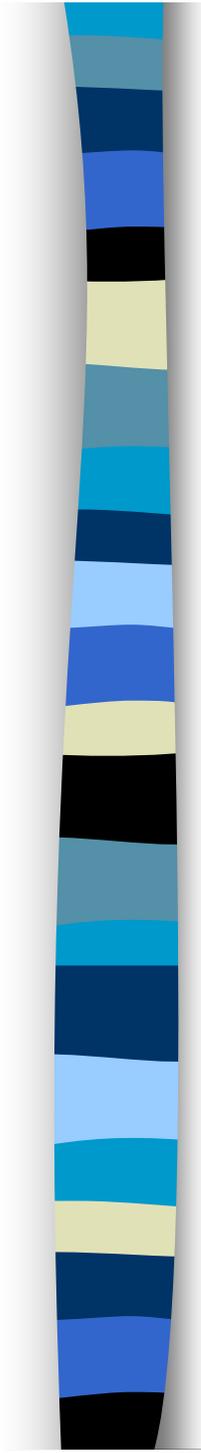
Parrainage

Documents

mensuelle

trimestrielle





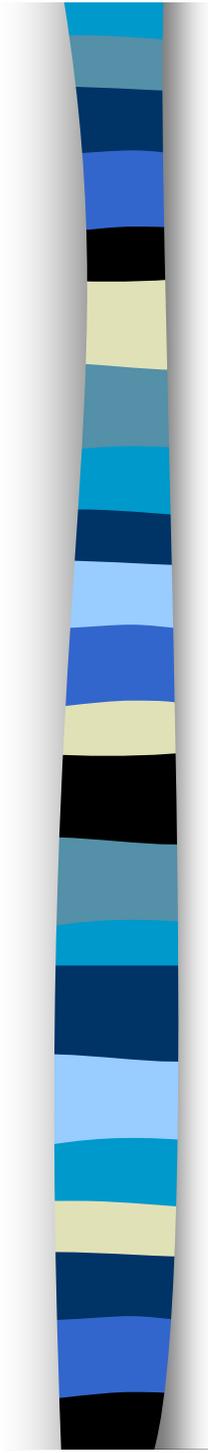
Entretien / rapport d'entrée en fonctions

Obligatoire Titulaires



Fortement recommandé Boursiers

... **6 semaines**



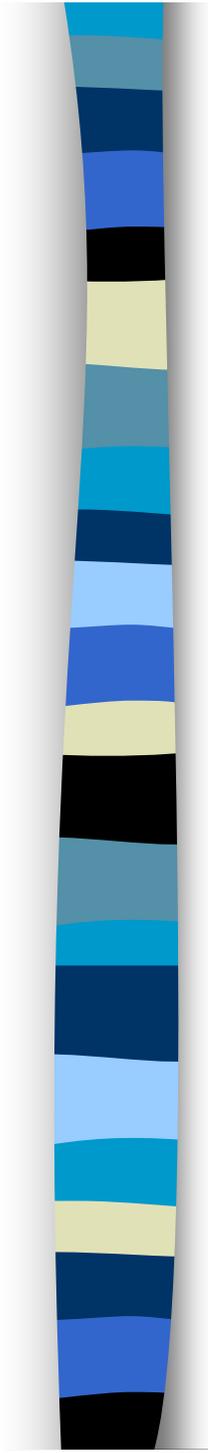
Objectifs
de travail
concrets

ACCORD

Concret
Détailé

Besoins en
formation

Formulaire d'entrée en fonctions



Objectifs

SMART

Spécifique Mesurable Atteignable Réalisable Temps

Objectifs / Formation

disponible

mesurable

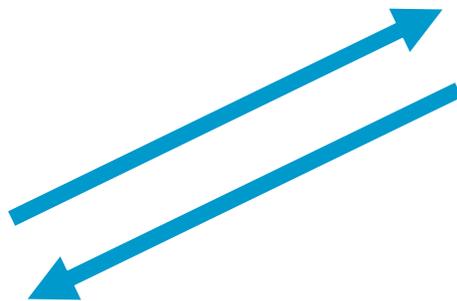


nécessaire

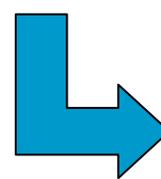
spécifique



COMPRENDRE !

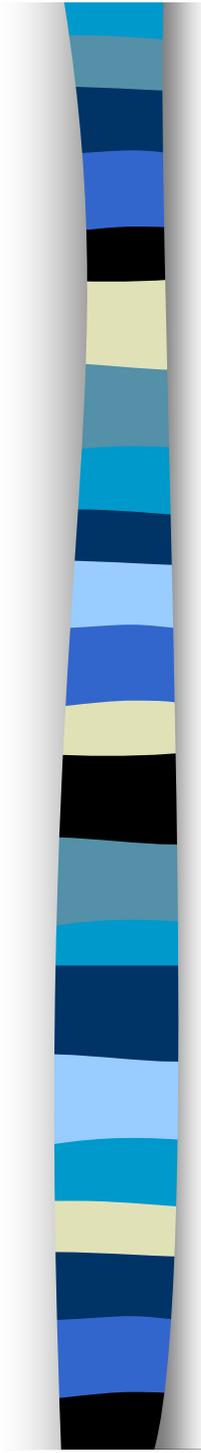


INITIATIVE !



6 semaines

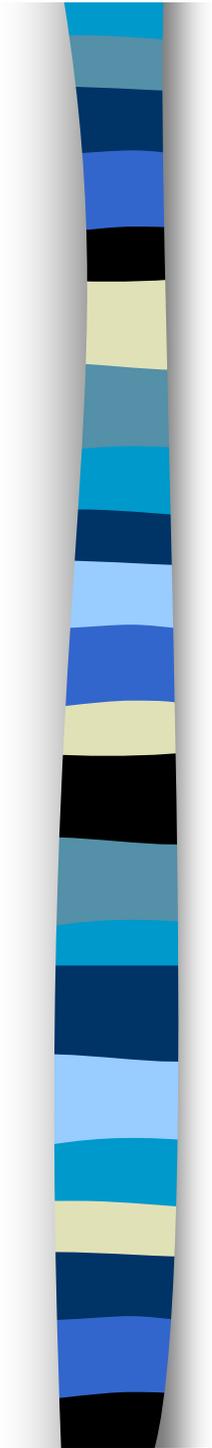
Circulaires Administratives n° 2 et 26



Inventaire des compétences (STI)

Titulaires uniquement

- Outil d'adéquation des **compétences** avec les **missions** du CERN
- Saisie des compétences techniques à partir d'un modèle pré-établi
- **Validation** par le superviseur
- Délai : **1 mois** à partir date d'arrivée
- EDH



Next please !

