Fellows at CERN Induction

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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

- Research: 17%
- Applied: 83%
- Senior: 54%
- Junior: 46%
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)

• Probation

• Extension for all or part of 3rd year
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…)

CERN

Induction Programme 7
Training

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

- Fellows that have been at CERN for 6 months or more will be paired with Fellows who have just arrived
- Matching criteria: professional domain, spoken languages, other factors (family situation, hobbies, etc.)
Fellow Satisfaction/Engagement Survey coming soon – watch this space!

Effectory

Fully optimized and responsive mobile surveys, with a simple and intuitive user interface
First Position after Fellowship

- 26% Research/Services
- 42% Industry
- 29% University
- 3% Other

- 85% Found a new position
- 5% Started my own company
- 2% Career promotion with former employer
- 2% Return to same position as before the fellowship
- 5% Unemployed
Conclusions

- A career development programme
- An exceptional opportunity - international environment & networking
- Never too soon to prepare for the future
- Important category of personnel, CERN directorate and the MS delegations follow it closely and recognise the prestige and importance of the programme
- If you have any questions, comments, ideas or encounter difficulties, please let us know – we are always happy to meet!
Thank you for your attention and enjoy your stay at CERN!