



Accélérateur de science

# Fellows at CERN Induction

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Coordinators for Fellows  
HR Department



# Outline

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



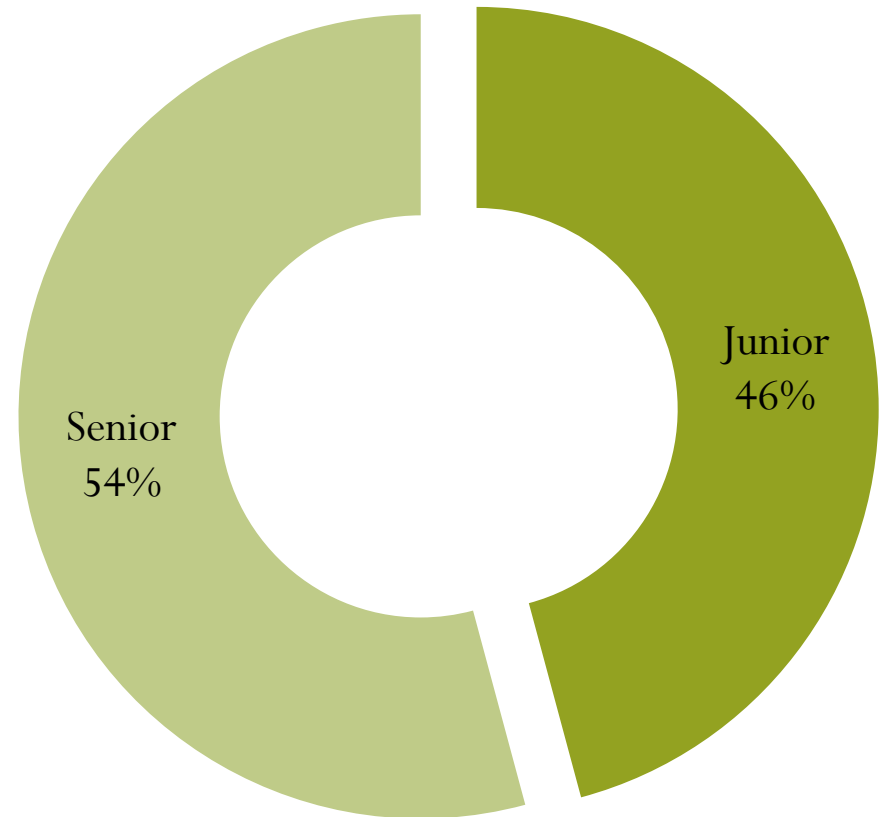
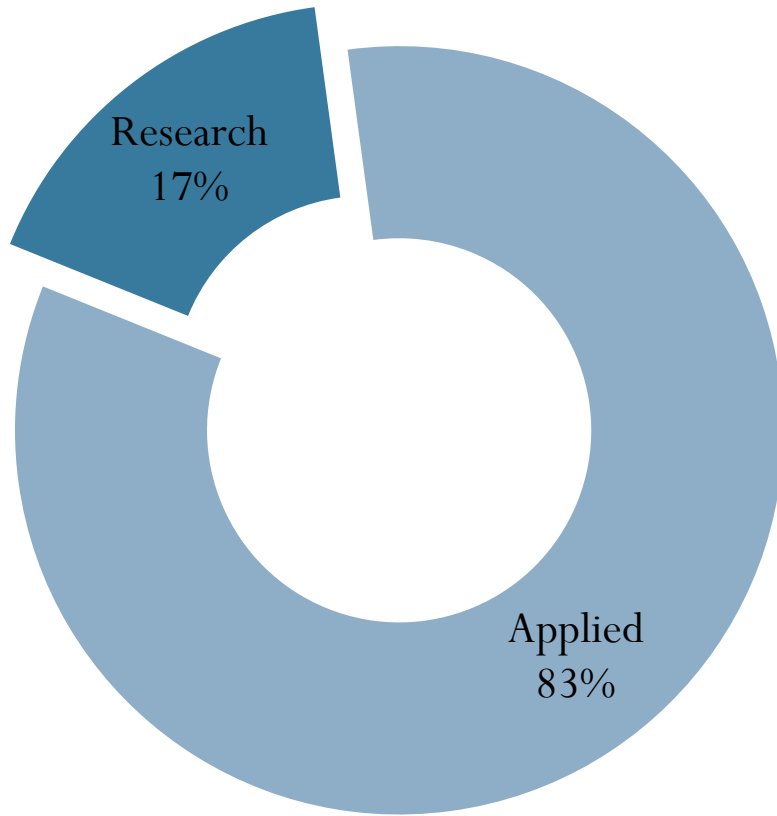
# Fellow profile

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


SELECTION PROCESS

CONTRACT DURATION

# Types of Fellow



# Also

- 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 3<sup>rd</sup> year



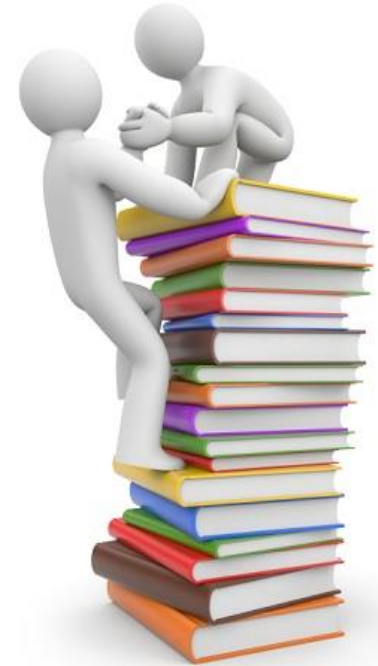
# Questions

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...)

# Training

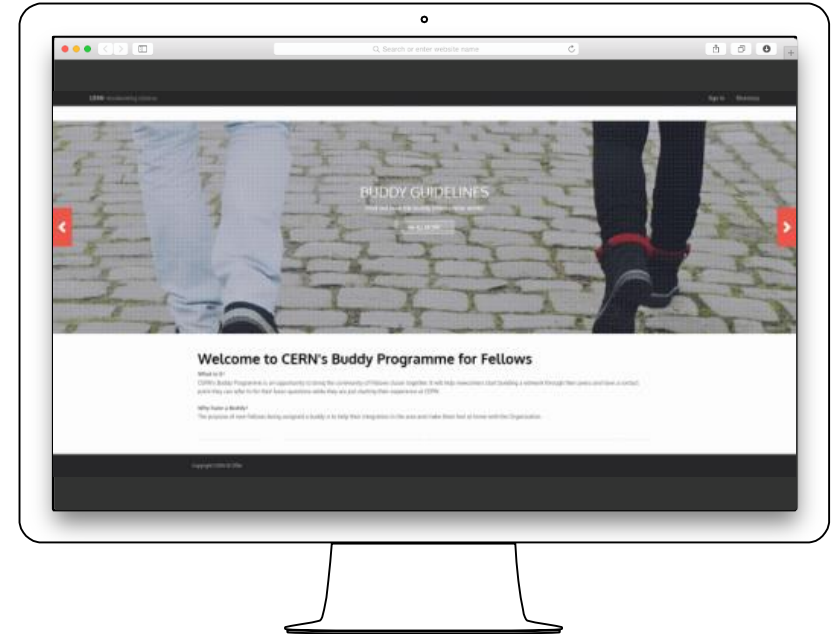
- “On-the-job” training
- In-house training (technical, communication)
- Language courses (internal courses)



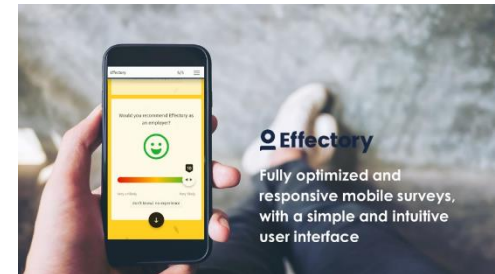


# Buddy Programme

- 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.)



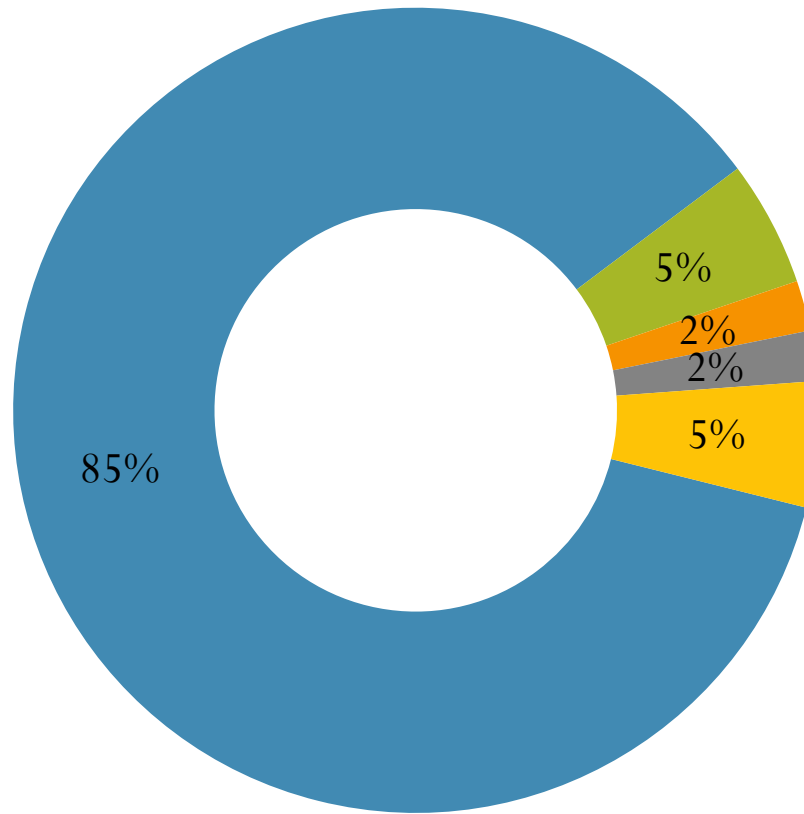
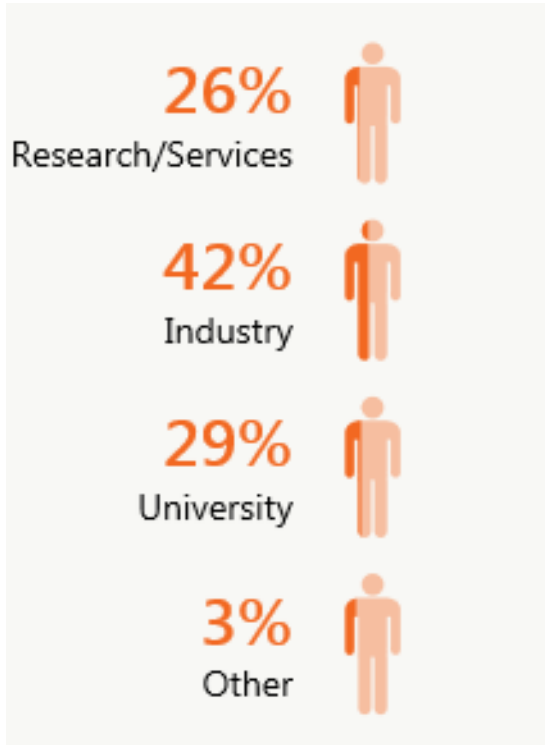
# Fellow Satisfaction/Engagement Survey (4th June until 25th June) - Public presentation on 27th September



## Response



# 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
- 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!

