



European Organization for Particle Physics  
*Take part!*

# Career Opportunities at CERN

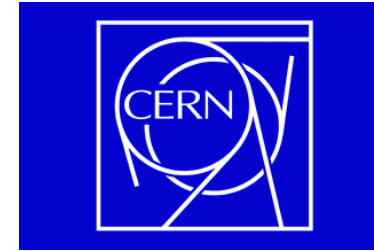


Ingrid Haug  
Section Leader Students and Associates, HR Department  
17 & 18 November 2014





# Agenda

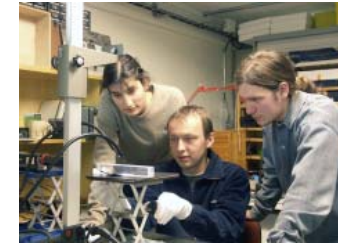


- I. Overview
- II. STAFF employment
- III. Fellowship Programme
- IV. Student Programmes
  - Summer Students
  - Technical Students
  - Doctoral Students
  - Administrative Students
- V. Technician Programme TTE
- VI. Statistics on RS Representation





# I. OVERVIEW



STAFF  
~ 2500

Recruited from our Member States, paid by CERN with limited duration or indefinite contracts.

Fellows  
~ 600

recent graduates in physics and engineering, normally staying two years.

Students  
~ 600

Come for a practical training assignment, write their Diploma or PhD thesis at CERN.

Associates  
~ 220

Scientific and Corresponding Associates: senior scientists coming on leave of absence.  
Project Associates: Physicists, engineers and technicians sent by their home institutes for periods of up to 3 years.

USERS  
~ 11.000

Sent by their universities to „use“ the CERN facilities  
> 80 Nationalities und > 600 Univ. and Institutes.

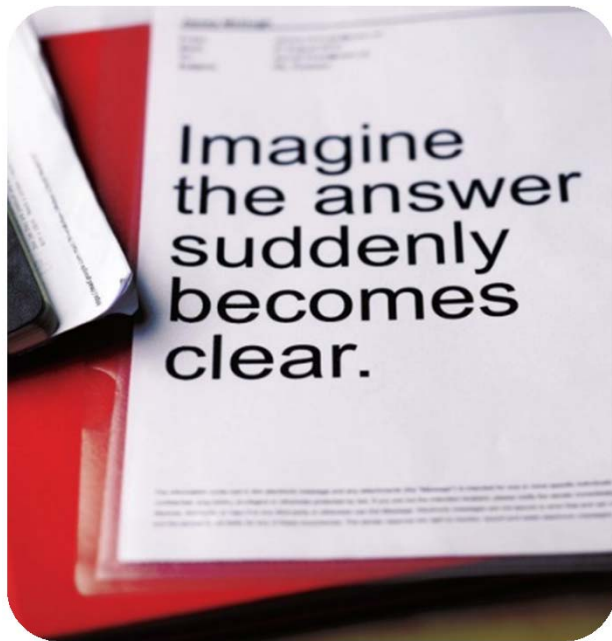
## Who works at CERN ?



# II. STAFF Employment

**JOBS at CERN**

Opportunities for Engineers, Technicians, Administrative personnel  
~100 positions/year



**EMPLOYED MEMBERS OF PERSONNEL RECRUITED FROM OUR 20 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)*

- *help with integration: housing service, social service*



# II. STAFF Employment

## *Examples of professions at CERN*

Information Officer

Administrative Assistant

Electronics  
Engineer

Technical Engineer  
(Electronics)

Computing Engineer

Lawyer

Vacuum Technician

Firefighter

Machine Operator

Radioprotection  
Engineer

Translator

Physicist



# II. STAFF Employment

*Careers website*

CERN Accelerating science

## Careers at CERN

Work at CERN | Join us | Apply now | Tips for candidates | News | Media Corner | Intranet | Stay connected

Professionals  
Graduates  
Students  
Associates

Imagine the answer suddenly becomes clear.

Exciting internships from 8 weeks to 12 months!

Job Search  
Career Level: - Any -  
Job Category: - Any -  
Additional Text Search:   
[Search] [Reset]

Current Job Opportunities  
My Profile  
Check Jobs Status

**Imagine**  
Taking part in the largest scientific experiment in the world. CERN needs more than physicists and engineers – if you're a student, a graduate, just starting your career or an experienced professional. Whatever your field of expertise, CERN could be your next opportunity: take part!

**Job of the month**  
Are you an applied physicist or engineer, with experience in solid-state, gas or optical particle detection technologies? Do you relish a challenge? Join CERN to work on particle beam sensors for the measurement of beam loss and transverse profiles. Take part & [apply now](#)!

**CERN Take Part!**

[cern.ch/jobs](https://cern.ch/jobs)

**Latest from Twitter:**

**Tweets** [Follow]


CERN Jobs @CERN\_JOBS 4h  
Job: PS Accelerator Operation in Geneva. [tinyurl.com/m3fktej](https://tinyurl.com/m3fktej) Accelerator #Operation

CERN Jobs @CERN\_JOBS 12 Oct  
You don't need a degree to come and work at cern. Are you about to finish your studies at technician level? Search for TTE and CERN!  
Tweet to @CERN\_JOBS



# II. STAFF Employment

**Application process**

 Apply / Postulez



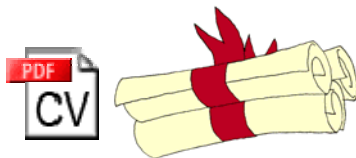
cern.ch/jobs



Acknowledgement of receipt e-mail



Upload your CV and Diplomas



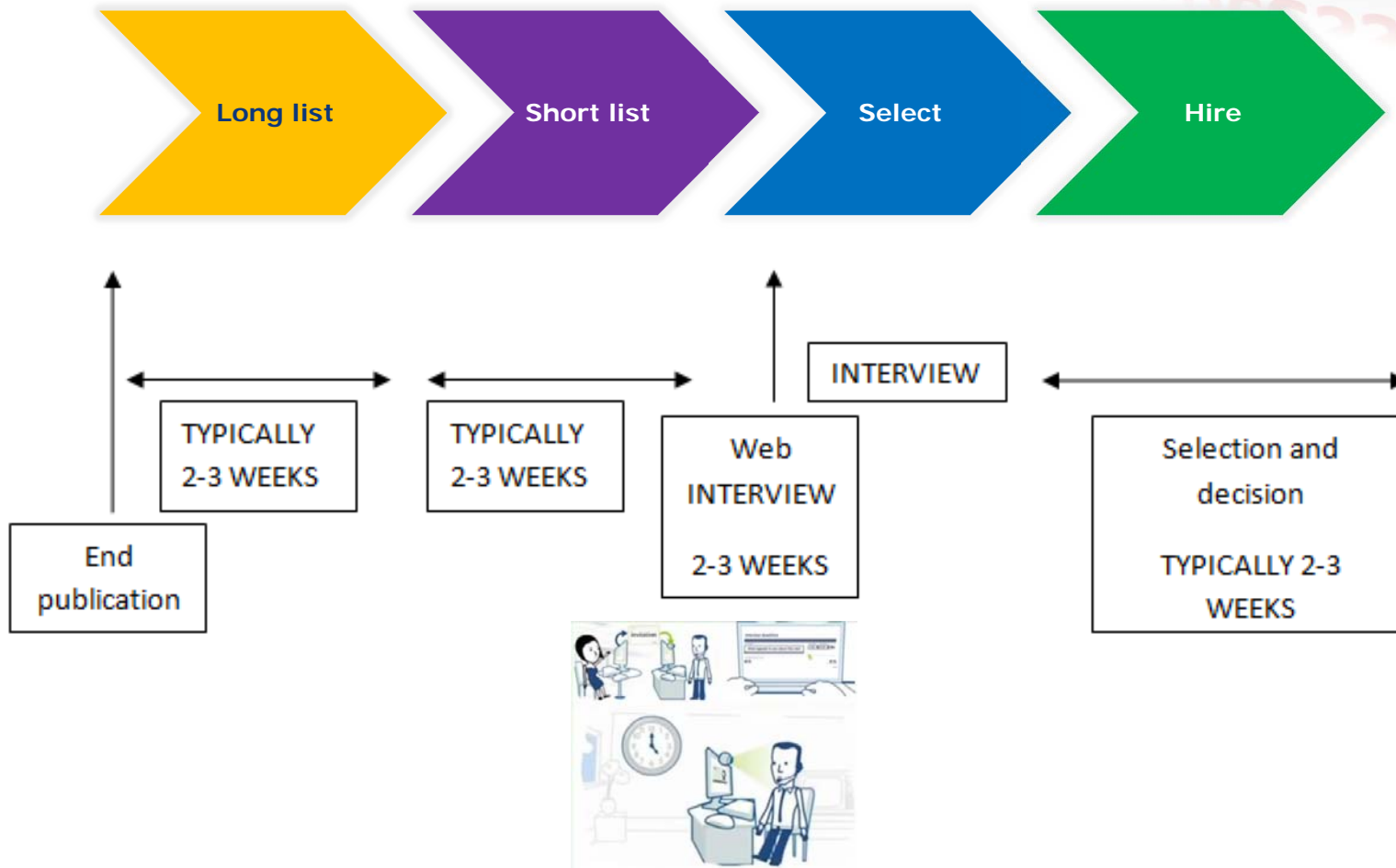
Positions are published between 4 – 6 weeks





# II. STAFF Employment

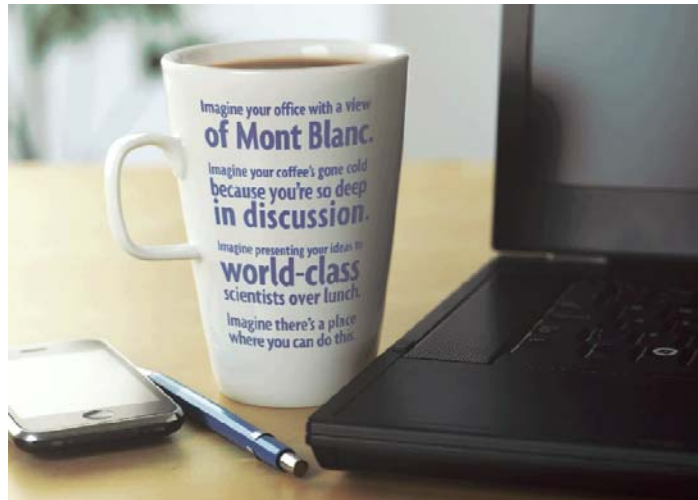
**Recruitment process**



# III. Fellowship Programme

For recent graduates who would like to spend 2-3 years in a world renowned center of scientific excellence at the forefront of technology

~220 positions/year



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

## Fields

Physics (incl. Theory and Particle Physics), engineering, computing

## Length

Usually 2 years (max 3)

## Eligibility

BSc, MSc or PhD (max 10yrs experience)

## Features

Employment Contract  
Career Development Programme  
Project with a CERN supervisor

## Application & Selection

2 Committees : May & November



To mention: Marie Curie Fellowships: funded by the European Commission under the Framework programmes. Goal: training of scientists.



European Organization for Particle Physics  
Organisation européenne pour la physique des particules

# III. Fellowship Programme

  
Candidate



e-recruitment

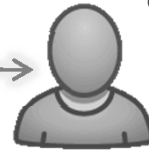


## Application

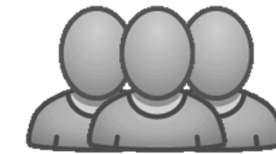
  
Referees



Completed application



HR



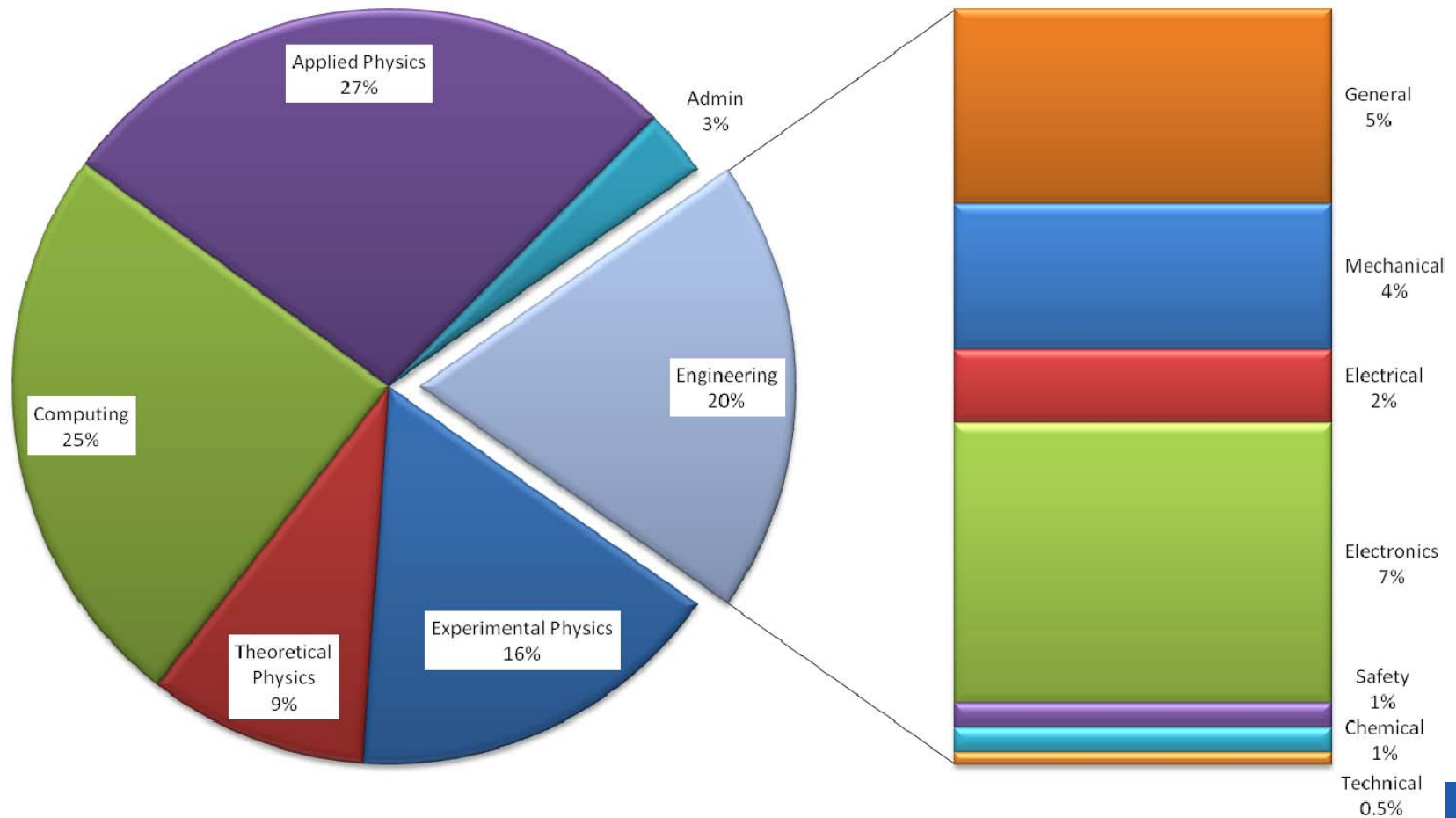
Departments

- Electronic folders with applications are made available to the departments for consultation
- Departmental representatives gather and prioritize requests from potential supervisors and according to budget.
- Final decision taken at Selection committee



# III. Fellowship Programme

## By Discipline





# IV. Student Programmes



Summer Students 2014



European Organization for Particle Physics  
*Organisation européenne pour la physique des particules*

# Summer Student Programme

Participate in the day to day life of a research team and follow lectures.  
~300 positions/year



*“Can’t imagine a better way  
to spend my summer”*

*Over 6000 young scientists  
have benefitted to date...*

## Fields

physics (incl. particle physics) =2/3 of students  
engineering, computing

## Length

8 to 13 weeks, during the summer

## Eligibility

3 years of full-time studies at university level

## Features

high-quality lecture programme  
visits and workshops  
living allowance  
accommodation at the CERN hostel

## Application & Selection

Deadline January. Web selection by the  
supervisors, Offers in March

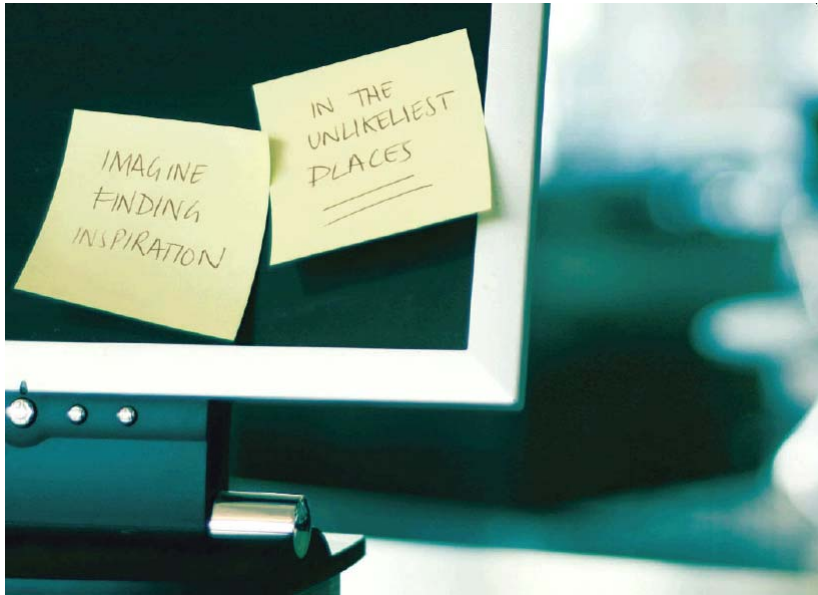


European Organization for Particle Physics  
*Organisation européenne pour la physique des particules*

# Technical Student Programme

For students looking for a practical training assignment or who would like to write their bachelor or masters thesis at CERN

~180 positions / year



*“It’s a great place to start a career, it’s a great place to learn new skills, make new friends...”*

## Fields

Computing (50% of the students)  
Engineering  
physics (excl. theory and particle physics)

## Length

4 to 14 months for technical students

## Eligibility

18 months of technical undergraduate studies

## Features

technical project with a CERN supervisor  
a living allowance

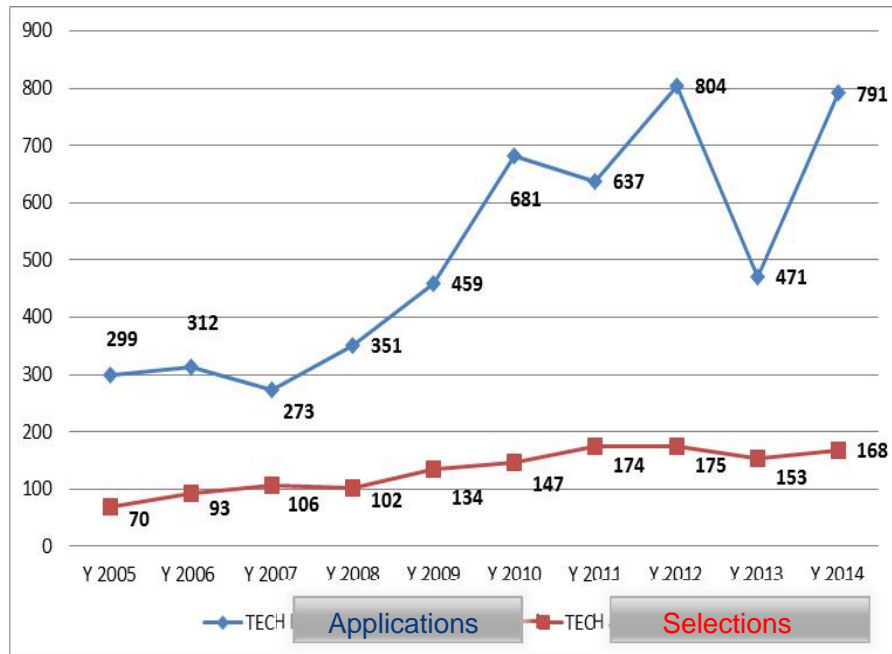
## Application & Selection

2 Committees : June and December

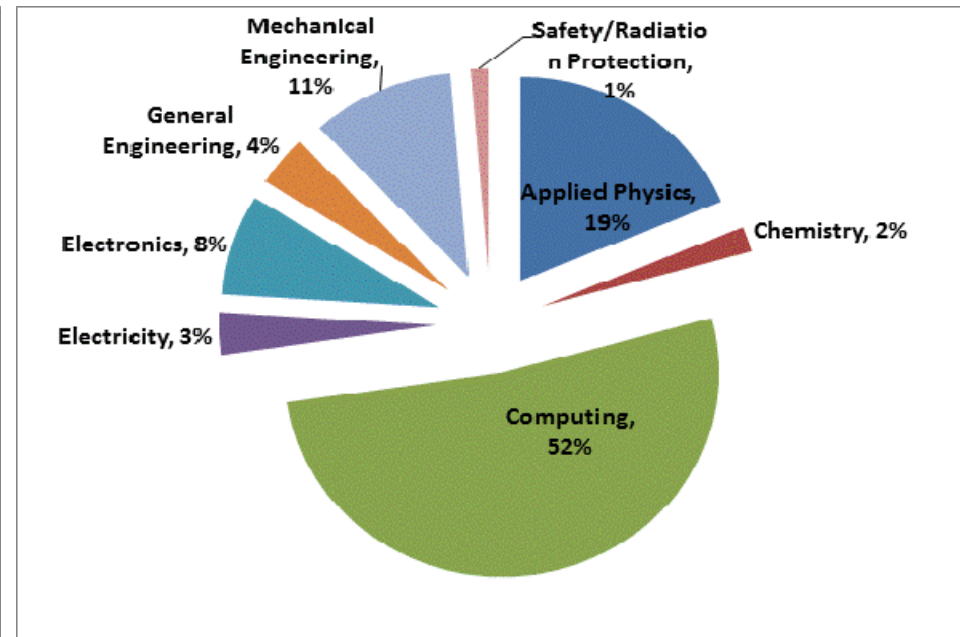


# Technical Student Programme

## Applications vs. Selections



## Students by Discipline



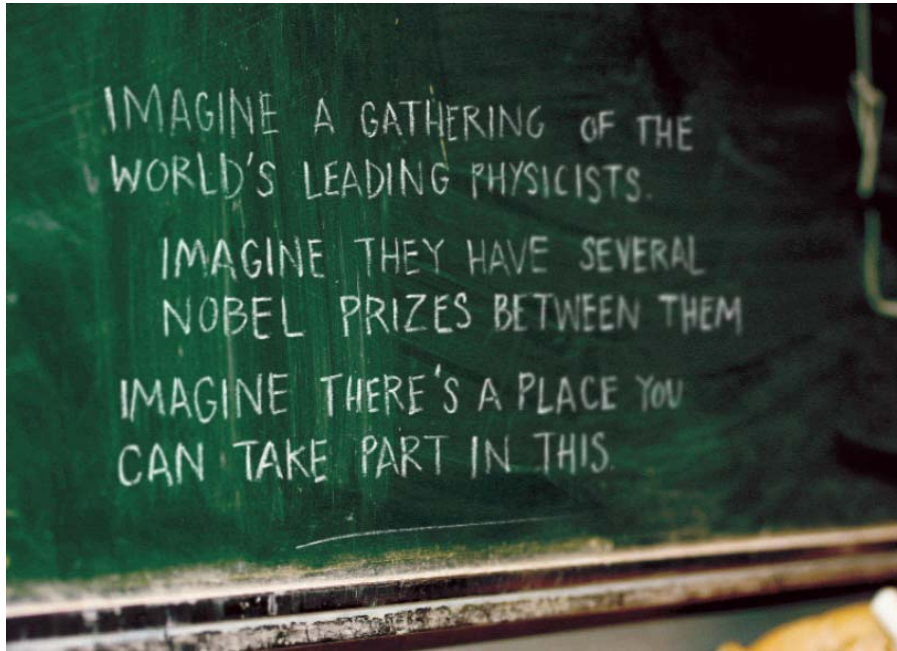
HRT October 2014





# Doctoral Student Programme

For students who would like to spend 3 years at CERN to work on their thesis  
~60 positions/year



*“Gave me the opportunity to meet important people, especially in the research fields”*

## Fields

physics (excl. theory and particle physics), engineering, computing

## Length

3 years

## Eligibility

enrolled on a doctoral programme in a Member State university

## Features

a real PhD thesis project with a CERN supervisor & university supervisor  
a living allowance

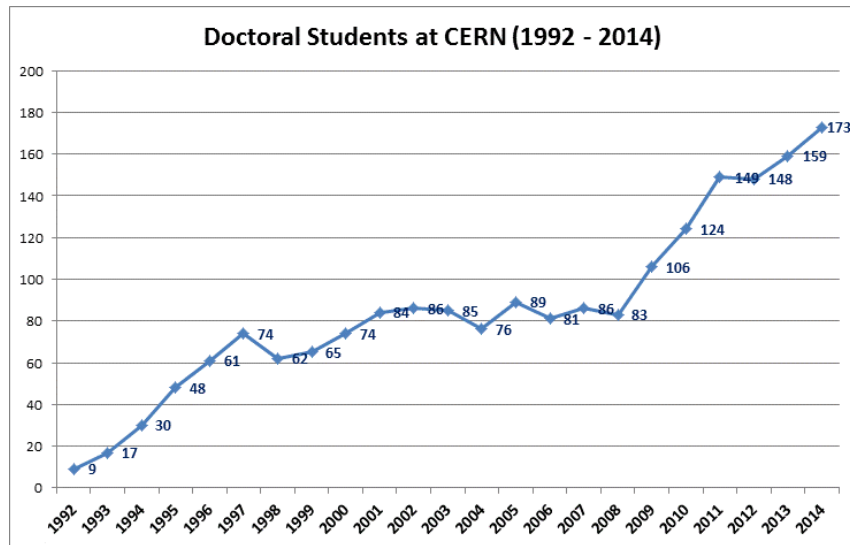
## Application & Selection

2 Committees : June and December



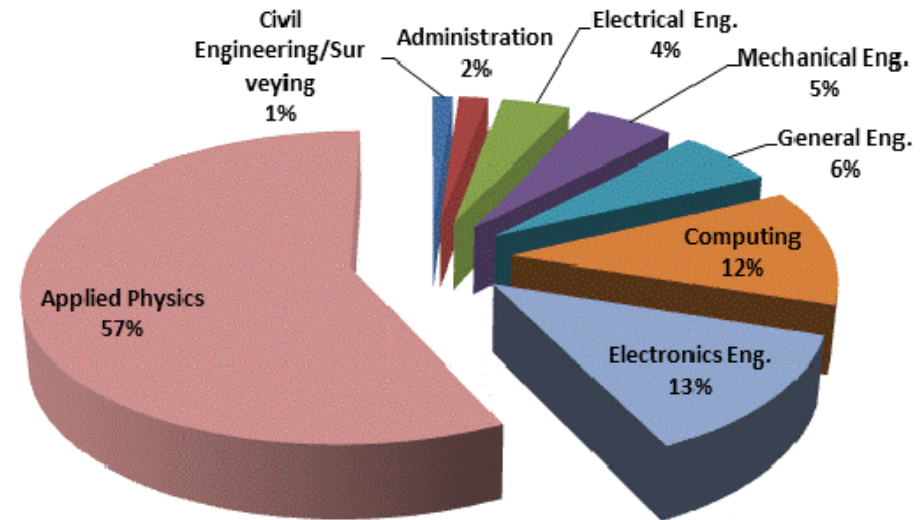
# Doctoral Student Programmes

## Students at CERN



HRT extraction on 01/01

## Students by Discipline



HRT October 2014



# Admin. Student Programme

For students who would like to spend 2-12 months at CERN

~40 positions/year



*“An ideal place to get practical experience in your field, building invaluable knowledge”*

## Fields

Administrative fields: HR, Finance, Translation, Communication, Advanced secretarial work, legal, purchasing, logistics

## Length

2-12 months

## Eligibility

18 months of technical undergraduate studies

## Features

project with a CERN supervisor  
a living allowance

## Application & Selection

2 Committees : June and December



# V. TTE – Technician Training Experience

Pilot Project since 2012

**Aim:**

- Attract technicians from Member States, with no prior experience
- Give them an in-house and on the job training
- Have a talent pool for Staff positions

For nationals of our Member States

Holders of a technical diploma

2012: 6 selected

2013: 13 selected

2014: 25 selected in January, second committee  
in preparation

Diversity of domains: mechanics, electro-mechanics,  
electricity, electronics, vacuum, controls...



Freshly qualified & looking for a job?  
CERN recruits technicians!

## Technician Training Scheme

technician mechanics  
Legyél részese! radioprotection  
imagination Participa! teknikere challenge  
τεχνικούς HVAC vacuum técnicos  
technici **Take part!** technikus electronics  
electricity training Techniker Sei dabei!  
Delta! collaboration

cern.ch/jobs/tts





# VI. Statistics RS Representation

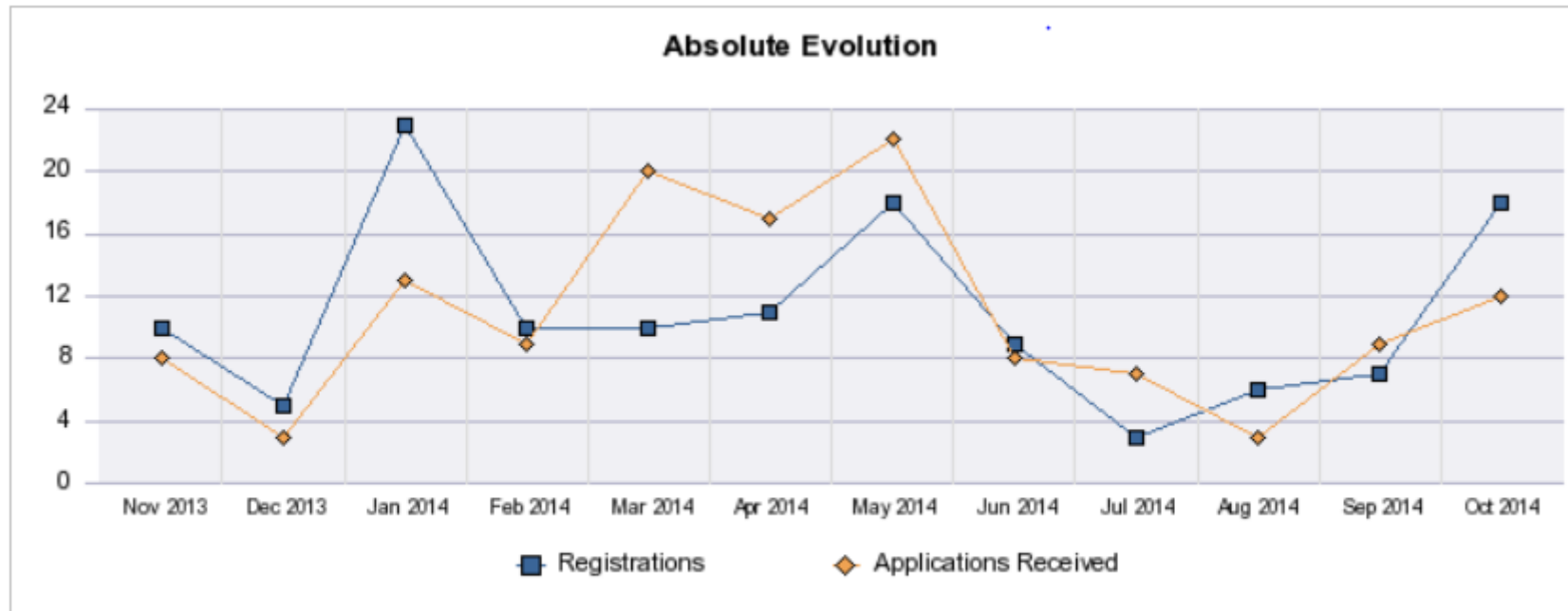
Category	Total	Serbians	% Serbians
STAFF	2,502	2	0.08%
Fellows	621	3	0.48%
Doctoral Students	183	1	0.55%
Technical Students	214	-	0%
Summer Students	142	2	1.41%
Total	3,662	8	0.22%

HRT extraction - November 2014

RS 2014 contribution: 0.09%



# Serbian Applications



HR/RPM/br

1/1

11.11.2014

between 0.1% and 1.3% of CERN total applications come from Serbia



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