

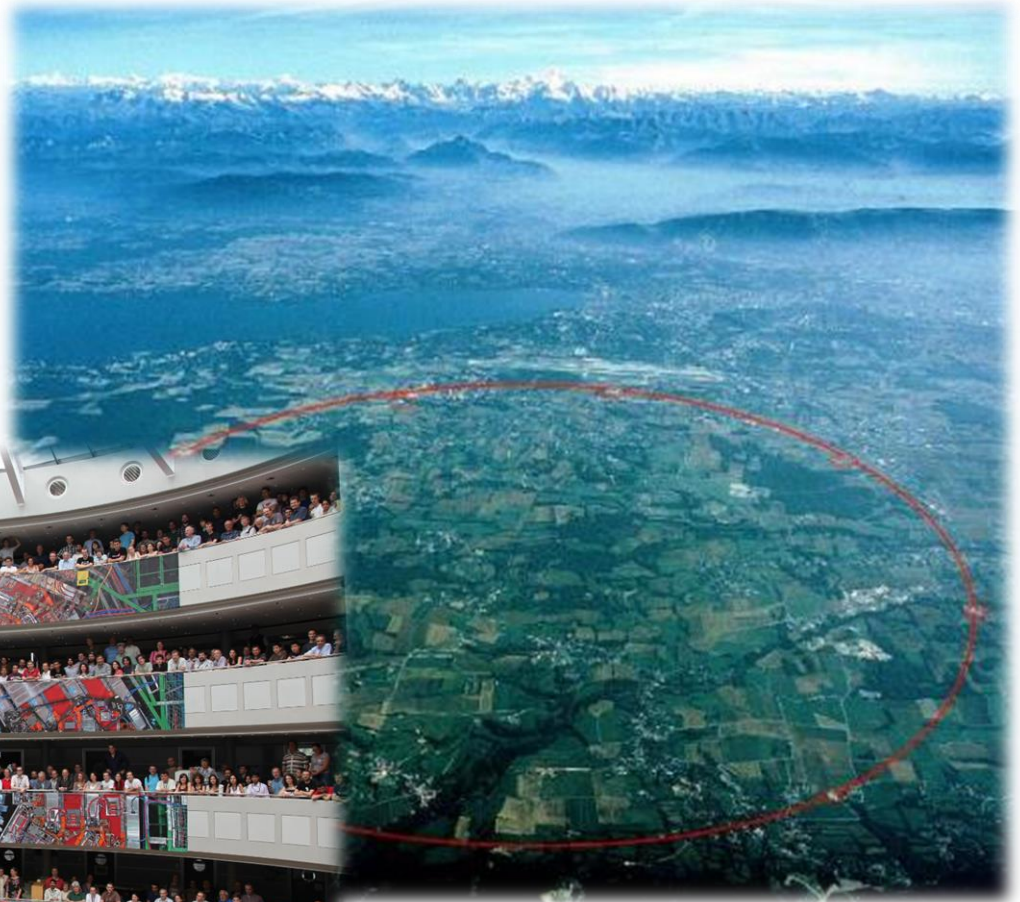


# **CERN: a place to work and learn** *un lugar para trabajar y aprender*

HR, Talent Acquisition Group

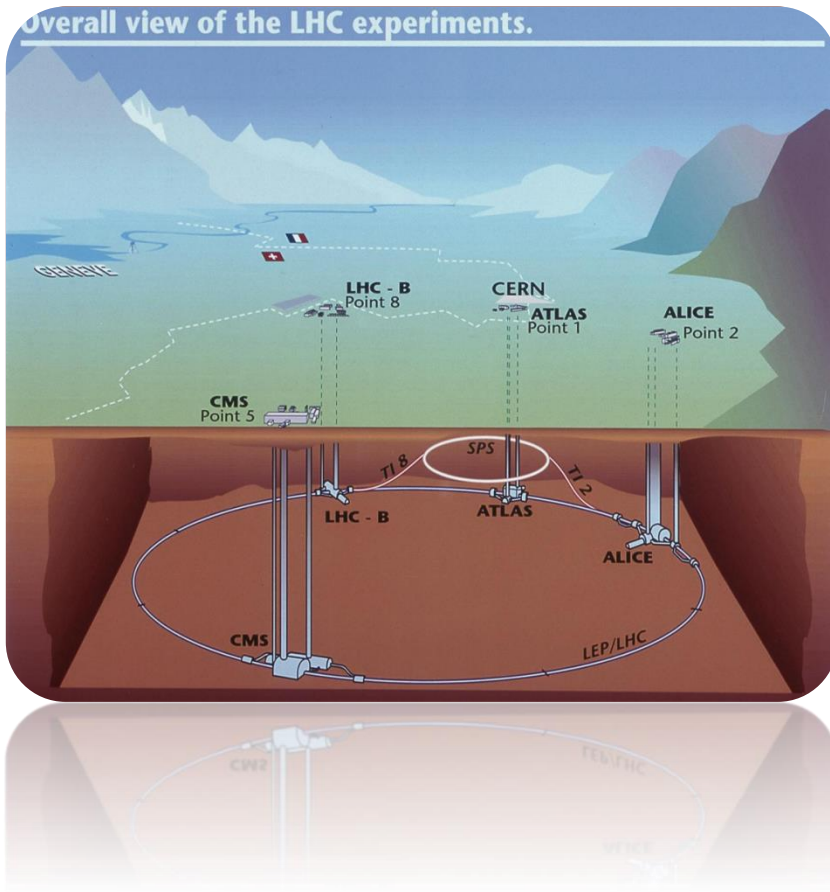
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# The place / El lugar



# The Tools

## *Las herramientas*



### 1. Accelerators:

Powerful machines capable of accelerating particles to very high energies before being collided with other particles

*Aceleradores:*

*Potentes máquinas capaces de acelerar partículas a muy altas energías antes de colisionar con otras partículas*

### 2. Detectors:

Gigantic instruments that record particle collisions

*Detectores:*

*Instrumentos gigantes que registran colisiones de partículas*

### 3. Computers:

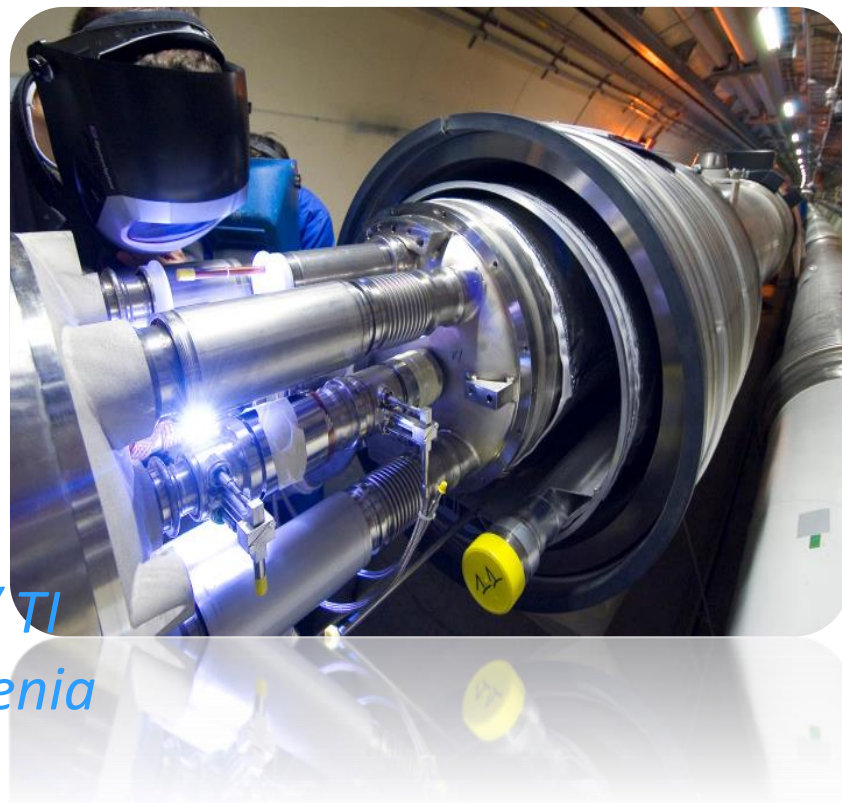
To collect, store, distribute and analyze enormous quantities of data generated by detectors

*Ordenadores:*

*Para recolectar, almacenar, distribuir y analizar enormes cantidades de datos generados por los detectores*

# The Technology/ *La tecnología*

- **Computing/IT**
  - Vacuum & cryogenics
  - Electronics
  - Electricity
  - Magnets
  - Mechanics
  - Material Science
  - Radiofrequency
  - Control Systems
  - Etc.
- *Informática / TI*
  - *Vacío y criogenia*
  - *Electrónica*
  - *Electricidad*
  - *Imanes*
  - *Mecánica*
  - *Ciencia de materiales*
  - *Radiofrecuencia*
  - *Sistemas de control Etc.*



# The people La gente



# Working at CERN: why?

## *Trabajando en el CERN: ¿por qué?*

### Purpose

CERN's people are driven by a shared goal, a single purpose.

They want to achieve the impossible, to do what's never been done before.

Everyone here strives to be the best they can be, true specialists and industry "firsts" are created regularly – not just in the world of physics.



### Propósito

*Un objetivo compartido, un único propósito, es lo que impulsa a la gente del CERN. Quieren lograr lo imposible, hacer lo que nunca se ha hecho antes. Todos aquí se esfuerzan por ser lo mejor que pueden ser, verdaderos especialistas y avances innovadores de la industria se crean regularmente, no solo en el mundo de la física.*

# Working at CERN: why?

## *Trabajando en el CERN: ¿por qué?*

### Challenge

Unravelling the mysteries of the universe: it's a big task. And that's one of the reasons that experts come to CERN – to test themselves, push their abilities and help create history with groundbreaking discoveries.

But this is not just about physics. The engineering and technical skills needed to make the experiments succeed are as world-class as the science behind them. If you want to help answer the world's toughest questions, this is the place to do it.

### Reto

*Desentrañar los misterios del universo: es una gran tarea. Y esa es una de las razones por las que los expertos acuden al CERN: para probarse a sí mismos, impulsar sus capacidades y ayudar a crear historia con descubrimientos innovadores. Pero esto no es solo acerca de la física.*

*Las habilidades técnicas y de ingeniería necesarias para que los experimentos tengan éxito son tan importantes como la ciencia detrás de ellos. Si desea ayudar a responder las preguntas más difíciles del mundo, este es el lugar para hacerlo.*

# Working at CERN: why?

## *Trabajando en el CERN: ¿por qué?*

### Integrity

This is a word that is included in the CERN values, but it's something that can be claimed by any number of organisations, so what does it actually mean here? Respect isn't handed out automatically at CERN – it's earned.

But, because of the nature of the work, people act with integrity. People are driven by scientific discovery. Their motivations are pure. They trust and are trusted.

### Integridad

*Esta es una palabra que está incluida en los valores del CERN, aunque también esté presente en muchas otras organizaciones, en el CERN cobra un valor diferente pues el respeto no se entrega automáticamente: se gana.*

*Pero, debido a la naturaleza del trabajo, las personas actúan con integridad. Las personas son impulsadas por el descubrimiento científico. Sus motivaciones son puras. Los trabajadores confían y son de confianza.*





# Working at CERN: why?

## Trabajando en el CERN: ¿por qué?

### Collaboration

CERN is an employer, a university and a state: a whole community working towards a shared goal – scientific discovery. This creates a collaborative world. Seniors work with graduates. Physicists need engineers. Countries forget politics and collaborate to achieve. And knowledge – CERN's main commodity – is shared throughout CERN, its member states and the rest of the world.



### Colaboración

*El CERN es un empleador, una universidad y un estado: toda una comunidad que trabaja para alcanzar un objetivo compartido: el descubrimiento científico. Esto crea un mundo colaborativo. Las personas mayores trabajan con graduados. Los físicos necesitan ingenieros. Los países olvidan la política y colaboran para lograrla. Y el conocimiento, el principal producto básico del CERN, se comparte en todo el CERN, sus estados miembros y el resto del mundo.*

# Working at CERN: why?

## *Trabajando en el CERN: ¿por qué?*

### Imagination

This is work without boundaries. People here are realising the impossible. Pushing what is known and accepted with the courage to ask, “what if?” They have the freedom to think differently, to imagine, and to find improbable solutions to problems that have never been asked before. They are free to take chances, to challenge ideas and to enjoy unrestrictive working practices.



### Imaginación

*Este es un trabajo sin fronteras. La gente aquí se está dando cuenta de lo imposible. Empujando lo que se sabe y se acepta con el coraje de preguntar: "¿y si?". Tienen la libertad de pensar de forma diferente, de imaginar y de encontrar soluciones improbables a problemas que nunca antes se habían planteado. Son libres de correr riesgos, desafiar ideas y disfrutar de prácticas de trabajo sin restricciones.*

# Working at CERN: why?

## *Trabajando en el CERN: ¿por qué?*

### Quality of Life

People here enjoy living a truly cosmopolitan life, in the heart of Europe.

The environment offers a myriad of leisure activities, both on Lake Geneva and the surrounding mountains.

With excellent benefits, great remuneration and the freedom to work flexibly, it's not just the work and atmosphere that makes people enjoy their jobs, it's the tangible elements that they receive too.

### *Calidad de vida*

*La gente aquí disfruta de vivir una vida verdaderamente cosmopolita, en el corazón de Europa. El entorno ofrece una gran variedad de actividades de ocio, tanto en el lago Lemán como en las montañas circundantes. Con excelentes beneficios, una gran remuneración y la libertad de trabajar de manera flexible, no es solo el trabajo y la atmósfera lo que hace que las personas disfruten de sus trabajos, sino también los elementos tangibles que reciben.*

# Each year CERN welcomes....

## Over 600 Students:

- 300 Summer Students
- 240 Technical Students
- 80 Doctoral Students
- 30 Administrative Students
- Over 250 Fellows:
  - Including 40 – 50 TTE
- Over 150 Staff
- And a number of associates

# Working at CERN: How?

## *Trabajando en CERN: ¿Cómo?*

The screenshot displays the 'Careers at CERN' website. The header includes navigation links: 'Work at CERN', 'Join us', 'Apply now', 'Get help', 'News', 'Media Corner', and 'Intranet'. A 'Stay connected' section features social media icons for LinkedIn, Facebook, Twitter, YouTube, and Instagram. The main content area is divided into two columns. The left column lists job categories: 'Professionals', 'Graduates', 'Students', and 'Associates'. The right column contains a 'Job Search' section with dropdown menus for 'Career Level' and 'Job Category', both set to '- Any -'. Below these is an 'Additional Text Search' field with 'Search' and 'Reset' buttons. A central callout box with a white background and blue text reads: 'It's the chance to focus on being the very best at what you do'. The background of the website features a notebook with handwritten text: 'Imagine being involved in the world's biggest experiment. Imagine talking notes in a meeting with the world's leading engineers. Imagine that those notes change the world. Imagine there where you can...'

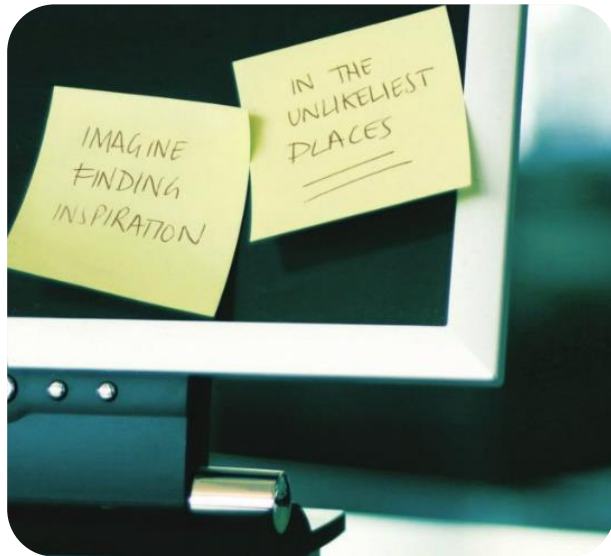
[cern.ch/jobs](https://cern.ch/jobs)

# Technical Students programme

## *Programa de estudiantes técnicos*



~ 200 positions/year



*"It's a great place to start a career,  
it's a great place to learn new skills,  
make new friends..."*

*"Es un gran lugar para comenzar una  
carrera, es un gran lugar para aprender  
nuevas habilidades, hacer nuevos  
amigos ..."*

- FIELDS :** applied physics, engineering, computing
- LENGTH :** 4 to 12 months
- ELIGIBILITY :** 18 months of technical undergraduate studies
- FEATURES :** a technical project with a CERN supervisor  
a living allowance, incl. health insurance

**Committees in June and December**

# Admin Students programme

## *Programa de estudiantes de administración*



*“My Admin Studentship was a great experience – I had exposure to more activities than I could have imagined”*

*Mi beca de administración fue una gran experiencia: tuve exposición a más actividades de las que podría haber imaginado*

## ~ 30 positions/year

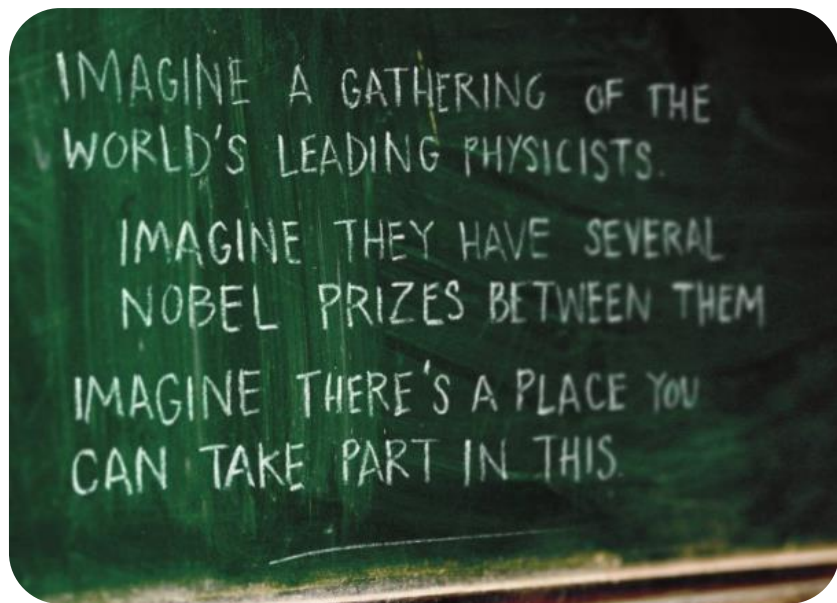
<b>FIELDS :</b>	Translation, human resources, business administration, law, finance, librarianship, science communication, audiovisual, communication and public relations...
<b>LENGTH :</b>	4 to 12 months
<b>ELIGIBILITY :</b>	18 months of undergraduate studies
<b>FEATURES :</b>	an administrative project with a CERN supervisor a living allowance, incl. health insurance

**Committees in June and December**

# Doctoral Student programme

## *Programa de doctorado*

~60 positions/year



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

*"Me brindó la oportunidad de conocer gente importante, especialmente en los campos de investigación"*

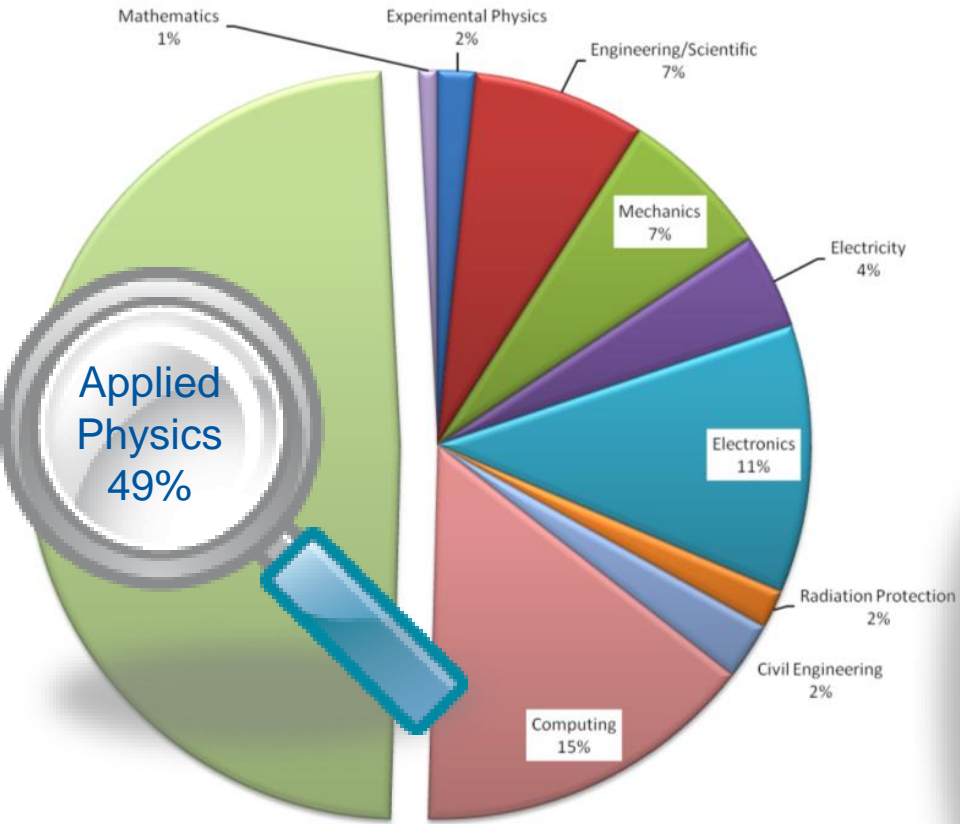
FIELDS :	applied physics, engineering, computing
LENGTH :	6 mths -3 years
ELIGIBILITY :	enrolled in a doctoral program in a Member State university
FEATURES :	a technical project, leading to a PhD thesis co-supervised by the university thesis advisor and a CERN staff member a living allowance incl. Health insurance

**Committees in June and December**

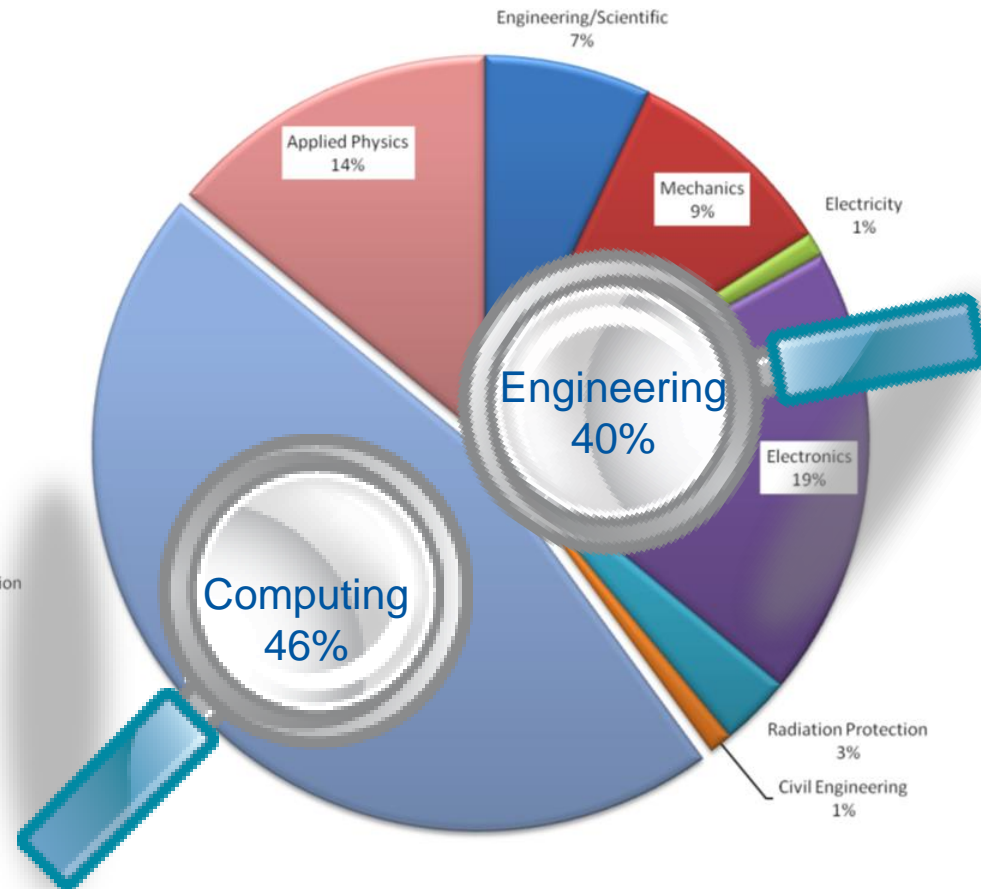


# Students by Discipline

## *Estudiantes por Disciplina*



Doctoral Students



Technical Students

# Summer Students programme

## *Programa de estudiantes de verano*

~200 positions/yr



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

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

- FIELDS :** physics, engineering, computing
- LENGTH :** 8 to 13 weeks, during the summer
- ELIGIBILITY :** 3 years of full-time studies at university level
- FEATURES :** high-quality lecture programs-lecturers leaders in their field/world-wide  
visits and workshops  
living allowance  
accommodation in CERN hostel

**Selection February**

# Fellows / Becarios



~250 positions/year

- FIELDS :** physics, engineering, computing - from junior engineers to posst-doc research physicists
- LENGTH:** 2-3 years
- ELIGIBILITY :** BSc, MSc or PhD  
no more than 10 years relevant post-MSc experience
- FEATURES :** employment contract  
attractive salary incl. social benefits  
training and networking

Fellows are normally nationals of the Member States of CERN. There also exist a limited number of places for Fellows from non-Member States.

**Committees in May and November**



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

"Un lugar ideal para seguir las ideas más recientes en física y comenzar nuevas colaboraciones "

# Marie Skłodowska-Curie



## 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

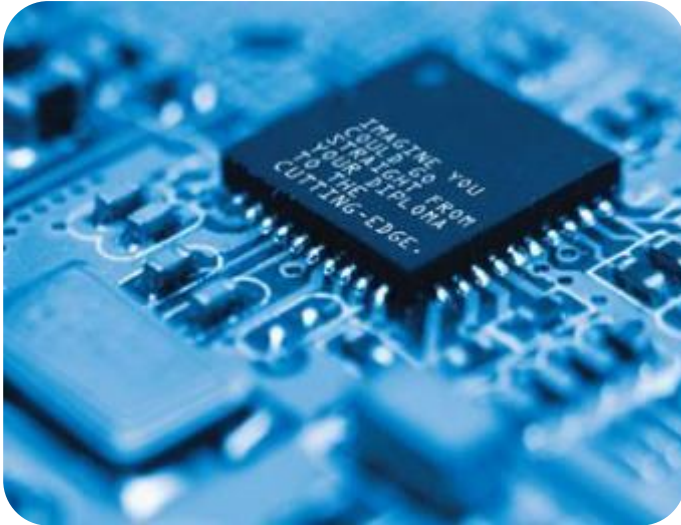
# Technician Training Experience

## *Experiencia de entrenamiento técnico*



~ 30-50 positions/year

- FIELDS :** Mechanics, electronics, electricity, etc.
- ELIGIBILITY :** Technical diploma  
no more than 4 years relevant experience
- SELECTION:** All applications for TTE opportunities will be considered by a panel of CERN specialists.
- FEATURES :** An initial contract of one year renewable for a second year  
Project with CERN supervisor  
Training and networking (on the job, formal, languages)  
Employment contract with attractive salary incl. social benefits



*"I never imagined the possibilities CERN would offer me."*

*"Nunca imaginé las posibilidades que el CERN me ofrecería".*

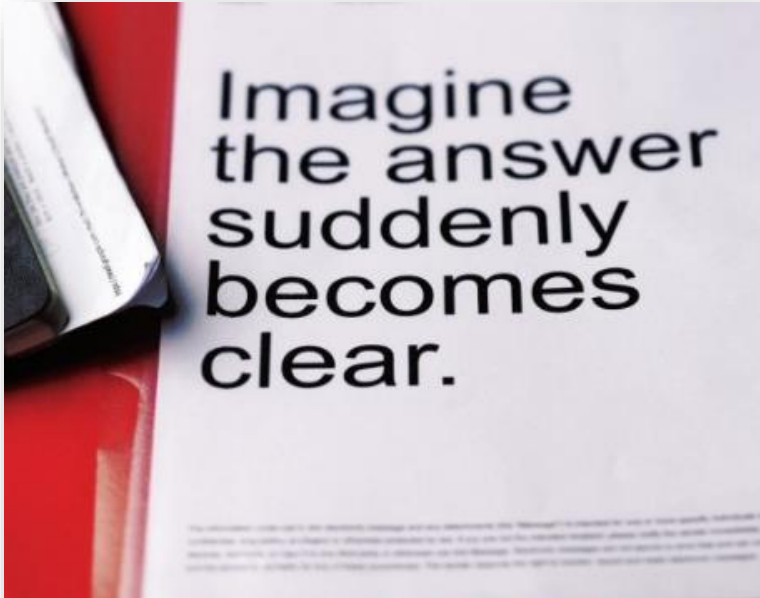
**Committees in June and December**

# Staff positions

## *Puestos del personal*

~ 150 positions/year

(> 200 in 2017)



Imagine  
the answer  
suddenly  
becomes  
clear.

*"It's the chance to focus on being  
the very best at what you do."*

*"Es la oportunidad de enfocarse  
en ser lo mejor en lo que haces".*

FIELDS :	physics, engineering, computing, technicians, administrative staff
ELIGIBILITY :	from apprenticeship to PhD
SELECTION:	advertised on <a href="http://cern.ch/jobs">cern.ch/jobs</a> application via ATS Asynchronous video-screening (Sonru) Interview at CERN
FEATURES:	up to 5 year initial limited duration contract competitive salaries incl. social benefits relocation expenses training (language courses, technical training)

# Associates / Asociados

## Scientific Associates

Experienced individuals on leave of absence mainly in physics  
Normally 12 months (24 months max)

## Cooperation associates / Users

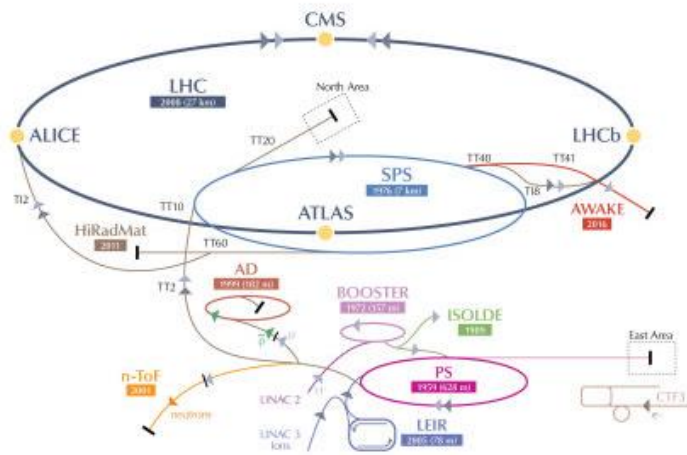
Scientists (including PhD students in physics)

## Corresponding Associates

Experienced individuals from smaller Member States on leave of absence mainly in physics  
Up to 6 months

## Project Associates

Physicists, engineers and technicians invited by Departments (according to agreements)  
Up to 3 years



# Spanish Trainee programme



**~20 positions/year**

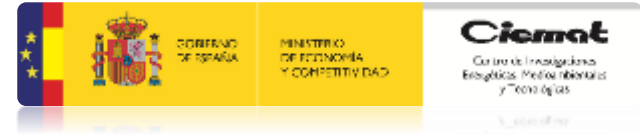
- FIELDS :** Applied physics, computing, engineering
- ELIGIBILITY :** Spanish Nationality  
Graduated with a MSc with < 4 years work experience  
no previous appointments as member of personnel of CERN for a cumulative period exceeding 14 months
- SELECTION:** Call opens ~December (check homepage)  
CIEMAT makes first pre-selection of candidates who are then made available for CERN supervisors. Selections are approved by CIEMAT.
- LENGTH :** 12 to 24 months
- FEATURES CERN:** A technical project with a CERN supervisor  
On-the-job and formal training  
A subsistence (4,128 CHF)
- FEATURES CIEMAT:** Subsistence (500 EUR) that covers the expenses of health insurance, travel and pension



**Application deadline ~February**



# Spanish Trainee programme



Targets recently-graduated scientists and engineers seeking further training in a wide area of technological projects

Selected trainees join a team working at CERN for 12 - 24 months and

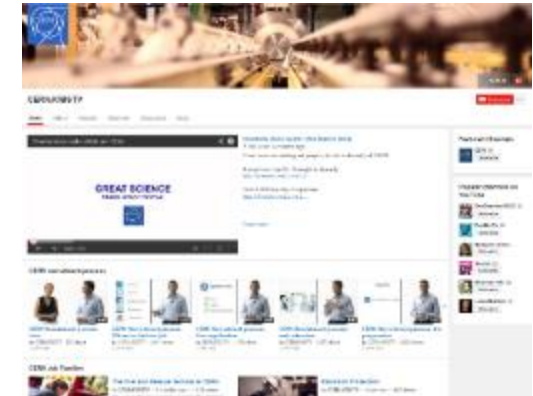
have the possibility to broaden their knowledge through participation in the hi-tech activities of the laboratory, in fields such as superconducting and resistive magnets, power converters and their associated electronics, cryogenics and vacuum technologies and electronics for detectors, including radiation resistance issues, and related activities on infrastructures with a potential industrial return

# Working at CERN: what do I get?

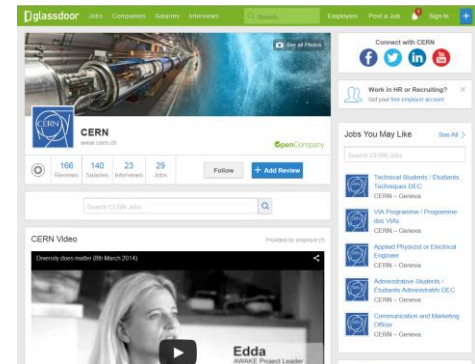
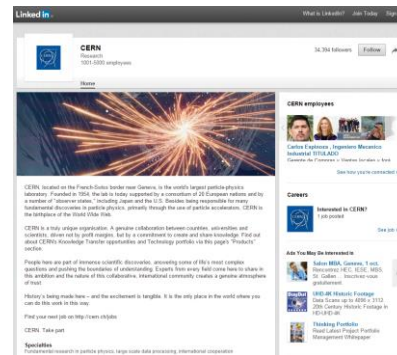
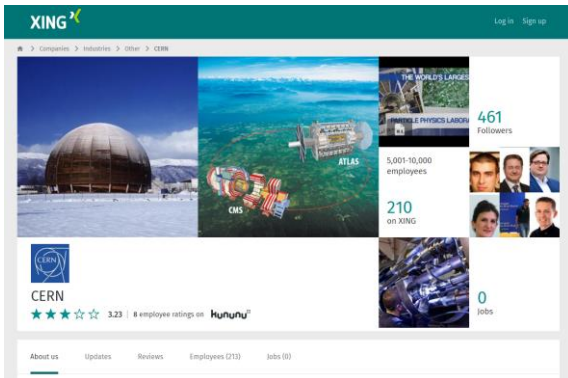
## *Trabajando en el CERN: ¿qué obtengo?*

- Being at the forefront of technology and physics
  - Collaborating with multicultural and multidisciplinary teams, without political or religious barriers
  - Following experts in their technical domain
  - Being part of a dynamic environment with training opportunities
  - Making valuable and long-lasting contacts from all over Europe
  - Learning languages: CERN is a bi-lingual organization (English and French)
  - An attractive remuneration package
  - A unique experience!
- *Estar en la vanguardia de la tecnología y la física.*
  - *Colaborando con equipos multiculturales y multidisciplinarios, sin barreras políticas ni religiosas*
  - *Seguir a los expertos en su dominio técnico*
  - *Ser parte de un entorno dinámico con oportunidades de aprendizaje*
  - *Hacer contactos valiosos y duraderos en toda Europa*
  - *Aprendizaje de idiomas: el CERN es una organización bilingüe (inglés y francés)*
  - *Un paquete de remuneración atractivo*
  - *Una experiencia única!*

# Follow us! "CERN Jobs"



@CERN\_JOBS



# Conclusion / Conclusión

CERN offers a multitude of first-class learning and working opportunities in a high-tech, multi-cultural environment

*providing*  
essential and world-class recognised capabilities for capacity building

*equipping*  
the next generation of scientists, engineers and technicians

**TAKE PART!**

*El CERN ofrece una multitud de oportunidades de aprendizaje y trabajo de primera clase en un entorno multicultural y de alta tecnología*

*proporcionando*  
competencias esenciales y de primer nivel reconocidas para el desarrollo de talentos

*preparando a la próxima generación de científicos, ingenieros y técnicos*

**¡PARTICIPAR!**

# Thank you

## Any questions?

*Gracias ¿Alguna pregunta?*

The CERN HR Talent Acquisition Group will be happy to support  
& inform you  
[recruitment.service@cern.ch](mailto:recruitment.service@cern.ch)

