

Career Opportunities and Pathways in the Big Science Market CERN's approach



Big Science
Business
Forum
2022

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Our mission



Research



Collaboration



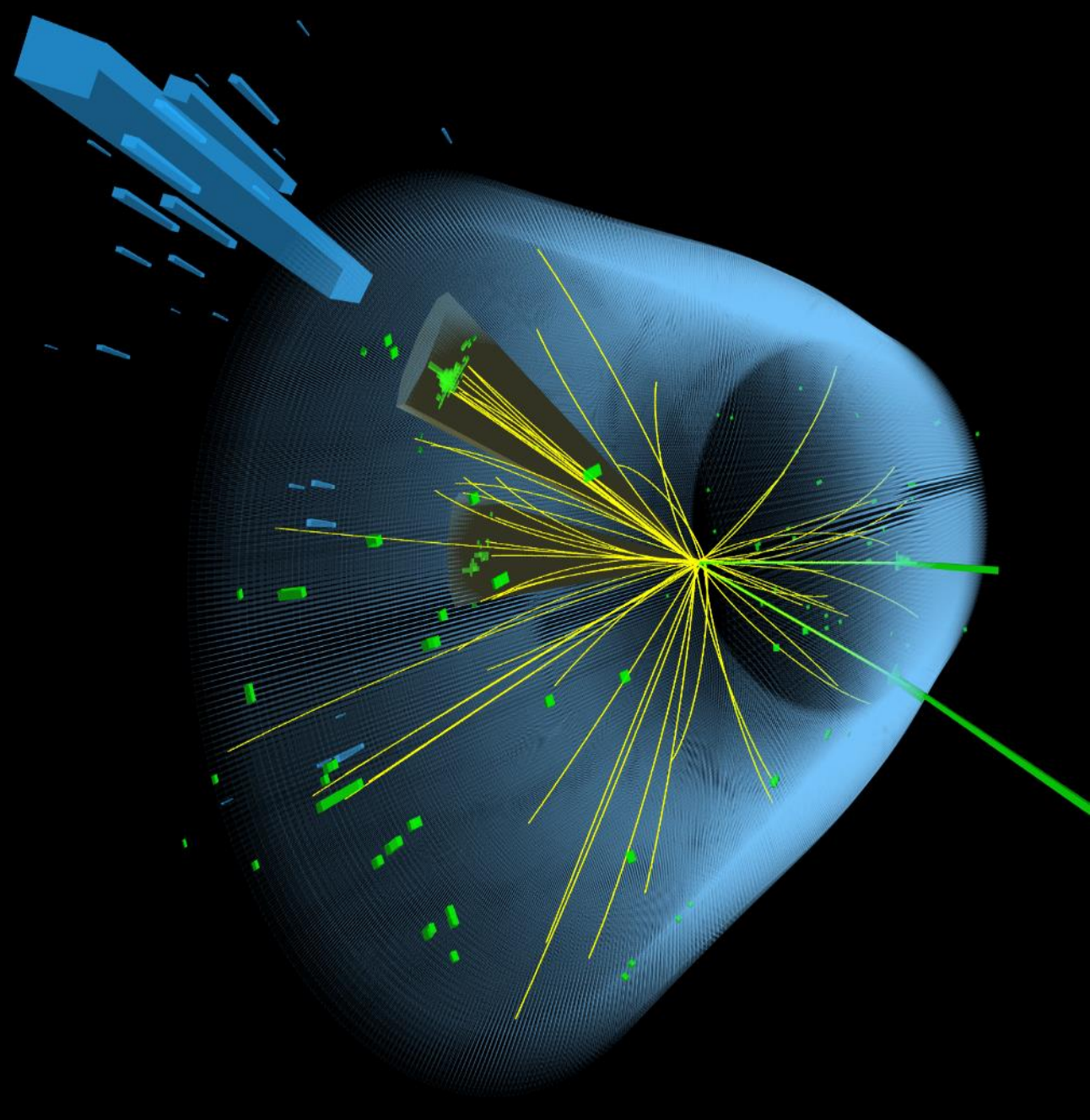
Education



Technology

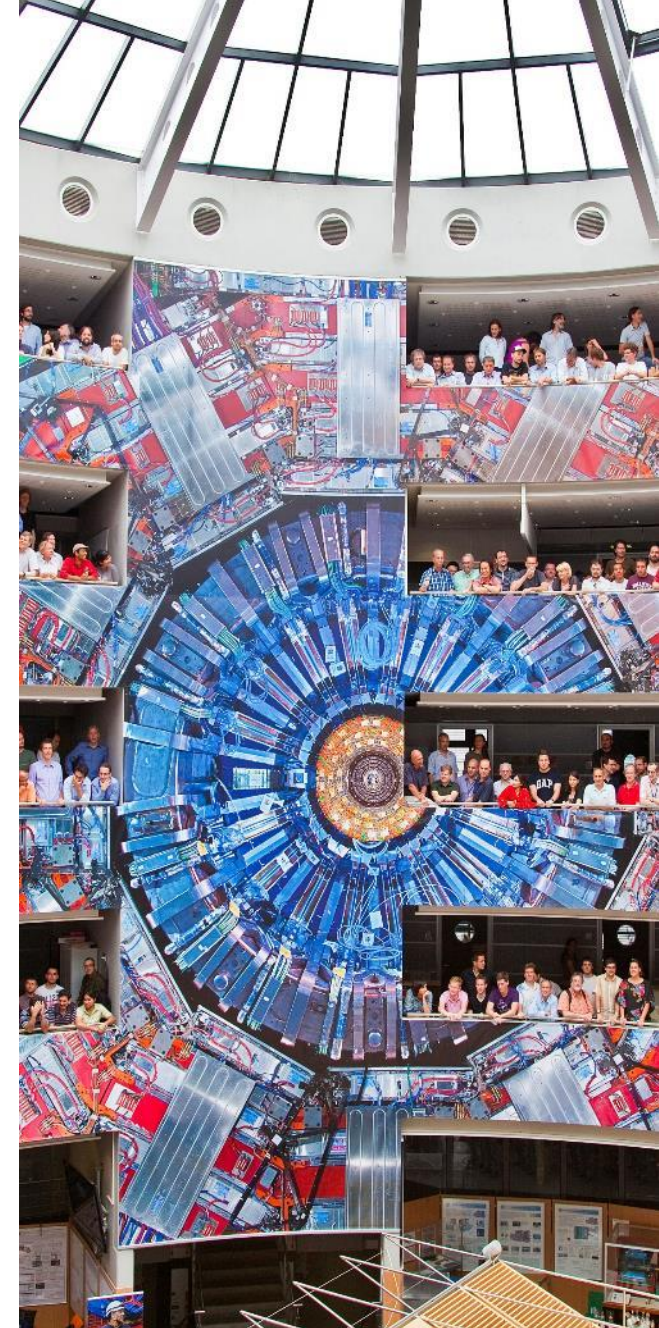
Perform world-class
research in
fundamental
physics

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Unite people from all over the world to push the frontiers of science and technology, for the benefit of all.



“ Training tomorrow's scientists and engineers and promoting the uptake of careers in STEM.

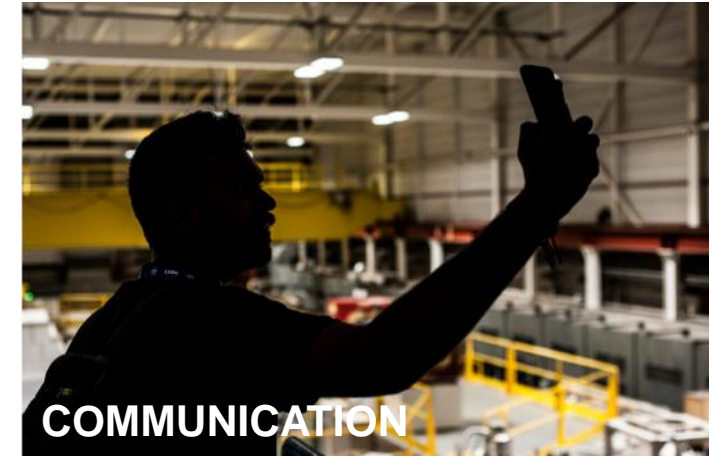
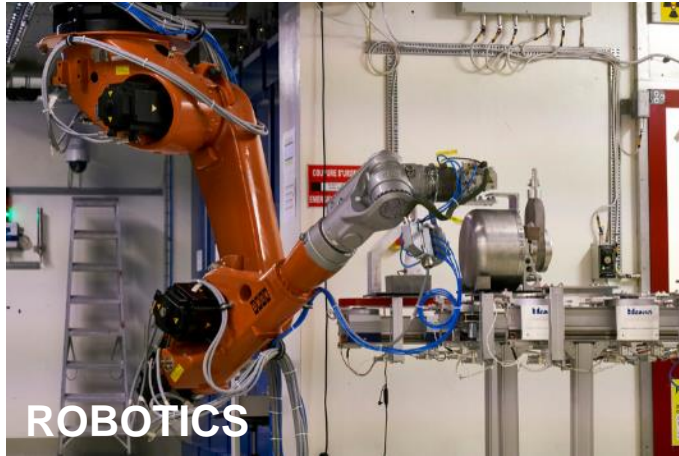




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Provide a unique range of particle accelerator facilities that enable research at the forefront of human knowledge.

Various areas besides physics..



RADIO FREQUENCY

VACUUM AND CRYOGENICS

ELECTRICAL ENGINEERING



MECHANICAL ENGINEERING

MATERIALS SCIENCE

ELECTRONICS

The four pillars of the CERN action plan



Education & Outreach

CERN has developed actions in education

- Interacting directly with secondary schools (70,000/year) using the Globe of Innovation, Microcosm exhibition, S'Cool Lab (4,000 children) and future Science Gateway;
- Training their professors at CERN (10,000 since 2006) with a two-weeks lectures and exchanges with Senior Staff from different areas of CERN Expertise;
- Giving lectures and seminars to general public in Foundations and Universities in all Members States and at Universities and Scientific Institutions to explain and attract young students (15,000 pupils in 46 countries).

In both Particle Physics and Engineering, introducing scientific at early stages of University degree is fundamental, in particular with STEM.

Both Scientific and Technological background are essential with special attention to willingness to work in a multicultural and multidisciplinary environment.

External Collaborations



- Extended network of Collaborations in various domains of Sciences, Technologies and Engineering with Universities and Institutes in Member and Associate Member States.
- Represents a fantastic pool of trained and experienced candidates.
- 2400 PhD students registered at CERN, from which 600 complete the thesis every year.

“On-the-job” training

CERN favours full immersion of students and young professionals in their job, giving them high level of responsibilities with a close supervision by Experts using its:

- Student program with Technical & Administrative Students, Summer Students, Doctoral Students and short-term internships;
- Graduate program with ORIGIN (early Career), QUEST (Experienced Project graduates) and Research Fellows (Post-docs).

These programs represent today one of the most important pool of candidates for the Staff positions.

A distribution of 1/3-1/3-1/3 between Technicians, Bachelors and Engineers/Physicist is favoured in most of the Technical and Engineering departments.

Diversity & Inclusion

Learning & Development of CERN Managers target the areas of diversity, inclusion and unconscious bias by:

- Raising self-awareness and understanding of one's own biases (and the different biases that exist e.g. confirmation, halo, horns etc.).
- Gaining an understanding of the importance of a diverse workforce to achieve higher performance. The value of diversity in teams.
- Educating leaders/managers in the differing expectations on the younger generations entering the workforce (flexibility, working conditions, etc.) and being able to manage those expectations.
- Becoming (even more) emotionally intelligent (empathetic) managers.

Diversity & Inclusion

At CERN, we are seeing the fruits of the following initiatives and commitments:

A first-time target strategy endorsed by the senior management in 2021 called, “25 by 25”.

- The initiative contains a gender target to reach 25% women across the staff and fellows population by the end of 2025 (21% in 2020; 22% in 2021), with a particular focus on STEM.
- Importantly, the strategy is not just an HR policy rolled out for compliance.
- The Strategy is leadership led, with every Department Head responsible and accountable for the gender diversity and nationality diversity progress in every Department.
- In implementing the strategy, every Department Management Board is required to review and approve a set of actions put forward by the Department’s personnel which will ensure that recruitment and career progression processes result in more gender diversity.

Your opportunities

PROFESSIONALS & GRADUATES

STAFF MEMBERS

ORIGIN

Early Career Professionals

QUEST

Experienced Project Graduates

RESEARCH FELLOWS

Post-docs

STUDENTS

**TECHNICAL &
ADMINISTRATIVE
STUDENTS**

DOCTORAL STUDENTS

SUMMER STUDENTS

**SHORT-TERM
INTERNS**



¡Gracias!

” Magic is not happening at CERN,
magic is being explained at CERN.

- Tom Hanks



Accelerating Science and Innovation