



The brand-new Building 774 on the Prévessin site was officially opened on 12 June 2015. As well as housing offices for the accelerator teams, it contains an auditorium and a reception area for visitors and VIPs. (Photo Jordi Bernadó)

A place of work

The fenced part of the CERN site occupies a total area of 200 hectares, located on both sides of the French-Swiss border, and comprises numerous buildings and green spaces requiring maintenance and renovation. A host of construction and maintenance projects were carried out in 2015 to improve the quality of the Organization's infrastructure.

On the French side, a new workshop and a control room were opened on the LHCb experiment site, and a ribbon-cutting ceremony was held for Building 774. With its innovative architecture, this new building provides a focal point for the Prévessin site, housing offices for the accelerator teams, a cafeteria, an auditorium and a reception area for visitors and VIPs. On the Swiss side, an emergency response centre operated by the HUG (Geneva University Hospitals) and a building housing the radio-frequency systems for the PS Booster were opened on the main Meyrin site.

Many buildings were also renovated, including the *Microcosm* exhibition, which was completely transformed (see p. 32). With a view to enhancing the standard of comfort provided by the on-site accommodation facilities, two floors of one of the hostels were

modernised in time for the arrival of the summer students. During the year, the access points of the various sites were upgraded to improve security and optimise resources. This included the installation of a new automated access system at one of the gates on the Meyrin site.

The renovation of the water tower was one of the highlights of the work carried out in 2015. To guarantee an optimum quality of drinking water, the tower's inner lining was replaced with a plastic material specifically designed for drinking-water tanks and its internal piping was modernised.

CERN and its people

CERN continued its drive to increase its visibility to potential candidates in all 21 Member States, via a proactive sourcing and outreach programme. In 2015, just over 23 000 applications were received for staff positions, and 164 limited-duration-contract boards were held. Nationals of Turkey and Pakistan have been entitled to apply for positions at CERN since these countries joined the Organization as Associate Member States (see p. 7).



The flagship Summer Student Programme, a shining example of international collaboration and a model for the training of young people, brought 276 students from 83 different countries to CERN in 2015. (CERN-PHOTO-201507-153-2)

The Fellowship Programme continued to be extremely successful, attracting well over 2000 applications in 2015. A total of 350 fellows were selected, including 33 who had taken part in the recently introduced Technicians Training Experience set up for highly skilled technicians. Additional funding was secured through the European Commission's Marie Skłodowska-Curie Actions scheme, which is part of the new Horizon 2020 framework programme. In particular, COFUND will contribute towards the funding of 60 CERN fellows over the next five years.

In addition, 293 technical and doctoral students were selected, and the flagship Summer Student Programme was attended by 276 students. A new Spanish trainee programme was launched, giving 20 Spanish trainees per year the opportunity to work at CERN on a two-year contract. The CERN Apprentice Programme was once again recognised as outstanding by the local authorities (*Union Industrielle Genevoise*), with one graduate receiving a "best apprentice" award.

The roll-out of the Learning and Development Policy continued as the team responsible for training embedded the CERN Competency Model in five training curricula ("Technical", "Technical Management", "Language", "Personal Development and Communication" and "Leadership"). An additional curriculum, "Your career at CERN", was created to enhance the range of learning opportunities on offer. A total of 497 training courses were attended by over 5000 registered participants.

Developing proposals for diversity-related measures within the framework of the five-yearly review was one of the Diversity Office's key tasks in 2015. The Office also celebrated the 20th anniversary of its predecessor, a working group set up back in 1995 to address the gender imbalance at CERN. In 2015, the Diversity Office continued to implement actions towards CERN's seven strategic diversity objectives, which focus on recruitment, career development and the working environment. In addition,

Five-yearly review

Every five years, CERN reviews the financial and social conditions it offers its personnel. 2015 ended on a very positive note, with the Council's approval of the measures proposed in the latest five-yearly review framework. A rationalised career structure and modernised diversity-related conditions are key features of the 2015 review. Given the current economic climate, the Member States appreciated the decision to adopt a measured and rational approach. The Council's approval marked the completion of a long process, which had begun in earnest in 2014. Following the successful outcome of the five-yearly review, the updated conditions should ensure that the Organization can continue to remain attractive to personnel of the highest competence and to develop sustainably.

it expanded its network of external partners to exchange best practices in the different areas of diversity management.

A new contract policy was implemented with a view to providing a more flexible workforce for the Laboratory, increased possibilities to retain key expertise and enhanced opportunities for internal mobility.

Doing business with CERN

The 2015 procurement year was marked by several events and projects, including a new information campaign targeted at companies from Member States wishing to supply products and services to CERN and the introduction of a bilingual e-learning training course for CERN employees involved in the procurement process. Expenditure on supplies and services amounted to some 298 MCHF and 126 MCHF respectively, and around 54 500 orders were placed in total.

Accountability

In April, CERN introduced a policy for preventing and managing conflicts of interest. This was followed by a campaign to raise awareness among the personnel of the risks that such conflicts pose for the Organization.

In November, the Internal Audit service also organised a joint training initiative on evaluation in conjunction with its counterparts from other international organisations based in Geneva. The aim was to equip personnel with the knowledge required to systematically and objectively evaluate the impact of CERN's programmes and policies on targeted groups of society.