2nd ERF Seminar
Human Capital for Modern Research Infrastructures
19.10.10 at the PSI

TRAINING ISSUES AND OBJECTIVES at the ESRF

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Training issues and objectives at the ESRF

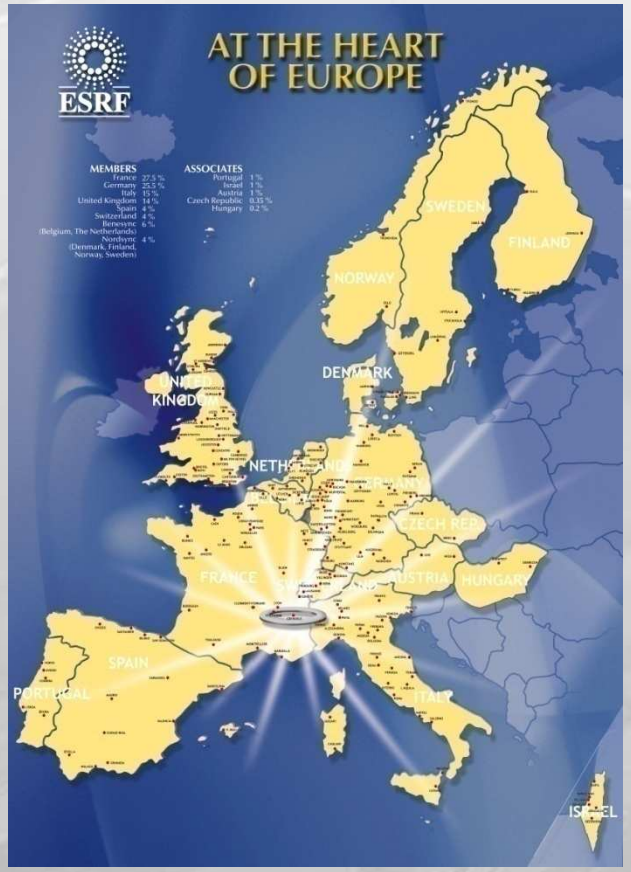
- Introduction to ESRF: facts and figures
- Further education at the ESRF
  - Type of training
  - Training distribution per division
  - Recurrent courses
  - Courses in the frame of the Upgrade programme
- European trainees, doctoral students and young scientist issues

The ESRF: facts and figures

- Partnership between 19 countries
- Europe's most intense and productive X-ray source (synchrotron radiation/light)
- Research in biology, chemistry, physics, materials, archaeology, paleontology, medicine …
- 31 public beamlines (instruments);12 CRG beamlines (national/international teams)
- ~ 600 staff
- Annual budget ~85 M€ before UP, ~95 M€ after UP

The ESRF: facts and figures

- Annually:
  - ~ 2000 proposals (~ 45% accepted)
  - > 6200 user visits (~3500 - 4000 individuals)
  - 5000 days scheduled (all beamlines)
  - >1500 experimental sessions
  - >1500 publications on work at ESRF



The ESRF: facts and figures

ESRF Staff

600 staff: 500 with technical background

- 250 scientists and engineers
- 185 technical staff
- 40 postdocs
- 30 PhD students
- 75 administrative, directors…
- 20 externally financed (EU etc)

ESRF

Source: GIANT Industrial parks

Bourgoin-Jallieu

Chambéry

Lyon

Genève

Site industriel de Voiron

Crolles2 Alliance

Site industriel de Crolles

Site grenoblois

Innovallée

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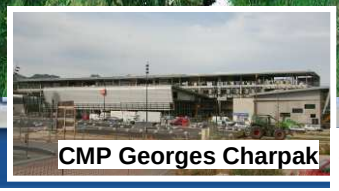
Site industriel de Claix



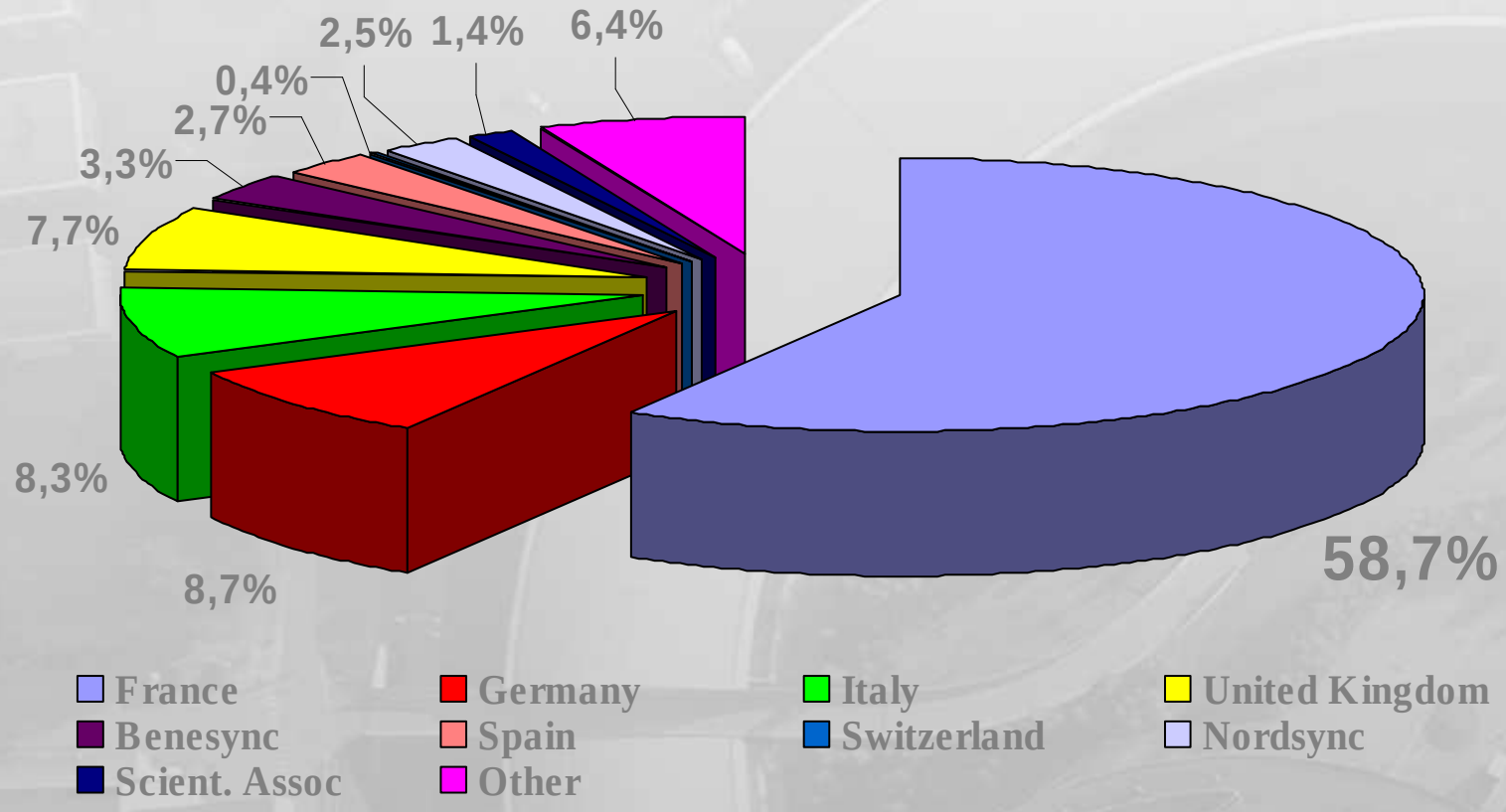
Gardanne

Nice

European Synch

ESRF Staff

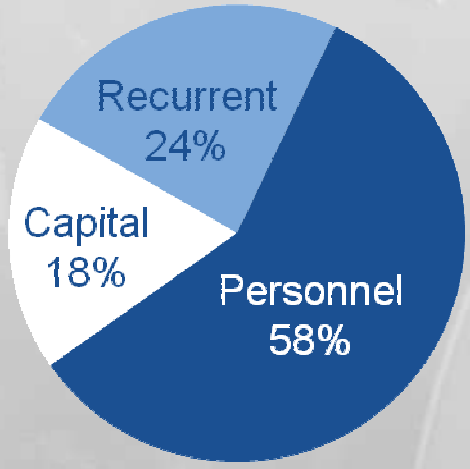
Distribution by nationality



European Synchrotron Radiation Facility

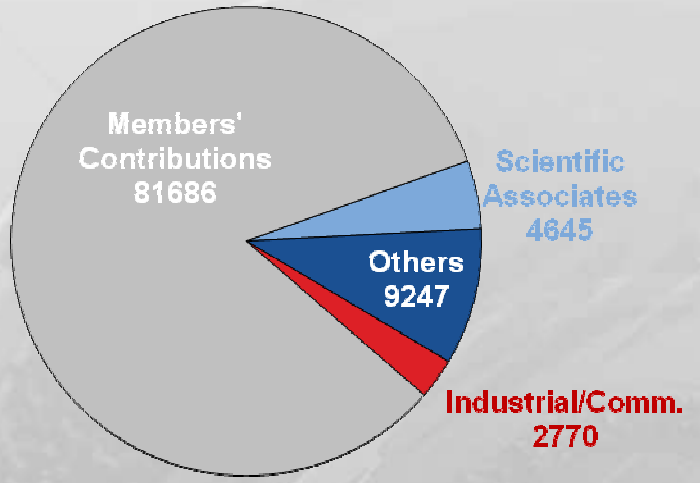
2009 Budget

Expenditure



Personnel	52 180
Recurrent	20 810
Capital	22 506
	95 496

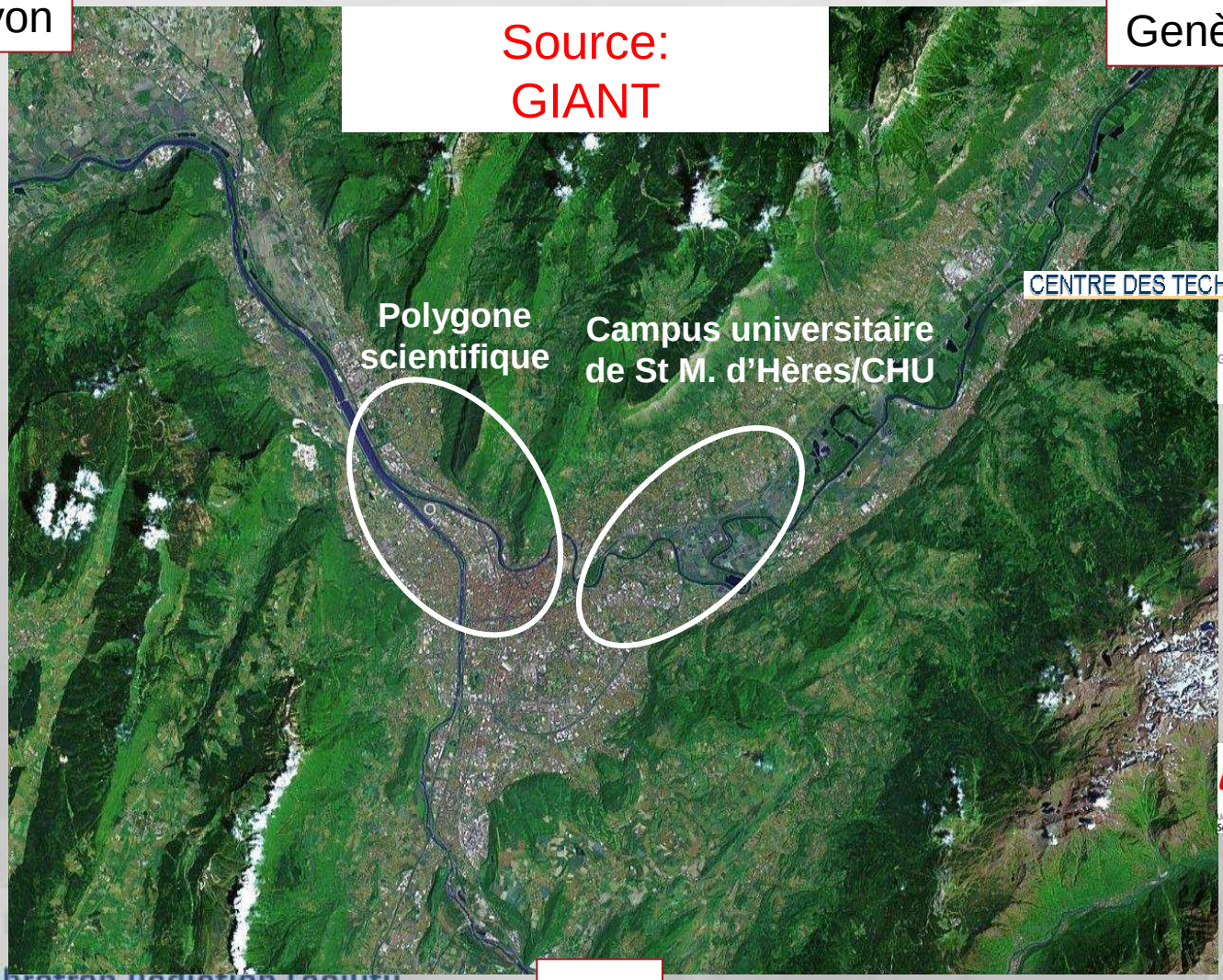
Income



Lyon

Source:
GIANT

Genève



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CENTRE DES TECHNOLOGIES DU LOGICIEL

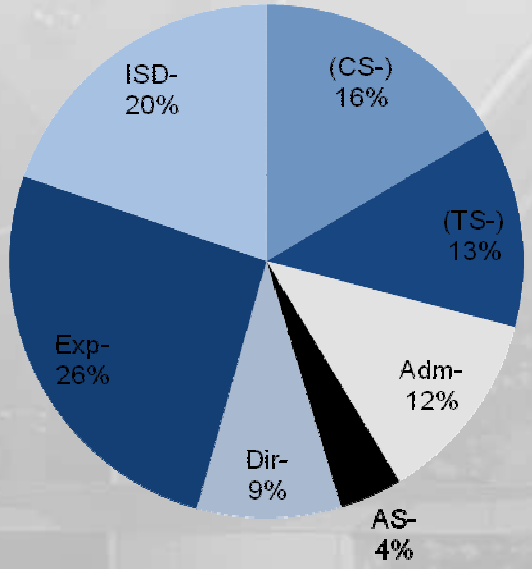
European Synchrotron Radiation Facility

Training issues and objectives at the ESRF : Type of training

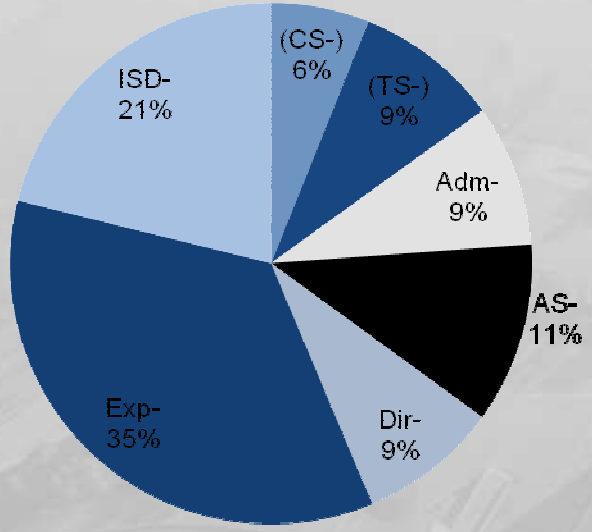
Type of training	2007		2008		2009	
	hours	%	hours	%	hours	%
Language	3604	30	4037	29	4321	33
Technics	5112	42	5542	40	3758	29
Behaviour	1968	16	2063	15	3037	23
Long term training	1448	12	2280	16	1815	14
Total	12132	100	13922	100	12931	100

Percentage of the payroll devoted to further education 3.2 %

Training costs per division (%)



Distribution of staff per division (%)



European Synchrotron Radiation Facility

Training issues and objectives at the ESRF : recurrent courses

- Technical training : To cope with new techniques and to improve competences
- Language training : French, to facilitate integration in France and English, working language at the ESRF
- Management training : help and support for team managers
- Communication, coaching, team building

Training issues and objectives at the ESRF : recurrent courses

- Extended absences : Further education to prepare a diploma outside working time : (Engineer, Senior Administrator)
- HERCULES (Higher European Research Courses for Users of Large Experimental Systems) : one month course per year for postdoctoral, thesis students and Scientists
- EIROFORUM common training in soft skills : Project Management, Recruitment techniques, Scientific presentation skills

Training issues and objectives at the ESRF : specially designed courses within the frame of the Upgrade

- Project Management
- Development of Internal Mobility

Training issues and objectives at the ESRF

- Project Management

✓ 3 parts :

- ❖ Project definition and methodology
- ❖ Organisation and communication in a project team
- ❖ IT tool

✓ Code of Conduct for a common language : A project within agreed parameters, a defined scope, agreed costs, agreed time scale, agreed quality levels

Training issues and objectives at the ESRF

- Development of Internal Mobility
  - ✓ A complement of courses has to be identified to facilitate opportunities for Mobility
  - ✓ Transfer of individual knowledge
  - ✓ Tutoring by the senior staff
  - ✓ Competence framework at individual and collective levels (working team)

Training issues and objectives at the ESRF : European trainees, thesis student and young scientist issues

- Educational role and external mobility
  - We welcome 100 trainees per year for a period of 4 months on average (before the thesis level) - half come from outside France at all University/School levels (with a technical, engineering, administrative, scientific background)
  - Thesis students, postdocs and young scientists (constant of 100 employees)

Training issues and objectives at the ESRF : European trainees, thesis student and young scientist issues

- One of our priorities is to consider our duty to help young people, in particular young scientists to find a job after their short term contract at the ESRF. Shaping a career path including the potential to go to Industry has to be taken into account. This means pan-European partnerships, grants, spin-offs between the ESRF and UNIVERSITIES, the REGIONS & PRIVATE FIRMS.

Training issues and objectives at the ESRF: European trainees, thesis student and young scientist issues

- By hosting European young people, the ESRF plays an educational and pedagogical role in the frame of scientific European culture, giving its contribution in the present difficult economic context.
- By creating formal links with economic partners, the ESRF fully contributes to the continuity and advancement of European career mobility.

ESRF - Grenoble : Thank you for your attention