

# CERN organisational structure for the years 2016-2020

## 1. INTRODUCTION

This document describes the management and organisational structure (sectors, departments, units) for the years 2016-2020. A schematic diagram is presented in Fig. 1. Activities will be grouped into four sectors:

- Accelerators and Technology
- Finance and Human Resources
- International Relations
- Research and Computing.

Each sector comprises several departments and/or units and is led by a Director.

The Director-General and the four Directors form the Directorate, which will be responsible for the definition and execution of the Organization's objectives, in accordance with the strategy set by the Council.

The Enlarged Directorate, consisting of the Directorate, the Department Heads and the Head of HSE (Occupational Health, Safety and Environmental Protection) unit, will enable broader consultation, as well as regular, effective and transparent exchanges between the Directorate and the rest of CERN.

## 2. SECTORS AND DEPARTMENTS

i) The **Accelerators and Technology sector (AT)** will be responsible for the operation, maintenance, consolidation and upgrade of the whole CERN accelerator complex and for the design and development of new accelerator technologies and projects. Its emphasis in the coming years will be on the operation of the LHC (Run 2), the upgrade of the LHC injectors (during LS2), and the construction of the High-Luminosity LHC. The key activities will also include the fixed-target facilities, design studies for future accelerator projects, as well as a vigorous accelerator R&D programme.

**The Director is Frédérick Bordry (FR).**

As in the present structure, the AT sector will comprise the following three departments:

- **Beams (BE).** This department will be responsible for providing high-quality beams to all CERN experimental facilities. Its activities will include beam generation and acceleration, instrumentation, diagnostics and controls, as well as performance optimisation for the whole accelerator complex.

**The Head of the BE Department is Paul Collier (UK).**

- **Technology (TE).** This department will be responsible for the technologies needed for the existing accelerators and experimental facilities, as well as for future projects. It will host activities on magnets, cryogenics, vacuum, power converters, machine protection, etc.

**The Head of the TE Department is José Miguel Jimenez (ES).**

- **Engineering (EN).** This department will be responsible for the engineering activities needed for the existing accelerators and experimental facilities, as well as for future projects. It will host activities in the fields of mechanical and material engineering, electricity, cooling and ventilation, beam collimators and absorbers, etc., and provide the liaison between the experiments and the engineering and technical services.

**The Head of the EN Department is Roberto Losito (IT).**

ii) **The Finance and Human Resources sector (FHR)** will be responsible for four main areas: finance and administrative processes; procurement, industry, and knowledge transfer; human resources; site management and buildings.

**The Director is Martin Steinacher (CH).**

The FHR sector will comprise four departments, one more than in the present structure, as finance and procurement are now separated into two departments, with finance absorbing the Resources Planning unit presently attached to the DG. Furthermore, the activities of the current General Services Department are streamlined, with the relocation of several groups to other departments and sectors. These changes are designed to improve the partition of tasks (e.g. between finance and procurement), optimise the distribution and grouping of activities, and make the role of each department more focused. The resulting governance should enable the stringent control and highest quality of the services provided.

- **Finance and Administrative Processes (FAP).** This department will combine the Resources Planning, Processes and Controlling unit currently attached to the DG with the Financial and Accounting Services from the present Finance and Procurement Department. FAP will be responsible for resources planning and controlling, accounting, treasury and cash management, third-party funding, and administrative computing and reporting across the Organization.

**The Head of the FAP Department is Florian Sonnemann (DE).**

- **Industry, Procurement and Knowledge Transfer (IPT).** This department will be responsible for all aspects of procurement and industrial services, recuperation and sales, as well as relations with industry and knowledge transfer.

**The Head of the IPT Department is Thierry Lagrange (BE).**

- **Human Resources (HR).** This department will be responsible for developing strategies and providing services to support the CERN Management in defining, implementing and monitoring a human resources policy adapted to CERN's current and future needs. It will also help the Organization to maintain its excellence by recruiting staff members with the key competencies required for the realisation of its mission.

**The Head of the HR Department is Anne-Sylvie Catherin (FR).**

- **Site Management and Buildings (SMB).** This department will be a streamlined version of the present General Services Department. The Fire Brigade and the Medical Service will be relocated to the HSE unit attached to the DG; the Advanced Information Systems group will be moved to the FAP Department; and the Scientific Information group (library, historical and scientific archive and open access) will be assigned to the Research and Computing sector. The SMB Department will thus focus on civil engineering, building construction and consolidation, and site services (cleaning, hostels, security, car pool, etc.). These crucial activities for a large host laboratory require a common business approach, service-level orientation and cost awareness.

**The Head of the SMB Department is Lluís Miralles (ES).**

iii) **The International Relations sector (IR)** will be responsible for contributing to and implementing the international relations strategy of the Organization, including: strengthening cooperation between CERN and its Member States; enhancing links with Associate Member States and Non-Member States; implementing CERN's geographical enlargement policy; promoting the mission of the Organization through education, communication and outreach activities; and building partnerships with international organisation and other relevant stakeholders.

**The Director is Charlotte Warakaulle (DK).**

The IR sector will comprise several units, organised according to the preliminary structure shown in Fig. 1. Education, communication and outreach will be grouped into one unit (ECO), with the purpose of maximising synergies across activities and optimising the use

of resources. The number of units and their tasks are being finalised based on in-depth discussions with the teams involved. Administration will be managed centrally for the whole sector.

iv) The **Research and Computing sector (RC)** will be responsible for all aspects of research, including the LHC and the non-LHC programmes, as well as for scientific computing. Its activities will include participation in and provision of support to CERN-based experiments and other approved projects, detector R&D, research in theoretical physics, and development and operation of the computing infrastructure and services. Emphasis in the coming years will be on the implementation of the European Strategy for Particle Physics and preparation of its update, operation and upgrade of the LHC experiments, studies for future projects, and maintaining a compelling scientific diversity programme.

**The Director is Eckhard Elsen (DE).**

The RC sector will comprise three departments, one more than in the present structure, as experimental and theoretical physics are now split into two separate departments:

- **Experimental Physics (EP).** This department will carry out research in the field of experimental physics and provide a working environment for users from all over the world. It will include the CERN teams involved in the experiments (both for the LHC and the non-LHC programmes), as well as the groups providing support to approved experiments in the domains of detector technology, electronics and common software. Detector R&D for current and new projects will also be an important aspect of the EP department's activities.

**The Head of the EP Department is Manfred Krammer (AT).**

- **Theoretical Physics (TH).** Research in theoretical physics at CERN attracts almost 800 visiting scientists from the Member States and beyond every year. Restoring a dedicated department for theoretical physics (as existed until 2003) recognises the pivotal role of CERN as a centre of excellence for scientific exchange and culture. This organisational change will be cost-neutral, as the administration of the TH and EP Departments will be managed together (as today). The TH Department will carry out research on all subjects of relevance for theoretical particle physics: QCD, electroweak theory, collider phenomenology, physics beyond the Standard Model, heavy ions, flavour physics, neutrino physics, lattice field theory, formal aspects of quantum field theory, string theory, cosmology, and astroparticle physics. The department will play an important role

in the coming years, at a time when CERN will need to plan the future of its scientific programme.

**The Head of the TH Department is Gian Giudice (IT).**

- **Information Technology (IT).** This department will provide the information technology required for the fulfilment of CERN's mission in an efficient and effective manner. This includes data processing and storage, networks and support for the LHC and non-LHC experimental programme, as well as services for the accelerator complex and for the whole laboratory and its users. This department will also provide a ground for advanced research and development of new IT technologies, with partners from other research institutions and industry.

**The Head of the IT Department is Frédéric Hemmer (BE).**

### 3. DG UNITS

The number of units directly attached to the DG is significantly reduced in the new structure, mainly due to the creation of the International Relations sector and the relocation of the Resources Planning, Processes and Controlling unit to the FAP Department.

The units remaining attached to the DG are: HSE (Head: Simon Baird); Internal Audit (Head: John Steel); Legal Service (Head: Eva-Maria Groniger-Voss); and Translation, Minutes and Council Support, now grouped together (Head: John Pym).

### 4. FINAL REMARK

The assignment of some of the groups, units and activities to departments, within or across sectors, is still being finalised based on discussions with Directors, Department Heads and the teams involved.

The changes presented in this document and those to be defined in the future aim at an effective organisational structure while optimising the use of resources.

Figure 1: Schematic diagram of the proposed organisational structure.

