Why to work at BSC

BSC-CNS is an institution of prestige and a scientific leader at national and European level. At BSC-CNS you will have the opportunity to integrate into a team of international scientific reputation.

BSC-CNS offers a future rich in opportunities and growth on both a personal and professional level. BSC-CNS is seeking innovative, dynamic and multipurpose professionals.

Career Development and Training Plan

**BCS-CNS has a strong commitment to developing the careers of its staff.** The professionals who join the centre bring with them a strong commitment to developing an upwardly mobile career path that must be maintained continually over time.

The personnel management system includes an annual performance objective and evaluation system. Under this system, the level of progress to be achieved by the individual in his or her role and at the centre will be set periodically, so that a training plan can be matched to the needs of the staff member and of BSC.

The Career Plan that is implemented for staff members is intended to bring each contributor’s aspirations for
professional growth into line with the objectives of the centre, making it easier to identify training needs and contributing to the development of the centre’s annual Training Plan.

BSC-CNS also offers a scholarship programme designed to promote and facilitate career-oriented professional development in the field of research for students and young researchers. It combines academic and teaching actions with the support of universities and other international research centres. Programmes include:

- Master in High Performance Computing
- PhDs in the centre’s various fields of knowledge
- Advanced training: specialised courses and seminars

**BSC Perks**

- **Restaurant Tickets**

  The centre offers all staff Restaurant Tickets for each day worked in the form of a card credited with the total amount allocated for a given period.

  Staff also have access to the university dining rooms on the UPC campus where microwaves are available for use.

- **Private Health Insurance**

  The centre offers private healthcare coverage to workers and their families. The BSC-CNS pays 80% of the worker’s contribution and the remaining 20% is deducted from the salary. It is possible to insure family members at a competitive cost.

- **Flexible Compensation Plan**

  BSC offers all its employees a Flexible Compensation Plan by allowing them to decide how they want to receive their gross salary: either wholly via the salary payroll, or partially via payroll and partially via products offered by the company such Transport Ticket or Childcare Ticket.

- **Language training**

  The BSC-CNS offers all centre personnel opportunities to learn and become fluent in the centre’s official languages of English, Spanish and Catalan.

- **UPC Card**

  Under the plan to integrate the research centres linked to the UPC, the university offers BSC-CNS personnel the possibility of having a UPC card. This card allows them to enjoy
a variety of benefits, such as access to the university libraries, and to discounts and services offered to members of the campus.

- **Social Activities Plan**

  Each year, the BSC-CNS approves and co-finances an activity plan proposed by the staff. The aim is to promote relationships between staff from different departments through their participation in leisure activities outside working hours and therefore foster cohesion among staff and promote the centre’s values.

- **Home Office**

  As work-life balance measure and fruit of the Center's equality and diversity plan, BSC offer the possibility to work from home under the conditions established in the center’s policy.

Barcelona Supercomputing Center - Centro Nacional de Supercomputación