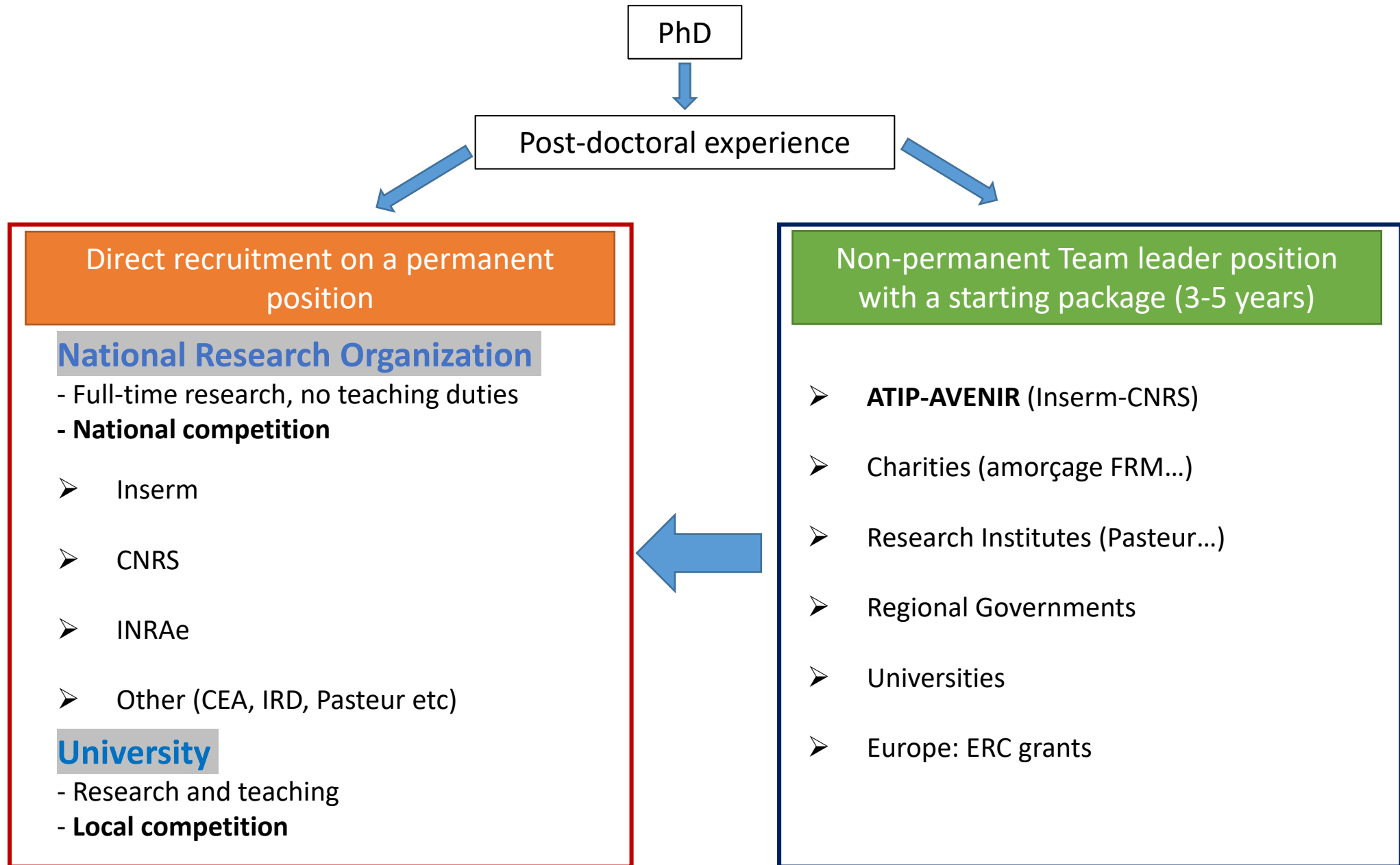


Transition inside academia

GDR AQV

Recruitment tracks in France for permanent researchers

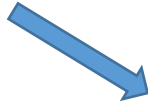


Recruitment tracks in France for permanent researchers

PhD

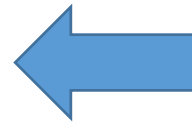


Post-doctoral experience



Non-permanent Team leader position
with a starting package (3-5 years)

- ATIP-AVENIR (Inserm-CNRS)
- Charities (FRM...)
- Research Institutes (Pasteur...)
- Regional Governments
- Some universities
- Europe: ERC grants



“Typical” starting package in France

- **Means provided:**
 - ✓ A salary for **3-5 years** for the applicant
 - ✓ A research budget of **~80 000 \$/year**
 - ✓ Lab space
 - ✓ Salary for a **post-doc and/or technician**
- **French citizenship not required**

Researcher

Missions: Research, Discover,
Disseminate & train



- The definition of research topics



- Development of protocols after consultation with the engineers and technicians of his team



- Conducting experiments
Analysis and interpretation of results



- Writing and publishing articles



- Participate in conferences and seminars

Professor (assistant)

~ 190 h teaching/year
+ Research, Discover,
Disseminate & train

Engineer

Mission: Research support
~200 types of occupations



- Conducting projects from conception to realization



- Controlling the instrumentation



- Developing methods and new techniques

Engineer position

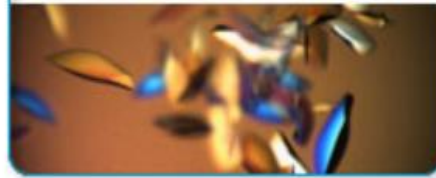
BAP A

Sciences du vivant,
de la terre et de
l'environnement



BAP B

Sciences chimiques
et Sciences des
matériaux



BAP C

Sciences de l'Ingénieur
et instrumentation
scientifique



BAP D

Sciences Humaines
et Sociales



BAP E

Informatique,
Statistiques et
Calcul scientifique



BAP F

Culture, Communication,
Production et diffusion
des savoirs



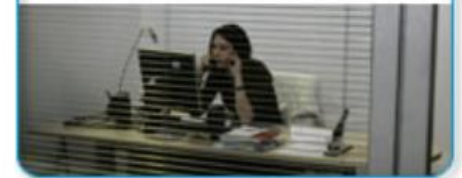
BAP G

Patrimoine immobilier,
Logistique, Restauration
et Prévention



BAP J

Gestion et Pilotage



Ingénieur de Recherche (IR) / « research engineer »

Recruitment level : PhD or engineering degree (not all schools are eligible).

At the CNRS/INSERM : essentially specialists in a particular technology. Little recruitment in research teams.

CNRS/INSERM : More than half of the IR are hired after at least one post-doc.

The IR population is heterogenous: some were hired after a PhD, a post doc.. Some were hired as « Ingénieurs d'étude (IE) » (diploma required : 3 years at university), « assistant ingénieur AI » (2 years), or technician « Bachelor degrees », and were promoted. No PhD required for the promotion but very slow (ex: about 10 years from IE to IR)

Number of positions per year : 64 in 2019. Number of applicants: 964 , pressure rate : 1/15 (all fields of activity).

Pressure rate BAP (domain of activity) A (bio): 1/15 - BAP C (Physical science) : 1/9.

The selection pressure is very different between fields, in biology (BAP A) in particular. For example, there are very few open positions and many applicants for ingénieur biologiste en laboratoire (team research engineer in biology, A1A43), compared to Ingénieur biologiste en analyse de données (biological data analyst, A1A41

Recruitment of non-French people : 10% – Please note that the oral exam must be conducted **in French** !

CORPS		A				B				C				D				E				F				G				J				TOTAL			
		H	F	Total	% F	H	F	Total	% F	H	F	Total	% F	H	F	Total	% F	H	F	Total	% F	H	F	Total	% F	H	F	Total	% F	H	F	Total	% F				
IR	Candidatures	73	52	125	42 %	149	78	227	34 %	135	37	172	22 %	27	30	57	53 %	268	42	310	14 %					7	2	9	22 %	22	42	64	66 %	681	283	964	29 %
	Admis à concourir	73	52	125	42 %	149	78	227	34 %	135	37	172	22 %	27	30	57	53 %	268	42	310	14 %					7	2	9	22 %	22	42	64	66 %	681	283	964	29 %
	Admissibles	15	18	33	55 %	35	16	51	31 %	54	22	76	29 %	9	8	17	47 %	100	19	119	16 %					4	1	5	20 %	5	17	22	77 %	222	101	323	31 %
	Lauréats	4	4	8	50 %	6	2	8	25 %	15	4	19	21 %	2	2	4	50 %	19	7	26	27 %					2		2	0 %	1	5	6	83 %	49	24	73	33 %

IR recruitment procedure

CNRS/INSERM : written application, oral interview.

The jury is composed of 5 to 8 members: a president, an « élu C » in charge of verifying the impartiality of the jury, a representative of the research unit, at least two experts in the field.

INRA: written application, written exam, oral interview.

Universities : written application, oral interview.

The written application is evaluated by a committee for adequacy with the IR level often independently of the recruitment profile (not by a specialist !!!) . It is thus essential to build the application file in relation to this frame of reference and not only in relation with the published recruitment profile.

(<https://data.enseignementsup-recherche.gouv.fr/pages/referens/>)

It is imperative to contact the lab before the interview ! (regardless of the information provided by the recruiting service).

<https://www.cnrs.fr/fr/concours-it>

<https://rh.inserm.fr/nous-rejoindre/concours/Ingenieurs-techniciens>

<https://jobs.inrae.fr/concours/concours-externes-ingenieurs-cadres-techniciens-h-f>

<https://www.enseignementsup-recherche.gouv.fr/fr/recrutements/itrf>



CRCN position

Physics (INP)

Section 2: Physical theories
Section 4: Optics
Section 5 : Condensed matter physics

Engineering and system science (INSIS)

Section 8: Micro- and nanotechno, micro- and nanosystems, photonics
Section 9: Biomechanics
Section 10 : Hydrodynamics

Biology (INSB)

Section 20: Molecular and structural biology, biochemistry
Section 21: genome
Section 22: cell and development bio.
Section 23: plants
Section 24: Physiology, cancer biology
Section 25: neuro
Section 27: hote/pathogen interactions
Section 28: Pharmacology, bio-engineering, imaging, biotechnology

Chemistry (INC)

Section 11: Physical chemistry, soft matter **Section 16:** Chemistry of life

Interdisciplinary commissions CID

Section 51: Mathematical, computer and physics-based modelling for the life sciences
Section 54: Fundamental phenomena and the collective properties of life

Key words and criteria for selection for each section: https://www.cnrs.fr/comitenational/english/section_acc.htm

Web site for applications: <https://www.dgdr.cnrs.fr/drhchercheurs/concoursch/default-en.htm>



CRCN position

Guide: https://www.dgdr.cnrs.fr/drhchercheurs/concoursch/pdf/guide_en.pdf

Time line: list of positions published in december, written files sent in January, pre-selection (~1/3) in february, oral part March-May

⇒ Contact labs NOW. You need support

⇒ Choice of lab is very important (people of the section already present) , check CNRS annuaire

10 - 15 minutes for oral presentation depending on the section. => KEEP the time

15-30 minutes of questions => answer concisely to optimize the discussion.

2 referees read the file in details, 16 members will be far from your field

⇒ You need to convince the others. Be pedagogical (no acronyms, no jargon) , show vision, height of view

Going back to PhD team is highly not recommended

Letters of recommendation can be sent directly to a websites. They are usually not read.

Figures for 2020

Pressure: 1 position for ~20 candidats @INP and INSB, 1 for ~13 @INSIS and INC

Mean age : ~33@INP, INSIS and INC, ~35 @INSB

Women: 22% @INP, 32% @INC, 42% @INSB

Foreigners: ~25% @INP and INSIS, 18% @INC, 40% @INSB

7 Sections (called CSS): very broad

CSS1: Structural, cell and molecular biology

CSS2: Cancerology, genetic diseases

CSS3: Physiology and physiopathology of the major systems

CSS4: Neuroscience

CSS5: Immunology, Microbiology, Infection

CSS6: Public health, health of populations

CSS7: Technologies for Health

You can apply to different sections, but adapt your project to the section's contour for your written application (including keywords), and oral presentation.

Key words and description for each section:

https://eva3-accueil.inserm.fr/sites/eva/instances/Documents/CSS_Intitul%C3%A9s%20et%20p%C3%A9rim%C3%A8tres.pdf

List of CSS1 members:

https://eva3-accueil.inserm.fr/sites/eva/instances/Documents/Membres%20des%20instances_CSS1.pdf

CRCN position

CSS1: the most competitive in terms of selection pressure, regrouping most of INSERM's fundamental research. It includes biophysics (many biophysicists on the panel)

- Integrative structural biology, structure and dynamics of biological macromolecules;
- Structural bioinformatics, Modeling ;
- Synthetic biology, molecular engineering ;
- Chemobiology;
- Structures and mechanisms in signal transduction, gene expression and regulation, chromatin to translation, genome repair, recombination and replication, systems biology;
- Metabolic pathways and biosynthetic processes, systems approaches to supramolecular assemblies;
- Membranes, membrane proteins, intracellular trafficking, organelles and extracellular vesicles;
- Stem cells, embryology, development, aging;
- Autophagy, mechanisms of senescence and cell death;
- Cytoskeleton, adhesion, migration, mechanobiology and cell communication.

Guide, timeline, calendar, repartition of tenure positions between CSS (2022): <https://eva3-accueil.inserm.fr/sites/eva/english-site/Pages/default.aspx>

Several profiles: people who integrate into a team, people who want to start/started their own team. Your positioning must be very clear. No rule for age, number of postdocs, but always 2 categories (young in the career and older in the career). For people seeking to integrate in a lab, show your added value to the team, your expertise, what you will bring to the project. If you have an ATIP, ERC starting, ANR JCJC, a starting package somewhere, the section is not the one that awarded you the grant nor a validation jury, you need to convince them.

Timeline 2022: Opening December, Deadline for application January, pre-selection March, oral presentation (zoom or presential) April to May.

- ⇒ Your lab must be affiliated to INSERM.
- ⇒ You must validate all the steps of your career with publications. bioRxiv are taken into account. You must be regular and show thematic mobility (geographic mobility is less important). Originality is important, as well adaptability and versatility, showing abilities not only in producing science but also in promoting science (oral presentations for seminars, congresses, workshops), science organization, supervision, funding, teaching, outreach activities, scientific awards... So you need to fill your online document and CV very well.
- ⇒ You will have a lot of information to fill online, this information is important and read by the committee. For previous work, explain clearly if and why your scientific achievements are important and original in your field of research. For the project, you should clearly state your biological question, why it is important. Your report (limited in length to 5 pages, no recommendation letters for INSERM) will be read carefully by your rapporteurs (2 people, not necessarily in your exact field) that will defend you for preselection or not (help them, they have a lot of candidates).
- ⇒ Oral presentation: only 2 people have read your report, you have to convey and convince the rest of the section (33 people) in 10 minutes presentation plus 30 minutes of questions. . Your PPT should be simple but not simplistic, with a good perspective, from the general to the detailed (avoid acronyms and jargon). Your project is very important, it must take up a large part of your presentation if you want people in the committee other than your rapporteurs to be able to ask you questions. 20 to 25 minutes of scientific questions from your rapporteurs and the other members of the committee, and 5 to 10 minutes of “human resources “questions: on ethics, scientific integrity, conflict management. KEEP the time.

Numbers for 2022 (for CSS1): 67 tenure positions total for the 7 CSS in 2022 (11 in CSS1).

Pressure: 120 candidates, 31 preselected, 11 tenure positions (4 men, 7 women).

Maternity leaves are taken into account (18 months per kid) so fill your online document carefully.

Age : usually from 32 to 38.

Foreigners: usually 2-3.



CRCN position

INRAE (The National Institute for Research on Agriculture, Food and the Environment)

~ 12,000 people, ~ 8,000 permanent staff, 20% CR & DR, 14 scientific departments, 18 research centers spread over the French territory.

Three recruitment modes for young researchers (CRCN)

<https://jobs.inrae.fr>

1) Junior Research Scientist :

- about 30 positions/year (in 21 disciplines)

In 2022, 4 positions for "physics, chemistry, material sciences" discipline,

5 for "mathematics and informatics for life and environmental sciences. Guide for candidates [here](#)

- calendar:

 - opening: early Feb

 - deadline for applications: early March

 - pre selection: mid-April - early May

 - final selection: June

<https://jobs.inrae.fr/en/open-competitions/open-competitions-research-scientists-job-profiles-crcn>

2) On project (similar to CNRS or INSERM but the project must be related to one of INRAEs main research themes: agriculture, food and environment)

- exists since 2010
 - candidates apply for the competition with a research project, an INRAE team likely to host them and a justification explaining how their project fits into INRAE's main scientific priorities.
 - 5 positions in 2022. Guide for candidates [here](#)
 - calendar:
 - opening: end of May
 - deadline for applications: early July
 - pre-selection: early October
 - final selection: Dec
- <https://jobs.inrae.fr/en/open-competitions/open-competitions-research-scientists-call-research-projects-crcn>

3) Tenure-Track Junior Professor Chair:

- 3 years of pre-tenure (64h of teaching/year) + funding that varies between 180 and 420k€.
 - evaluation after 3 years and almost systematic tenure as DR2 (no teaching).
 - 8 CPJ in 2022. Guide for candidates [here](#)
 - calendar:
 - opening: May
 - deadline for applications: June
 - pre-selection: Sept
 - final selection: October
- <https://jobs.inrae.fr/en/tenure-track/tenure-track-junior-professor-chair>



CNU

Conseil National des Universités

Maitre de Conférence (MCF):

- Recherche
- Enseignement 192h/an en présentiel

Inconvénients:

- Evaluation en recherche sur les mêmes critères qu'un chercheur à temps plein
- Beaucoup d'étudiants peu matures et motivés en mention Licence

Avantages:

- Enseigner est la dernière étape de l'apprentissage (force la compréhension: ≠ entre savoir et maîtrise)
- Permet de garder un contact avec des domaines de recherche qui ne sont pas les nôtres
- Permet de travailler sur la manière de faire passer des notions (en identifiant quels peuvent être les points de blocage)

https://www.galaxie.enseignementsup-recherche.gouv.fr/ensup/cand_recrutement.htm

Disciplines

B.O.

Bulletin officiel n° 2 du 13 janvier 2011

Annexe V

Liste des sections du Conseil national des universités

Section	Titre de la section
25	Mathématiques
26	Mathématiques appliquées et applications des mathématiques
27	Informatique
28	Milieus denses et matériaux
29	Constituants élémentaires
30	Milieus dilués et optique
31	Chimie théorique, physique, analytique
32	Chimie organique, minérale, industrielle
33	Chimie des matériaux
34	Astronomie, astrophysique
35	Structure et évolution de la Terre et des autres planètes
36	Terre solide : géodynamique des enveloppes supérieures, paléobiosphère
37	Météorologie, océanographie physique et physique de l'environnement
60	Mécanique, génie mécanique, génie civil
61	Génie informatique, automatique et traitement du signal
62	Énergétique, génie des procédés
63	Génie électrique, électronique, photonique et systèmes
64	Biochimie et biologie moléculaire
65	Biologie cellulaire
66	Physiologie
67	Biologie des populations et écologie
68	Biologie des organismes
69	Neurosciences

CNU = Conseil National des Universités

Processus de recrutement

Qualification

Consultation des postes (Galaxie)

Contact équipe dans les laboratoires ciblés par le profil

Contact équipes enseignantes

Rédaction d'un projet de recherche + projet d'insertion dans les enseignements

Préparation de l'oral (clarté, concision, réponse aux questions)

Oral could be in English but teaching in license requires speaking French

Qualification

CALENDRIER DE LA PROCÉDURE D'INSCRIPTION SUR LES LISTES DE QUALIFICATION 2023 AUX FONCTIONS DE MAITRE DE CONFÉRENCES OU DE PROFESSEUR DES UNIVERSITÉS

OPÉRATIONS	CALENDRIER	
Ouverture du serveur Antares et début du dépôt des pièces du dossier	Mardi 20 septembre 2022, 10 h (heure de Paris)	
Clôture des inscriptions (date unique)	Mardi 8 novembre 2022, 16 h (heure de Paris)	
Désignation des rapporteurs (date prévisionnelle)	Jeudi 8 décembre 2022	
	Si thèse ou HDR soutenue avant le 22 novembre 2022	Si thèse ou HDR soutenue entre le 22 novembre 2022 et le 7 janvier 2023
Dates limites de dépôt des pièces dans l'application pour <u>toutes les sections</u>	Jeudi 15 décembre 2022, 16 h (heure de Paris)	Jeudi 12 janvier 2023, 16 h (heure de Paris)
Fin prévisionnelle de l'étude de la recevabilité des dossiers par la DGRH du ministère	Vendredi 21 janvier 2023	
Audition pour les candidats aux fonctions de <u>professeur des universités</u> dans les sections de <u>santé</u>	Du lundi 13 au jeudi 23 février 2023	
Communication aux candidats et affichage des résultats	Au plus tard le mardi 28 février 2023	
Réunion des bureaux des groupes pour réexamen des dossiers en formation interdisciplinaire	Mercredi 7 juin 2023	
Appel au groupe (après deux refus consécutifs au titre de la même section et du même corps)		
Ouverture du serveur Antares et début du dépôt des pièces du dossier	Mardi 21 mars, 10 h (heure de Paris)	
Appel au groupe / clôture des candidatures	Jeudi 13 avril 2023, 16 h (heure de Paris)	
Date limite de dépôt des pièces dans l'application pour l'appel au groupe	Jeudi 27 avril 2023, 16 h (heure de Paris)	
Appel au groupe / audition devant le groupe	Du jeudi 25 mai 2023 au mardi 11 juillet 2023	

Publication des postes

https://www.galaxie.enseignementsup-recherche.gouv.fr/ensup/cand_postes_GALAXIE.htm#1EC

ILE-DE-FRANCE

0750736T	UNIVERSITE PARIS-DAUPHINE	4306	0017	51	PR	Non	5	6	19	01/09/2023	09/09/2022	31/10/2022	Enjeux climatiques et transition écologique	Paris	
0911975C	UNIVERSITE D'EVRY VAL D'ESSONNE	4288	EPE-0322	26-I-1	MCF	Non	26			15/12/2022	28/09/2022	28/10/2022	analyse mathématique	EVRY	
0952259P	CY CERGY PARIS UNIVERSITE	132		51	PR	Non	1			01/02/2023	13/10/2022	14/11/2022	Droit financier et droit des affaires	CERGY	

NOUVELLE-AQUITAINE

0171463Y	UNIVERSITE DE LA ROCHELLE	4217		CPJ	PR	Non	11	14	18	01/03/2023	23/09/2022	24/10/2022	Fédérer les humanités numériques autour du LUDI dans un contexte européen	LA ROCHELLE	
0640251A	UNIVERSITE DE PAU	4285		26-I-1	MCF	Non	27			01/02/2023	19/09/2022	26/10/2022	Ingénierie des systèmes cyber- physiques	ANGLET	

(*): Les étapes de la procédure de recrutement pour les postes affectés d'un astérisque relèvent d'un calendrier commun de campagne publié sur le portail GALAXIE. Les candidats doivent être attentifs aux échéances de ce calendrier, en particulier lors de la période finale de des vœux d'affectation, étape indispensable à une éventuelle nomination. Les autres postes pour lesquels aucun astérisque n'est mentionné, relèvent d'un calendrier particulier détaillé dans chaque fiche de poste.

Profil

JOB PROFILE

Teaching

- **Courses concerned** : Teaching will be both graduate and undergraduate and mainly for students of the mathematical department of the University of Evry. It is expected that the recruited candidate will contribute to give lectures in our two master programs (Master 1 MINT and Master MEEF), and that he will supervise project/thesis for students.

Research

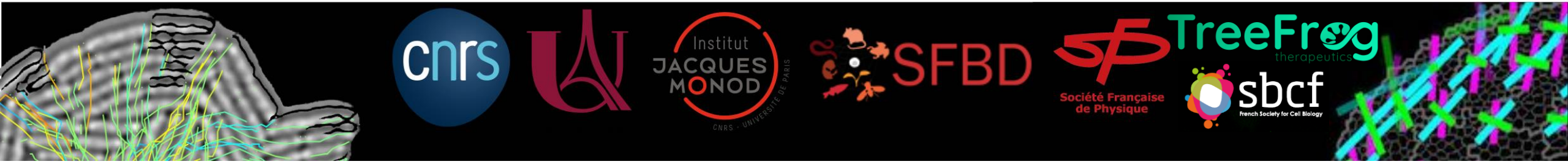
- **Laboratory description** : see <http://www.math-evry.cnrs.fr/doku.php>
- **Job profil** : the LaMME (Laboratoire de Modélisation Mathématique d'Evry) is interested in hiring an Assistant Professor (Maître de Conférence) in Mathematical Analysis. Exceptional achievements in the field of mathematical biology, mathematics for the life sciences or mathematical fluid mechanics are expected. She/He will also be expected to get involved in the animation of the "Analysis and PDE" team through supervisions at various levels: seminars, projects, Master thesis. Additional skills related to mathematical modelling and numerical analysis would be appreciated.

Research fields EURAXESS: mathematical biology, mathematics for the life sciences, mathematical fluid mechanics

Candidature sur Galaxie

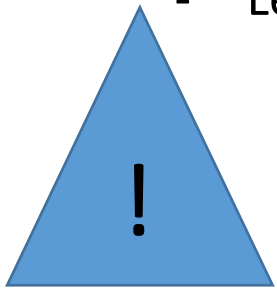
Calendrier de la campagne de recrutement « synchronisée » 2022

Ouverture de l'enregistrement des candidatures aux postes et de dépôt des documents dématérialisés sur l'application GALAXIE	Jeudi 24 février 2022, 10 heures, heure de Paris
Clôture de l'enregistrement des candidatures aux postes et de dépôt des documents dématérialisés sur l'application GALAXIE	Vendredi 8 avril 2022, 12 heures, heure de Paris
Ouverture du module de GALAXIE permettant aux candidats de prendre connaissance des décisions des établissements et d'exprimer leurs vœux d'affectation	Mercredi 15 juin 2022, 10 heures, heure de Paris
Date limite de saisie des vœux d'affectation des candidats sur l'application GALAXIE	Mercredi 22 juin 2022, 16 heures, heure de Paris
Publication des résultats sur l'application GALAXIE	A partir du vendredi 24 juin 2022 12 heures, heure de Paris



If you intend to apply to permanent positions/ « concours » don't hesitate to ask for advice from former committee members, especially to prepare the oral presentation

- The choice of the host lab is crucial, you need support
- When visiting labs, ask to discuss with the team members, not only the PI
- Why this project? Why me? Why this lab?
- Scientific context: local, national, international
- Highlight your own contribution
- Discuss feasibility, preliminary results welcome
- Post-doc paper (1st author) is highly recommended
- Letters should not matter, it is good to have some but not mandatory



No reimbursement for travel