Research in France

Recruitment processes in

French National Scientific and Technological Research Establishments
## French National Scientific and Technological Research Establishments

<table>
<thead>
<tr>
<th>ACRONYM</th>
<th>RESEARCH FIELD</th>
<th>STAFF</th>
</tr>
</thead>
<tbody>
<tr>
<td>CNRS</td>
<td>Fundamental</td>
<td>25 834</td>
</tr>
<tr>
<td>INRA</td>
<td>Food and nutrition, Environment, Agriculture</td>
<td>8 557</td>
</tr>
<tr>
<td>INSERM</td>
<td>Health and medical</td>
<td>4 872</td>
</tr>
<tr>
<td>IRD</td>
<td>Development in developing countries</td>
<td>1 425</td>
</tr>
<tr>
<td>INRIA</td>
<td>Computing science</td>
<td>991</td>
</tr>
<tr>
<td>CEMAGREF</td>
<td>Rural engineering</td>
<td>675</td>
</tr>
<tr>
<td>LCPC</td>
<td>Technology</td>
<td>564</td>
</tr>
<tr>
<td>INRETS</td>
<td>Transportation</td>
<td>394</td>
</tr>
<tr>
<td>INED</td>
<td>Demography</td>
<td>150</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>43 462</strong></td>
</tr>
</tbody>
</table>

Source: Observatoire des sciences et des techniques 2006
These public funded organizations offers every years ...

... about 1 500 positions for highly qualified candidates

- Researchers
- Engineers
- Post docs

... with permanent or temporary positions

- Permanent : national competitive entry process
- Temporary : direct recruitment by labs
The researcher’s missions and research fields

Main missions:

- advance scientific knowledge
- transfer of technology
- share information with general public
- teaching and supervising PhD students

The public funded organizations are covering all research fields:

- Physics and mathematics
- Communication and information technology and sciences
- Engineering sciences
- Earth sciences and astronomy
- Chemistry
- Life sciences
- Humanities and social sciences
Engineers directly involved in research fields are working in close partnership with researchers. They define the technical parameters of important scientific experiments. They carry out these experiments from their conception to their implementation and oversee the instrumentations.

Engineers be involved in research support and administration. They work in extremely varied fields such as communication, finances and law. They are responsible for the follow-up of partnerships, the enhancement of results and much more.

Research fields:  
- Life sciences  
- Chemistry  
- Engineering sciences and instrumentation  
- Humanities and social sciences

Research support:  
- Computing science and data processing  
- Library, publishing, communication

Administration:  
- Support services, building maintenance  
- Scientific and technical management
The recruitment process

**Competitive entry process to become a permanent researcher:**

- Job openings in December
- Recruitment based on a scientific program
- Application review (INRA: short-list)
- Interview, candidate ranking
- Open to candidates of all nationalities
- Experience in research is necessary for senior positions

**Competitive entry process to become a permanent engineer:**

- Job openings in February/March
- Tasks and skills are listed for each position
- Application review, short-list,
- (INRA: written paper), interview, candidate ranking
- Open to candidates of all nationalities
# Permanent researcher

**Conditions for applying**:  

<table>
<thead>
<tr>
<th>Position</th>
<th>Degree</th>
<th>Experience (years)</th>
<th>Max nb of applications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chargé de recherche 2ème classe</td>
<td>PhD (or equivalent substantial body of work)</td>
<td>4</td>
<td>3 max*</td>
</tr>
<tr>
<td>Chargé de recherche 1ère classe</td>
<td></td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Directeur de recherche 2ème classe</td>
<td></td>
<td>12</td>
<td></td>
</tr>
<tr>
<td>Directeur de recherche 1ère classe</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* 4 times if you have been selected in the short-list twice
Permanent engineer

**Conditions for applying:**

<table>
<thead>
<tr>
<th>Degrees</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Ingénieur d'études</td>
<td>Engineering, Master, Bachelors degrees … or equivalent or professional qualification</td>
</tr>
<tr>
<td>Ingénieur de recherche</td>
<td>PhD, graduates from specified colleges or equivalent or professional qualification</td>
</tr>
</tbody>
</table>
Temporary positions

What you will do:

• You will be part of a research team and will carry out various projects, according to your job description

Who can apply:

• Researchers or engineers
• Young or experienced
• French and foreigner

Conditions for applying:

• You must hold a degree or professional qualifications commensurate with the level of employment you are looking for
• You should make contact at any point in time directly with the lab where you wish to work and send your application there

Duration:

• 6 months to 3 years
Postdoctoral positions

Who are these positions for?

- Postdocs are for young researchers who have completed their PhD.
- It's a way to develop one's own scientific experience, in order to apply for permanent positions in French research organizations or universities.

Conditions for applying:

- You must have a PhD or equivalent
- You should not have participated in research in the host lab
- These positions are open to candidates of all nationalities

Duration:

- 1 or 2 years, non renewable
**How much will you earn?**

*Former professional experience may be taken into account*

<table>
<thead>
<tr>
<th>Researcher</th>
<th>Engineer</th>
</tr>
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<tbody>
<tr>
<td><strong>Net annual salary including bonuses</strong></td>
<td><strong>Net annual salary including bonuses</strong></td>
</tr>
<tr>
<td>CR : 21 000€ - 37 000€</td>
<td>IE : 19 000€ - 38 000€</td>
</tr>
<tr>
<td>DR : 30 000€ - 60 000€</td>
<td>IR : 22 500€ - 48 500€</td>
</tr>
</tbody>
</table>

**Post doc**: 21 000€ net annual

**Temporary positions**: varies according to the type of contract, your qualifications and your professional experience
Possible additional incomes

As a researcher or research engineer, you can:

⇒ Receive financial gains resulting from the industrial or commercial application of your research results;

⇒ Start your own company to exploit scientific results commercially, or bring your skills to a company;

⇒ Teach in universities and colleges.
For more informations ...