During the current health crisis, CNRS continues to hold all of its competitions and has set up videoconferences so it can interview the applicants. This document has been created to provide answers to the most frequently asked questions concerning these videoconferences.

1. What are the reference texts?

The texts are as follows:

Decree No. 2020-1694 of 24 December 2020 relating to the organisation of exams and competitions during the health crisis arising from the Covid-19 pandemic

Decree No. 2020-1695 of 24 December 2020 in application of Articles 7 et 8 of Decree No. 2020-1694 of 24 December 2020 relating to the organisation of exams and competitions during the health crisis arising from the Covid-19 pandemic

The aforementioned texts are referenced in order to adapt the procedures for carrying out the competitions and to use videoconferencing for exams and jury meetings.

2. Who decides how the videoconference interviews are organised?

The organising authority for the competitions decides whether or not to use videoconferences, even if the applicant has not requested to do so.

Health risks and travel restrictions are taken into consideration when deciding whether or not to use videoconferences for the competition process.

3. Is it possible to use videoconferences even if they were not initially specified in the decree concerning the opening of recruitment or in the terms mentioned in the applicant guide?

Yes, in view of the aforementioned reference texts.
4. Can the interviews be held “in person”?

No interview will be conducted in person in order to ensure that each applicant has the same interview conditions and that there is equal access to the competitions regardless of any current travel restrictions.

5. What videoconference programme will be used?

The Zoom programme will be used, given that it is easy to use and offers features adapted to holding interviews for these competitions.

This programme offers the specific feature called “gallery view” where applicants and jury members can see each other at the same time. The programme also has a waiting room function that allows applicants to connect before the start of their interview and a screen-sharing feature for presenting documents if a jury requests them. (The invitation will state whether the jury will ask to see certain documents or not, and if so, what their authorised format will be.)

Applicants will receive an invitation that will include a link that they can use to connect and enter the virtual interview room used by each jury at the designated time.

6. What equipment will be used?

Applicants can use personal or professional desktop or laptop computers.

The use of headsets with microphones is not mandatory but is recommended. Wired headsets are preferred to wireless headsets.

7. What types of locations can be used when participating in the videoconferences?

Applicants may choose the location where they wish to have their videoconference interview (at home, at their office, a professional location, etc.).

Jury members will either convene as a group for a plenary session in a single location or remain separated in several locations.

8. What are the technical guarantees to ensure that the videoconferences are carried out correctly?

All applicants will have the same technical guarantees.

These guarantees are as follows:
- voice and image transmission of the applicants and the members of the jury or nominating body in simultaneous, continuous, real time
- security and confidentiality of any transmitted information or data
- compliance with the regulations applicable to the exam or interview as well as confidentiality and security of the topic
- application of any arrangements or modifications necessary for applicants with a disability

9. How will the technical tests be performed prior to the videoconference?

Applicants will be asked to test their equipment and verify their connectivity before the interview using the operating instructions provided for this purpose, which are available at the following address:

http://www.dgdr.cnrs.fr/drchercheurs/concoursch/VISIO_mode%20emploi%20202021_V1_EN.pdf

10. What technical assistance is provided and how?

If the tests are not conclusive or in case of any questions concerning the use of the videoconferencing programme, applicants must contact technical assistance using the following form:


(Click on "Assistance + form" and indicate in the subject line of the message "visio" + the competition number + the date of your audition).

11. What are the technical guarantees for data protection?

The videoconferences will comply with the rules concerning the privacy and protection of personal data. This data will not be recorded.

12. Can applicants record their interview?

No. The recording of interviews is strictly forbidden, and any person found violating this restriction will be liable to sanctions.

13. How long will the interview last?

Each competition jury will determine the length of the interview. The duration will be indicated on the invitations.
14. How will the identity of the applicants be verified?

Before the start of their interview, applicants participating in the videoconference must present their invitation and a form of identification to the jury.

15. What are the rules relating to fraud?

In the event of any attempt at fraud, the applicants involved will be excluded from the competition and will incur administrative and financial sanctions.

16. What are the sanctions resulting from an attempt at fraud?

- Official reprimand
- Ban on participation in any competition
- 3 years in prison and a fine of 45,000 euros for forgery or the use of forged documents
- Up to 3 years in prison and a fine of 50,000 euros for document falsification
- Up to 10 years in prison and a fine of 1 million euros for identity appropriation

17. What are the different types of fraud?

The following cases are considered as fraud or attempts at fraud:

- Communication with a third party or another applicant during an exam
- Use or possession of unauthorised material: unverified computer, smartwatch, calculator, etc. even if the device is turned off
- Use of unauthorised documents or material not mentioned or approved of in the invitation
- Theft of confidential documents and use of said documents during the interview
- Intentional audio or visual interruption of the videoconference
- Use of equipment different from that already tested for the videoconference
- Connection to unauthorised computer application windows
- Attempt to connect after the interview is complete
- Plagiary of another person: recopying an entire text or a quotation without citing the proper source, recopying elements found on the internet, recopying elements from the application of another applicant
- Appropriation of another person’s identity: impersonating another person
18. Is it possible to use additional devices or programmes?

Each jury will decide whether additional devices or programmes for presentation purposes will be allowed or not and this decision will be specified in the invitations.

Screen sharing is one of the technical guarantees for the videoconference interviews, thereby making it possible for applicants to use a presentation device or programme if requested.

19. What will happen if technical problems are experienced during the interviews?

In the event of any technical malfunctions, the decree states that the interview may be extended or postponed.

In the event of a malfunction that results in an interruption lasting less than half of the full time of the exam or interview, its length can be extended by the duration of the malfunction.

In the event of a malfunction that results in an interruption lasting more than half of the full time of the exam or interview, the videoconference will be restarted or postponed. The initial interrupted attempt will have no bearing on the assessment of the applicant.

In the event of a partial or total audio or visual interruption, applicants will be able to immediately notify the Central Competition Service and the jury members of this interruption.

20. Who is the relevant authority that decides whether to extend, interrupt, redo or postpone the exam or interview?

The jury president is the person authorised to make this decision.

21. Must the technical difficulties encountered during an exam or interview be recorded in a statement?

Yes. Technical difficulties or malfunctions as well as their consequences must be recorded in the interview’s written report.

22. Which rooms in one’s home may be used for the interviews?

There is no obligation or rule concerning the applicant’s choice of room.

However, it is vital that applicants can conduct their interview in a quiet, separate room with a solid internet connection and where they will not be interrupted or disturbed. Any strong sources of backlighting should be avoided, and it is best for applicants to position themselves with a white wall behind them if possible.

23. What are the invitation conditions for the applicants?

The competition calendars can be found on the website.
The invitations specifying relevant links and Zoom connection codes will be sent out at least fifteen days before the start of the interviews. The organising body cannot be held responsible if applicants do not receive their invitation. Applicants must inform the Central Competition Service by email if they have not received their invitation:

concours@cnrs.fr

24. How will the juries function during the competition admissions phase?

The juries will either convene as a group for a plenary session in a single location or remain separated in several locations.

They may also choose to hold their deliberations via videoconference.

25. How will the juries be seen during the interviews?

Jury members will be visible in individual windows.
There will not be one large window showing all of the jury members together.

26. In practical terms, how will the videoconference take place?

The interviews will not be recorded.

Applicants must connect at the time indicated on their invitation.

Juries will oversee when and how applicants enter the virtual exam room.

Juries will control the length of the interviews as indicated on the invitation.

Mobile phones must be put into silent mode so as not to disrupt the interviews.

27. Will applicants have the opportunity to submit their feedback on the terms and conditions for the execution of their interview in a videoconference setting?

Yes.

At the end of the interview, applicants will be invited to submit any observations concerning the technical procedures and conditions for the execution of their videoconference.