

Researcher recruitment 2016

Application guide



More informations:

- www.cnrs.fr
- **Service central des concours**
1, place Aristide Briand
92195 Meudon cedex



dépasser les frontières

Direction des ressources humaines
3, rue Michel-Ange 75016 Paris

Registration for the 2016 recruitment process

from December 1, 2015 to January 6, 2016

As soon as the official order opening the admission process is published in the Journal Officiel, **you can register online on the [CNRS website](#)**:

- in full**, by completing the electronic registration form and attaching the necessary documents,
- partially**, by completing the electronic application registration form and posting or delivering documents to be attached to the application to the Service central des concours.

You can also complete your application entirely in paper format. You will then need to send a written request exclusively at the following address, with a self-addressed pre-paid envelope (2,65 €, A4 format). **Applications must be submitted using the form provided by CNRS.**

For paper applications, you must fill out a separate application and provide a full set of documentation for each position you are applying for, indicating on each the reference number of the position, which can be found on the official order opening the recruitment campaign

You must:

- either have completed your online application by midnight, Paris time on January 6, 2016** (to be accepted, electronic applications must be validated online);
- or have delivered your application** to the Service central des concours **no later than January 6, 2016 at 4pm**;
- or have sent your application by post** to the Service central des concours **by midnight, January 6, 2016**, the postmark being proof thereof.

You can complete your electronic registration in several times but, beware, **any document that arrives after the closing date for applications will not be accepted**. However, you may present proof that a paper has been accepted for publication, during the first audition, scheduled for 29 February 2016.

Candidates may withdraw an application after it has been submitted

Reporting an application withdrawal is imperative for candidates to CR1 positions. Otherwise, the application will automatically be accounted for in the three recruitment campaigns open to candidates for this grade.

The request for application withdrawal must be made in writing to the Service central des concours three days before the appointments committee meets to review the candidate's application. (Appointments committee schedule available online on the CNRS website - [Researchers' recruitment campaign 2016](#))

CNRS recruits permanent researchers through a **competitive admission process based on qualifications, experience and positions held**. Candidates are selected on the basis of their application and, if necessary, following an interview. **The recruitment process takes place once a year.**

The official order opening the admission process is published in the Journal officiel de la République française towards December, before the year of selection. The order provides information about the positions available, deadlines and address for submitting applications, as well as practical information about the application procedure..

The application

For each rank, the application file includes an information sheet detailing the documentation to be provided.

For CR2 and CR1 positions:

- a **CV/abstract**,
- a **copy of the degree required for eligibility**,
- a **report on the research you have conducted**,
- a **complete list of your publications** as well as copies of your **most significant publications** (a maximum of 3 for access to CR2 positions, 5 for access to CR1 positions),
- a **research proposal stating the laboratory or laboratories in which your research could be conducted**, along with reference letters from established scientists or academics if available,
- the **report of your thesis examination board** as well as your thesis (optional but recommended),

For DR2 and DR1 positions:

- A **CV/abstract**,
- a **copy of the degree required for eligibility**,
- an **activity report**,
- the **complete list of your publications** as well as copies of your **most significant publications** (5 maximum),
- a **report on the research you intend to undertake**.
- The **highlights of your career** should be set out in the "Professional Experience" form.

Conditions of eligibility

Required qualifications (article 17 of the decree of December 30, 1983):

- ❑ **For recruitment to CR2 positions**, candidates must hold one of the following degrees:
 - Ph.D.**;
 - doctorat d'Etat ou de troisième cycle**;
 - diplôme de docteur ingénieur;
 - diplôme d'études et de recherche en sciences odontologiques (DERSO);
 - diplôme d'études et de recherche en biologie humaine (DERBH);
 - an equivalent foreign degree;
 - qualifications or scientific research experience deemed equivalent.
- ❑ **For CR1 positions**, candidates must meet the same qualification requirements as for CR2 positions and have **four years of research*****.
- ❑ **For recruitment to DR2 positions******:
 - if candidates belong to the researcher category of a French Public Scientific and Technical Research Establishment (EPST), they must have CR1 status for at least three years;
 - if candidates do not belong to the researcher category of an EPST, they must meet the same qualification requirements as CR2 applicants and have **eight years of research experience*****.
- ❑ **For direct entry to DR1 level**, qualification requirements are the same as for CR2 positions but candidates **must** have twelve years of research experience. This only applies to candidates who do not belong to the category of senior researcher of an EPST.

**Subject to compliance with the age limit set for civil service agents*

***If you do not hold a doctorate at the time you submit your application (because you have not yet presented your thesis, or you hold a foreign degree, or you do not have a degree but you can prove you have the equivalent scientific research experience, etc.), you may still be eligible for the recruitment process on approval by the relevant evaluation authority of the National Committee for Scientific Research, which will assess the equivalence of your scientific experience.*

****This research experience must have been gained in a French or foreign research or higher education institution, in the public or private sectors. In order to be taken into account, this research experience must correspond to paid research work under an employment contract in either the public sector, or as a civil servant. Years of professional experience years are taken into account from the date of issuance of one of the qualifications required to sit the CNRS competitive examination.*

*****As such, recruitment for DR2 positions is open to both CR1 researchers and to external candidates who meet the conditions of eligibility.*

No age limits* or nationality requirements

The work of candidates who do not have the required qualifications or research experience may be judged equivalent by the relevant evaluation authority of the National Committee for Scientific Research. They may therefore be authorized to participate in the recruitment process.

Moreover, **As part of your application, the CNRS scientific committee may on exceptionally issue a special dispensation for outstanding contribution to research:**

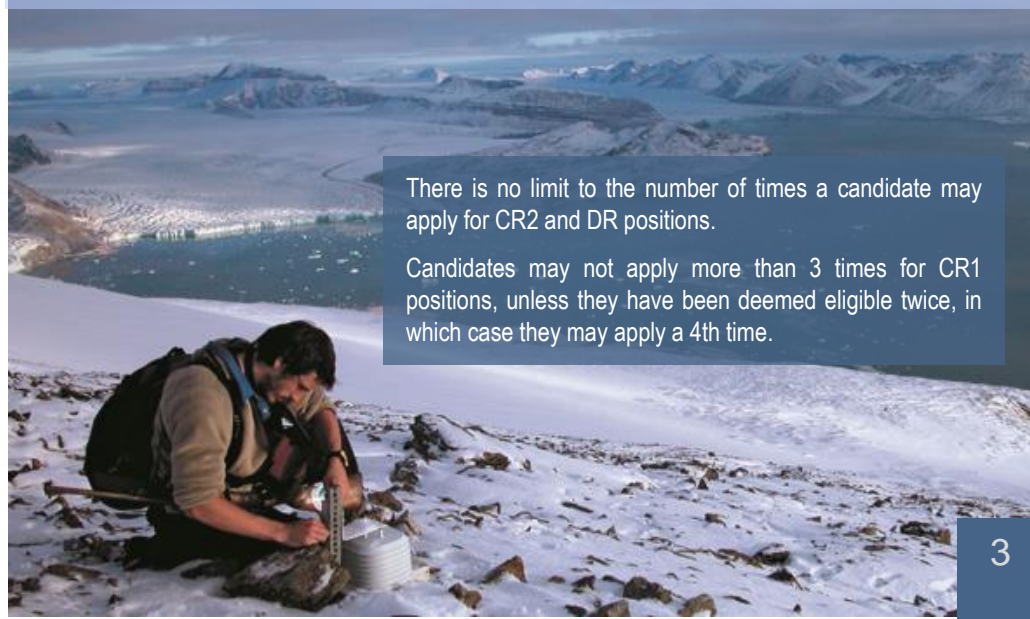
- **for DR2 positions**, from researchers CR who have occupied that grade for less than three years,
- **for DR1 positions**, from all civil servant who do not belong to the category of DR2 of an EPST.

A person is not eligible to be a civil servant if...

... he/she has been deprived of his/her civil rights; if his/her criminal record disqualifies him/her from holding such a position; or if he/ she physical fitness does not satisfy the conditions necessary for occupying the post.

There is no limit to the number of times a candidate may apply for CR2 and DR positions.

Candidates may not apply more than 3 times for CR1 positions, unless they have been deemed eligible twice, in which case they may apply a 4th time.



The selection process

Disabled candidates attending interviews can be accommodated through: individual attention, adapted access, etc.

1st step: Preselection

CNRS first verifies that each candidate satisfies the application conditions. The list of pre-selected candidates is posted on the CNRS website and may also be obtained from the Service central des concours.

2nd step: Eligibility Phase

This stage differs according to the rank that the candidate applies for.

- **CR positions:** the eligibility stage includes two separate steps.
 - **pre-selection of candidates based on their application.** This procedure will determine which candidates can proceed to the next step. Only pre-selected candidates declared as authorized to proceed will be auditioned by the jury.
 - **interviews of pre-selected candidates.** Considering present regulation, the interviews are not conducted by means of telecommunication devices. Upon completion of this step, candidates' eligibility will be determined.
- **DR positions:** examination of the candidates' application and, in some cases, an interview. Candidates' eligibility is determined upon completion of this phase.

3rd step: Appointment

A list of successful candidates is drawn up, based on examination of eligible candidates' applications. After each appointments committee has met, the list of appointees by order of merit is posted on the CNRS website, along with a reserve list if necessary.

Permanent researchers are French civil servants. Accordingly, they have civil servant status.

Researchers belong to one of two categories:

- **Chargés de recherche (CR - Researchers)** including 2 ranks:
CR de 2^e classe; CR de 1^{re} classe,
- **Directeur de recherche (DR - Senior researchers)** including 3 ranks:
DR de 2^e classe; DR de 1^{re} classe; DRCE or directeur de recherche de classe exceptionnelle.

Each rank comprises several grades, which determine researchers' salaries.



More informations:

- Refer to the “Working with CNRS” section of www.cnrs.fr
- The [researcher recruitment 2016](#) website