



# CNRS researcher recruitment 2012 Application guide



Find more informations at [www.cnrs.fr](http://www.cnrs.fr)  
or contact the Service opérateur de concours (Recruitment Service)  
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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.



## Registration for the 2012 recruitment process

Registration is open from December 1, 2011 to January 5, 2012

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 Recruitment Service.

You can also complete your application entirely in paper format, by downloading the application form from the CNRS website or collecting it from the Recruitment Service.

NB: 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 5, 2012 (to be accepted, electronic applications must be validated online);
- . or have delivered your application to the Recruitment Service no later than January 5, 2012 at 4pm;
- . or have sent your application by post to the Recruitment Service by midnight, January 5, 2012, the postmark being proof thereof.

**You can submit a partially completed application and complete it later** but, beware, **any document that arrives after the closing date for applications will not be accepted**. However, it is possible at your interview to show proof of acceptance for publication.

### 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 Recruitment office 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 2012)

## The Application

Both online and paper applications will be acknowledged by **a receipt certifying that the application has been registered.**

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

- for CR2 and CR1 positions**, your application must include a **CV/résumé**, 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**, your application must include 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) and 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;
- 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.

*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.*

For **CR1 positions**, candidates must meet the same qualification requirements as for CR2 positions and have four **years of research experience**

For **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.

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

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).

*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, the CNRS scientific committee may on an exceptional basis authorize applications for DR2 positions from researchers CR2 or CR1 who have occupied that grade for less than three years, on the grounds of their outstanding contribution to research.*

*Moreover, the CNRS scientific committee may on an exceptional basis authorize applications for DR1 positions from all civil servant, on the grounds of their outstanding contribution to research. (This only applies to candidates who do not belong to the category of DR2 of an EPST).*

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.

There are no age limits or nationality requirements.

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.

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.



## The Selection Process

**1. Pre-selection.** 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 Recruitment Service.

**2. 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. *(Upon completion of this step, candidates' eligibility will be determined). Only pre-selected candidates will be interviewed by the appointments committee)*

- **interviews** of pre-selected candidates *(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.

**3. 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.*

Modified competitive admission process

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

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

Researchers belong to one of two categories:

- **Chargés de recherche, or CR** (Researchers), which includes two ranks: CR2 or chargé de recherche de 2ème classe ; CR1 or chargé de recherche de 1ère classe

- **Directeur de recherche, or DR** (Senior researchers), which includes 3 ranks: DR2 or directeur de recherche de 2ème classe; DR1 or directeur de recherche de 1ère 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 the website: [www.cnrs.fr](http://www.cnrs.fr)