

RESEARCHER SALARIES

Grade assignement	Degree requirement	Gross monthly salary in 2009	Annual research bonus in 2009
DR1 et directeur de recherche de classe exceptionnelle	Doctoral degree (or equivalence) + 12 years of experience in a field of research	3896 - 6264	1330
DR2	Doctoral degree (or equivalence) + 8 years of experience in a field of research	3122 - 4569	1092
CR1	Doctoral degree (or equivalence) + 4 years of experience in a field of research	2258 - 3896	894
CR2	Doctoral degree, other degrees or scientific experience considered as equivalent	2154 - 2676	680

More informations on www.cnrs.fr
« Join CNRS »



BEING A CNRS RESEARCHER



November 2009

A RESEARCHER'S JOB

Productions of new knowledge, dissemination of information, contribution to scientific and technical culture, transfer of research findings and know-how to the private sector, as well as to other players contributing to society's advancement are the main missions of a researcher.

According to his field of expertise and techniques he is managing, a researcher has various activities: define scientific projects, elaborate protocols, realize experiences, analyze results, write and publish scientific articles in referee issues, contribute and speak in seminars or colloquiums... He can also be driven to deposit a license or a patent, from his scientific work.

Researcher is more often involved in the training of doctoral candidates and in teaching at the university.

THE LABORATORY

The laboratory, which is the focal point of a research career, is organized around a research program.

In a CNRS lab, a variety of tasks are carried out by researchers, engineers, technicians and administrators, professors, visiting researchers, doctoral candidates and trainees... Who may hold posts at CNRS or in other French or foreign partner institutions.

Located throughout France and overseas, CNRS labs are usually in research parks or on universities campuses. Near 90 % of all CNRS labs are affiliated with institutions of higher education, other research organizations or industrial firms, in France as in Europe and all over the world.

BEING A CNRS RESEARCHER

CNRS recruits tenured researchers by means of a **competitive entry process**. Candidates are pre-selected on the basis of work accomplished, degrees obtained, and positions held. A second round of selection consists of an interview.

This entry process takes place once a year. The official decree to open the recruitment process is usually published in the *Journal officiel de la République française* during the month of December preceding the year when selection takes place. This decree provides information on the deadline and place where applications are to be submitted, as well as practical information about the filing process.

There are no age limits or nationality requirements and a candidate can apply for different positions.

A RESEARCH CAREER AT CNRS

At the end of the competitive entry process, CNRS decides **where each selected candidate will be assigned**. These assignments are made in consultation with the directors of laboratories concerned and take account of candidates' wishes as expressed in their application.

Appointments are pronounced by the Director General and take effect at October 1st of the selection year. Researchers are appointed to trainee positions and must complete a one-year training period after which they maybe granted tenure.

CNRS tenured researchers are French civil servants. Accordingly, they come under the general civil service code.

They belong to one of two ranks:

- **Chargé de recherche**, or CR, with two grades (CR2 or *chargé de recherche de 2e classe*, CR1 or *chargé de recherche de 1ere classe*)
- **Directeur de recherche**, or DR, with three grades (DR2 or *directeur de recherche de 2e classe*, DR1 or *directeur de recherche de 1ere classe*, DRCE or *directeur de recherche de classe exceptionnelle*).

For each rank and grade, there are several steps used to determine a researcher's salary.

Researchers generally begin their career as CRs, and work for promotion to the position of DR.

During his career, a researcher can be **promoted from one step to another within a grade, or to a superior grade** when annual campaign of promotion takes place.

It is also possible to join, by an **external mobility**, another public institution or an industrial firm; or decide, by an **internal mobility**, to supervise a scientific team or a lab, to manage a scientific project, to devote time to research management and administration...

According to his needs and professional development, a researcher can take benefits from **trainings CNRS has builded**, in order to acquire new knowledge, be involved or manage a interdisciplinary project or invest in a new job.

Researchers must submit an **annual activity report** and a biennial progress report.

