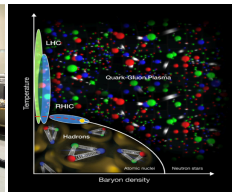
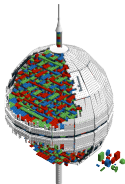
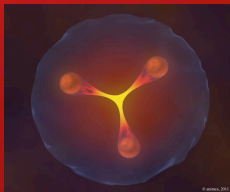


DE LA RECHERCHE À L'INDUSTRIE



GDR QCD | Hervé MOUTARDE

May 24, 2022

[www.cea.fr](http://www.cea.fr)

université  
PARIS-SACLAY

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opportunities  
at CEA

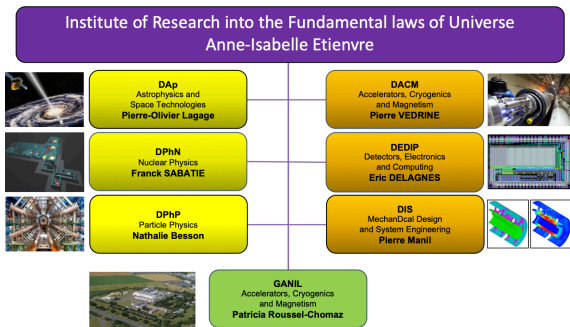
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Some numbers

**IRFU** Institute of Research into the Fundamental Laws  
of the Universe

**IPhT** Institute of Theoretical Physics



**LEARN** Study and applications of nuclear reactions

**LENA** Structure of the atomic nuclei

**LQGP** Quark-gluon plasma

**LSN** Nucleon structure

# Steps of the recruiting procedure.

From the announcement to the interviews.

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## 1 Job description posted on inspirehep and circulated on various mailing lists.

Candidates should send a cover letter describing their research activities and prospects, a Curriculum Vitae including a list of recent or important publications, at least two letters of recommendation, and when applicable a copy of their PhD thesis as well as the jury reports on their manuscript and/or PhD defense. Documents should be sent preferably by email to [danielle.coret@cea.fr](mailto:danielle.coret@cea.fr) (cc: [herve.moutarde@cea.fr](mailto:herve.moutarde@cea.fr)), or alternatively by postal mail to:

Danielle CORET  
CEA Saclay  
Irfu/DPhN, Bât 703  
F-91191 Gif-sur-Yvette, France

For full consideration, all application materials must be submitted by March 5 2021. The hiring committee will release the list of candidates selected for interviews at the end of March 2021. The interviews of selected candidates are foreseen in April 2021.

For inquiries, please contact [Hervé Moutarde](mailto:herve.moutarde@cea.fr) ([herve.moutarde@cea.fr](mailto:herve.moutarde@cea.fr)).

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- 1 Job description posted on inspirehep and circulated on various mailing lists.
- 2 Applications can be studied by all committee members, but each member acts as a **referee for 2-4 applications**.  
*Summary of application file, discussions with contact persons, research plans and adequacy with the advertised position, etc.*

# Steps of the recruiting procedure.

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1 Job description posted on inspirehep and circulated on **various mailing lists.**

2 Applications can be studied by all committee members, but each member acts as a **referee for 2-4 applications.**

3 About 6 candidates are interviewed by the committee during **1.5 hours (talk+questions).**  
*Adapt your application to the advertised position, avoid the "fatal mistakes":*

- *Unable to comment on something written on slides.*
- *Provide a wrong answer.*
- *Unable to explain one's own contribution.*
- *...*

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- 3 About 6 candidates are interviewed by the committee during **1.5 hours (talk+questions).**
- 4 2 candidates meet the **head of Lrfu** and staff from **human resources** (recruitment officers) during **1 hour.**  
*General discussion with the candidate, salary estimate, etc.*  
*The candidate ranked 2nd is usually provided a reference letter signed by the head of the institute about her/his high-level application.*

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- 4 2 candidates meet the **head of lrfu** and staff from **human resources** (recruitment officers) during **1 hour**.

*The convener of the selection committee acts as a contact person and makes sure that all candidates benefit from the same information about the application process at each step.*

- All applications are processed with some (committee-dependent) criterions.

It is my pleasure to announce you that your application for the position of hadron physics experimentalist at IRFU has passed the first selection phase, at the end of which 7 candidates have been selected. We would like to receive you for an interview to discuss in more detail on **Monday May 3rd at 16: CEST**. At the end of this hearing before the recruitment committee, only 2 or 3 candidates will meet Anne-Isabelle ETIENVRE, Director of IRFU, on **Monday afternoon, May 10th**.

The interview will take place via video conference. As soon as you confirm your availability for the proposed time slot, I will send you a zoom link.

The interviews will last 1h30 in the form of 30 minutes of a general presentation (in broad terms: who you are, what you have done, what you want to do) and 1 hour of questions. Applications will be evaluated at least with the following criteria:

- Scientific excellence,
- Scientific or technical needs, both short-term (hardware, software and data analysis, etc.) and medium-term (participation in the definition, or original proposals, of future experimental programs in QCD, etc.),
- Ability to integrate into a team of physicists and engineers (the DPhN collaborates closely with the technical departments of IRFU).

The selection committee is composed of (in alphabetical order):



# Insider's view.

What are the constraints guiding the selection committee?

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- The committee always contain **external members**. Potential conflicts of interest are declared.

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- Most staff members will spend their whole career in CEA (equivalent duration of 3 big research projects?).
- Most candidates deserve a position. The committee has to answer the question: "Is it *this* position?"
- Popular belief 1: *"The successful candidate is always the local young French candidate."* **WRONG!**
- Popular belief 2: *"The successful candidate always has a previous experience in the field."* **WRONG!**

## ■ Context:

- Involvement in big experimental projects at horizon 2030-35: EIC and LHCb.
- Build associated theory/phenomenology group.
- Age pyramid: renew and reinforce teams during the decade 2020-30.

- 5 positions opened between 2012 and 2022, including 4 recent ones (2017, 2018, 2019 and 2021).
- **Expect 3 positions in IRFU until 2026** (cold and hot experimental QCD and theory). Hopefully context will not change and recruitment plan will remain stable...

