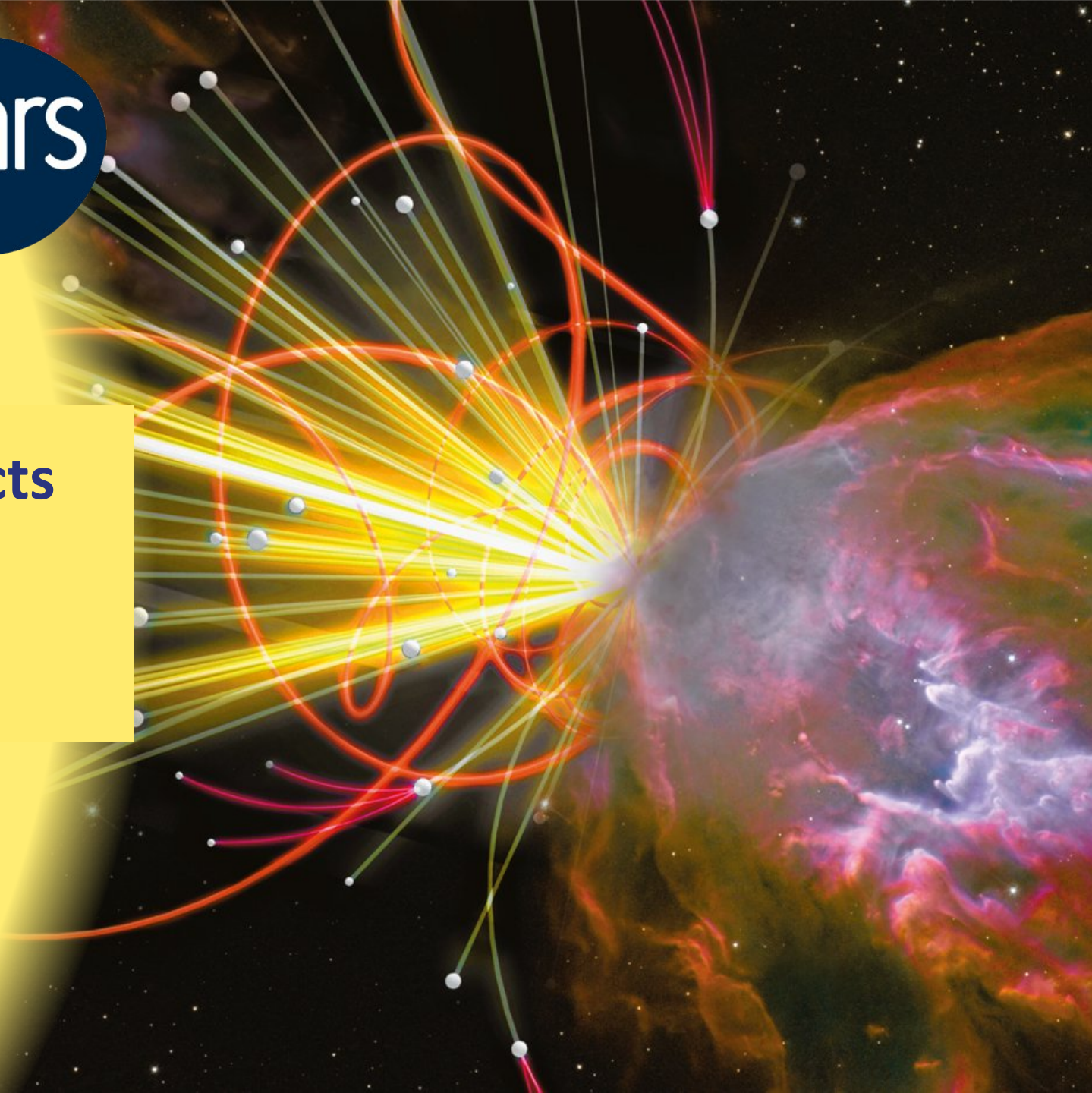# Expertise and technics prospects

2025-2030

CNRS-Nucléaire et Particules

Valérie Chambert

GDR D2I

➜ 19 juin 2025

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Objectives of technical prospects

- Identify the technologies we will need in the next 5 to 10 years and the skills required to implement them.
- Identify emerging technologies.
- Produce a roadmap to meet these needs:
  - How should we organise technical resources and the distribution of skills across our sites?
  - What structures should be put in place (platforms, skills clusters, diffuse skills network....)?
  - How can we ensure knowledge transfer and training?
  - How can we manage the necessary changes in business practices?
- ...

Process description

➢ Analysis of the current situation of specialities in the institute
  ➢ Campaign to declare specialities in NSIP 2024
  ➢ GT1: collection and analysis to be carried out : snapshot by site of the institute's technical specialities, changes since PECTIN

➢ Identification of the technologies needed for our future projects (GT2 task)
  ➢ Survey: Technical teams, RTDTs, networks GDR, DASs, Master Project Managers, National Expertise Units
  ➢ GT2 will draw up a report.

➢ Production of a document analysing the institute's technical resources future needs and changes in skills required.

GT1

- Cécile Evesque (CC)

- Dominique Cathala (CC)

- Jean-Luc Beney (SUBATECH Nantes)

- Nicolas Pillet (LPCA Clermont-Ferrand)

- Rémi Cornat (DT in2p3)

- Julie Prast (DT adjointe in2p3)

- Valérie Chambert (CdM in2p3)

GT2 people

- Frédéric Druillole EL2I
- Edouard Bechetoille, Laurent Leterrier MI2I
- Françoise Bouvet RI3
- Mathieu Walter, Antoine Cauchois MECA2I
- Giulia Hull GDR D2I
- Luc Perrot, Maud Baylac GDR SCIPAC
- Thierry Mouthuy CPPM
- Nabil Garroum LPNHE
- Jessica Levêque LAPP
- Christophe Ochando LLR
- Arnaud Lucotte DAS Accélérateurs et Technologie
- Valérie Chambert CdM DAT in2p3
- *Rémi Cornat DAT in2p3*
- *Julie Prast adjointe au DAT in2p3*

NETWORKS

GDR

LABs RTDT

RESEARCHERS Projects leaders

DAS in2p3

DAT in2p3

Document analysing the institute's technical resources

➢ Recommendations on a general policy for managing the Institute's technical skills
➢ Proposals for new structures to be studied: platforms, skills clusters, diffuse skills networks, etc.
➢ Proposals for developing new skills
➢ Proposal for « technical drivers »
➢ Proposals for R&T-type actions, technical theses, workshops ....

Agenda

➢ *Presentation to the Institute Management Board: 14 November 2024*
➢ *Presentation at the Projects Day: 26 November 2024 (RC)*
➢ *Presentation to the RTDTs: 27 November 2024*
➢ *Appointment of the various working groups: end 2024*
➢ Analysis of speciality declarations GT1: beginning 2025 – July 2025
➢ Gathering of future technical needs:
  ➢ *Technical teams labs: spring 2025*
  ➢ Analysis by networks and GDR: May-July 2025
  ➢ DAS and Projects leaders consulting: Fall 2025
➢ Writing of the roadmap: end 2025
➢ Drawing up a communication plan: dissemination of the roadmap, meetings between the technical players **(R&T workshop 3/6 february 2026 IP2I Lyon)**, link with current scientific forecasts, etc.

Conclusions

➢ An ambitious but necessary project:
  ➢ The Institute needs leading-edge technical teams to ensure its commitment to projects in the discipline
  ➢ The continuing decline in staff numbers requires changes in our organisation to ensure the smooth running of projects and the well-being of staff
➢ The CNRS is now asking for a GPEC*, and we need to have a long-term vision of our needs and the resources we will use to meet them (recruitments, training, structuring, R&T, etc.)

➢ *GPEC = Gestion Prévisionnelle Emplois et Compétences*