

European Doctoral Day – Today!



First European Doctoral Day on May 13!

- <https://www.eurodocday.org/>
- <https://doctorat.gouv.fr/actualite/journ%C3%A9e-europ%C3%A9enne-du-doctorat/>

Careers as a researcher

- **Focus of this presentation**
 - Entry-level permanent researcher positions in the French academic sector
 - Scientific domain: Astroparticle and cosmology
- **Not in scope**
 - Postdoctoral fellowships
 - Public research abroad
 - **Private sector** [but check last slide]

Outline

1 - Researcher with CNRS – “Chargé.e de Recherche” [CRCN]

- 500+ researchers with CNRS Nucléaire & Particules IN2P3

2 - Faculty at the University – “Maître.sse de Conférences” [MCF]

- Responsibilities: teaching (192 hours/year) and research
- 400+ Faculties affiliated with the Astrophysics and Particle physics divisions of CNU

3 - Other types of positions: Chaire de Professeur Junior [CPJ]

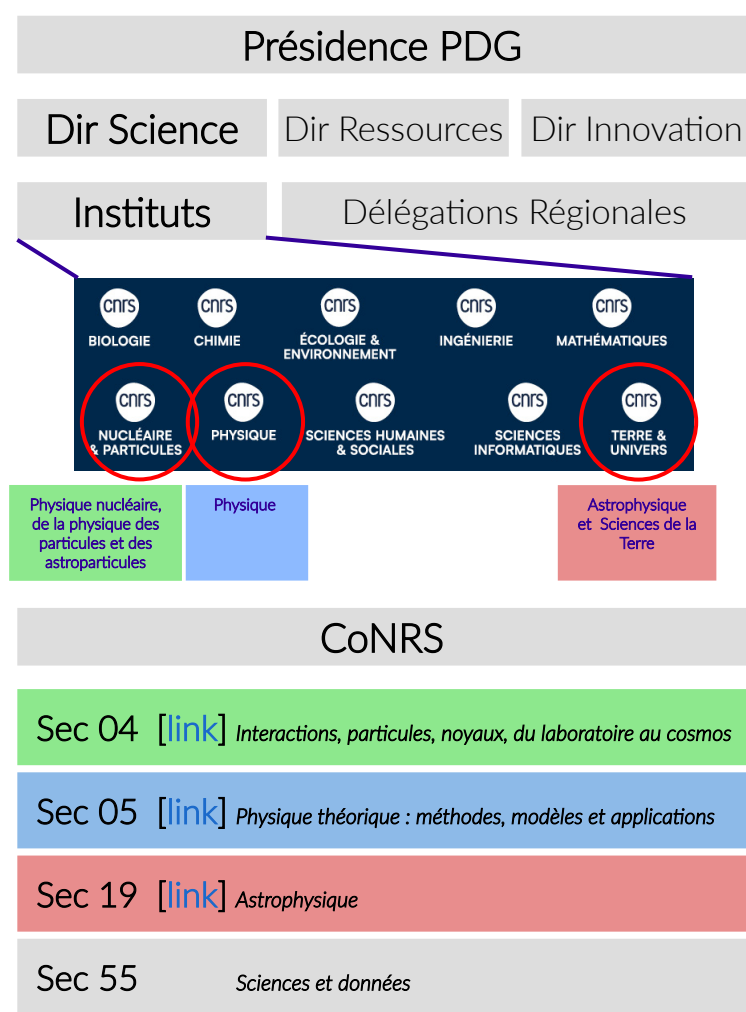
4 - Other research institutions : CNAP (Astronomer), CEA, ONERA, INRIA

5 - Other options in higher education and public administration

6 - Few tips to maximize your chances

Researcher with CNRS (1)

- **Centre National de la Recherche Scientifique**
 - CNRS is structured in **10 disciplinary institutes**
- **Comité national de la recherche scientifique (CoNRS) [\[link\]](#)**
 - CoNRS is structured in **43 disciplinary sections**, composed of ~20 appointed or elected researchers, from CNRS and other institutions
- **Annual process from job definition to recruitment**
 - 1) **Sep**: laboratories submit their staffing needs to the institutes
 - 2) **Dec**: the institutes open positions
 - launch of the national selection process ('concours')
 - 3) **Jan–Apr**: the sections receive applications, shortlist candidates, and conduct interviews
 - 4) **May**: the candidate rankings are announced by the section
 - 5) **Jun** : Following the admission committee meeting, the CNRS Director General decides and appoints the new researchers



Researcher with CNRS (2) – Concours

- **Phase 1 (dec to jan): pre-selection based on written application**

- Posting of the opened positions: can be ‘targetted’ (ie, with thematic focus and/or linked to a specific hosting lab) or can be ‘opened’ (i.e, nothing specified)
- **Application material** includes: CV, publication record, report about research activities and a research proposal
- **‘Admitted’**: candidates are pre-selected by section for interviews
Evaluation criteria: scientific excellence, relevance and originality of the research project, suitability and coherence with the hosting laboratory

- **Phase 2 (mar to apr): candidate ranking after interview**

- Hearing period: 20-minute presentation of the application to the section + Q&A

Example with 2026

9 positions 04/02→10

of applicants in Phase 1:

21, 17, 38, 16, 25, 9, 29, 6, 46 → 207

of pre-selected after Phase 1:

10, 7, 16, 8, 10, 2, 13, 3, 17 → 86

of ranked after Phase 2:

4, 4, 6, 4, 4, 2, 4, 3, 4 → 35

9 selected

Faculty at the University (1)

- Entry-level faculty Member: Associate Professor (MCF)
- Two step process: qualification → selective competition
- Sep: Qualification by Conseil national des universités (valid 4 yrs)
 - Committee 29: Constituants élémentaires [[link](#)]
 - Committee 34: Astronomie, astrophysique [[link](#)]
- Mar-May: Concours for 'qualified' candidates only
 - This is a local selection process
 - Committee composed locally by UFR [1 committee for 1 position]
[~10 members, mix of internal/external to the University, recognized experts in the targetted field, rules to mitigate conflict of interest]
- Annual process from job definition to recruitment
 - 1) Mar N: laboratories submit their staffing needs to the UFR
 - 2) Apr N: UFR informed of the available staff position, and decides on profile
 - 3) Mar N+1: job profile published → launch of the selection process
 - 4) Apr-May N+1: the selection committee receives applications and shortlists candidates, conducts interviews
 - 5) Jun N+1: University (faculty) reviews the selected candidates and President appoints the candidates

Présidence Univ

Faculté

UFR

CNU

Sec 29: Constituants élémentaires

Sec 34: Astronomie, astrophysique

Faculty at the University (2)

- **Phase 1 (Mar to Apr): pre-selection based on written application**

- Posting of the opened positions [Galaxie]: thematic research profile can be broad or narrow, one or multiple hosting labs, specific or undefined teaching duties
- **Application material** includes: CV, publication record, report about research and teaching activities and a research and teaching proposal
- ‘Pre-selection’: candidates are pre-selected by selection committee for interviews

- **Phase 2 (mar to apr): candidate ranking after interview**

- Format of the interview
 - 20-minute presentation of the application
 - role-playing exercise to assess the candidate's teaching skills
 - Q&A

Example with 2025-26

Sec 19: 11 nominations

Sec 34: 2 nominations

Chaire de Professeur Junior

- **Context**
 - Created by LPR (Research Programming Law) in 2020: New recruitment path leading to permanent position (CNRS Research Director or Full Professor).
 - Tenure track model (3 to 6-year contract → tenure after evaluation)
- **Target: Experience: ≥ 5 years post-PhD**
 - Typical age range: 30–40 years (vs. 28–35 for CNRS Researcher/Associate Professor positions)
- **Application similar to MCF position (see before)**

59 CPJ positions opened with CNRS and partners in 2025 [\[link\]](#)

4 positions for Astroparticle physics and cosmology

[Info page on Galaxie](#)

Other research institutions

- Conseil National des Astronomes et Physiciens : astronomer positions affiliated with an [Observatory](#) [typ. 4 positions/year]
 - [CNAP, Info page on Galaxie](#)
- CEA : Recruitment of researchers and engineers at Irfu [Dpt d'astrophysique (DAp), Dpt de physique des particules (DphP)]
 - <https://www.cea.fr/recrutement/>
- ONERA: Aerospace and defense research (positions for researchers, engineers, and R&D experts)
 - <https://rejoindre.onera.fr/>
- INRIA: Computer and data sciences – recruitment of researchers in AI, data science, and applied mathematics
 - [Info page](#)

Other options in higher education and public administration

- **Higher education (Classes préparatoires, Universités)**
 - Poste PRAG (Professeur Agrégé)
 - Agrégation (Special Track for PhD Holders) with a streamlined program
 - 12 positions/year, success rate 15 %
 - Concours de l'Agrégation : Voir information dans le [Guide des doctorants](#)
- **Public administration**
 - Institut National du Service Public -- <https://www.insp.gouv.fr>
 - Special track for PhD holders
 - Career Outcomes: Positions in ministries, prefectures, or European institutions.
 - [Link to PhD Program](#)

Few tips to maximize your chances (1)

- **Prior to the application**
 - **Network with colleagues** who have successfully obtained academic positions or passed national recruitment competitions
 - Gather **information about upcoming openings** in laboratories that interest you
 - **Propose seminars** to laboratories of interest

Few tips to maximize your chances (2)

- **While preparing the application**

- Make your interest in joining a laboratory clear to potential collaborators
- Prepare well in advance:
 - contact the host laboratory early; [*labs don't want 'free electrons'!*]
 - discuss how your research project integrates into the team's scientific strategy;
 - highlight complementarity with existing expertise;
 - [MCF] investigate teaching needs within the department
 - demonstrate your ability to contribute to existing courses
- Request feedback from colleagues, collaborators, mentors, and local contacts in the target laboratory about your research and teaching statement
- Rehearse the interview

A list of entry points for more information

- **Institutional websites**
 - CNRS : <https://carrieres.cnrs.fr/> et <https://emploi.cnrs.fr/>
 - Universities -- [Portail Galaxie](#)
 - Ministry of Education -- [La plateforme nationale du doctorat](#)
- **Associations, networks, unions**
 - Association Nationale des Docteurs ANDès - <https://andes.asso.fr/>
 - [Guide du doctorant](#) – [Cf [Chap 23](#) [Carrières des docteurs](#)]
 - Association Bernard Gregory <https://www.abg.asso.fr> (spécialisée dans l’insertion professionnelle des docteurs)
 - [Réseau National des Collèges Doctoraux](#) (organise un webinar sur la Qualification)
 - European Council of Doctoral Candidates and Junior Researchers -- <https://eurodoc.net>
 - [Syndicat CGT des établissements d’Enseignement Supérieur et de Recherche](#)
 - MOOC ‘Doctorat et poursuite de carrière’ -- <https://phdooc.moocit.fr>