

Inria

INRIA:
COMPETITIVE
RECRUITMENT
CAMPAIGNS FOR
RESEARCHERS

Application guidelines
2019 campaigns

The French National Research Institute for Computer Science and Applied Mathematics promotes scientific excellence and technology transfer to maximise its impact.

It employs 2,400 people. Its 200 agile project teams, generally run jointly with academic partners, include more than 3,000 scientists to meet the challenges facing computer science and mathematics, often at the interface with other disciplines.

Inria works with many companies and has helped to establish more than 160 start-ups.

In this way the Institute is working to deal with the issues relating to the digital transformation of science, society and the economy.

Every year Inria recruits permanent scientists through a competitive process beginning with an examination of their degrees and publications.

Inria scientists on permanent contracts are covered by the general statute of the French state civil service.

They can belong to one of two groups:

- Researchers (RO) of which there are two grades: normal and first-class;
- Senior Researchers (SR) of which there are three grades: 2nd class, 1st class and exceptional.

Each grade has a pay scale including several bands.

Each competitive recruitment campaign is announced by an opening order published in the Official Journal of the French Republic. The recruitment campaigns for both groups are held in January and February.

If you have any questions, please contact:

drh-concours-chercheurs@inria.fr

FOLLOW THE GUIDELINES:

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Registration

2019 Campaigns: from 14 January 2019 to 17 February 2019

ONLINE REGISTRATION:

<https://www.inria.fr/institut/carrieres-metiers/offres/directeurs-et-directrices-de-recherche-de-2e-classe/concoursdr2>

<https://www.inria.fr/institut/carrieres-metiers/offres/charges-et-chargees-de-recherche-de-classe-normale/concours-crcn>

To apply, you must first create an account (see "creating an account", downloadable from the recruitment page) on the Inria website: <https://www.inria.fr>

You can fill in your online application in several stages and modify it during the application period.

Please note: if you wish to apply for more than one competitive recruitment campaign, you must submit a separate application for each one.

Applications must be completed and validated by the closing date (17 February 2019).

POSTAL APPLICATIONS

You can obtain a printed application form by writing to the following address: Inria – Direction des ressources humaines – Pôle recrutement - Bureau 29 – Domaine de Voluceau – Rocquencourt – BP 105 – 78153 Le Chesnay Cedex – France

Your application must be posted back to the same address with all the required documents, postmarked on or before 17 February 2019. Any applications received after the closing date will be automatically refused.

You can also deposit your application in person at the Human Resources Department – Domaine de Voluceau – Bâtiment 14 – Bureau 29 – 78150 – Rocquencourt no later than 17h (Paris time) on 17 February 2019.

Please take into account the time for letters to arrive in the case of a written application.

APPLICATION DEADLINES:

- Applications are open from 14 January 2019 to 17 February 2019
- Online applications must be validated no later than midnight on 17 February 2019, Paris time
- Postal applications must be postmarked no later than 17 February 2019
- Applications may also be deposited in person at the Human Resources Department – Domaine de Voluceau – Bâtiment 14 – Bureau 29 – 78150 – Rocquencourt no later than 17h (Paris time) on 17 February 2019.

APPLICATION

YOUR APPLICATION SHOULD ENABLE THE EXAMINATION BOARD TO ASSESS:

Your scientific career and your experience of collective responsibility, dissemination of scientific information, management, etc.

A brief summary of your previous activities

Your major publications

Your research programme

A complete list of your publications

It should also include the following documents:

For researchers:

PhD thesis reports (if available)

A copy of your latest degree certificates

For senior researchers:

Accreditation to supervise research (if applicable)

A copy of your latest degree certificates

ADDITIONAL DOCUMENTS TO BE PROVIDED

Depending on the grade for which you are applying, a list of additional documents to be provided can be downloaded from the application page.

ENTRANCE CONDITIONS

There is no restriction on the age or nationality of applicants

Applicants must benefit from their full civil rights; they must show that bulletin n°2 of their criminal record contains nothing that is incompatible with the exercise of their duties; they must have discharged their responsibilities with respect to the National Service Code

RESEARCHERS OF NORMAL GRADE

1 / possess one of the following qualifications:

- PhD;
- Accreditation to supervise research;
- Engineering PhD;
- Dentistry research degree;
- Human biology research degree;

2 / possess a degree from a foreign university that is judged by the establishment's competent evaluating body to be equivalent to one of the degrees listed above*;

3 / produce evidence of qualifications or scientific work that is judged by the establishment's competent evaluating body to be equivalent to one of the degrees listed above*;

SENIOR RESEARCHERS 2nd CLASS

1 / possess one of the following qualifications:

- PhD;
- Accreditation to supervise research;
- Engineering PhD;
- Dentistry research degree;
- Human biology research degree;
- possess a degree from a foreign university that is judged by the establishment's competent evaluating body to be equivalent to one of the degrees listed above*;

2 / to have been a researcher at a public scientific technological research institution (EPST) for a minimum of three years

3 / Be able to provide proof of eight years of research work after obtaining the required degree

* If you do not ha

** If you do not have a PhD, if you have not yet defended your thesis, if you do not have a degree but can prove that you have carried out scientific work, or if you have a foreign degree, Inria's Evaluation Committee can nevertheless give you leave to apply after deciding whether to accept the equivalence of your scientific work.*

RECRUITMENT PROCEDURE

ELIGIBILITY

Inria checks that each applicant meets the eligibility criteria. Each applicant will receive an email stating whether or not his/her application is considered eligible.

ADMISSIBILITY

Pre-selected applicants will be interviewed by the admissibility board. After careful consideration, the Board draws up a list of admissible applicants. The applicants on this list will receive an email.

PRE-SELECTION BASED ON WRITTEN APPLICATION

The admissibility board will examine all those applications that have been judged eligible. After careful consideration, the Board will draw up a list of applicants who can go on to the next stage. The applicants on this list will receive an email inviting them for an interview.

ADMISSION

An admission board (different in composition to the admissibility board) examines the applications of the admissible applicants and draws up a list of successful candidates in order of merit, potentially accompanied by a complementary list to be admitted by competitive examination. Each applicant is informed of the result by email and a letter is sent to those who have been selected including a form to be returned accepting the job.

At each stage of the process, the list of applicants who are still in contention will be displayed on the Inria website.

COMPOSITION OF EXAMINATION BOARDS

COMPOSITION OF ADMISSIBILITY BOARDS:

Article 11 of decree n° 86-576 dated 14 March 1986 sets out the provisions relating to the composition of admissibility boards. Each board must be composed as follows:

- At least 1/3 must be members of the Inria Evaluation Committee - researchers and lecturer-researchers working in the research centre concerned, of whom four must be tenured Inria scientists
Their number cannot exceed eight.
- established scientists designated by the President of the Institute on the recommendation of the chair of the Inria Evaluation Committee.

Their number cannot exceed eight.

All members of admissibility boards must have at least the same grade as the those of the posts to be filled.

Applicants for recruitment cannot be members of the board.

Decree n° 2013-908 dated 10 October 2013 states that there should be a minimum of 40% of individuals of each gender in selection boards or committees.

COMPOSITION OF ADMISSION BOARDS:

The admission board described in Article 22 of the decree dated 30 December 1983 is chaired by the President of the Institute or his/her representative and consists of:

- 1/ four members nominated by the Minister for Research and the Minister for Industry on the recommendation of the President of the Institute;
- 2 / four members nominated by the Minister for Research and the Minister for Industry among the members of the Evaluation Committee whose grade must be at least equal to those of the posts to be filled;

At least four of the above-mentioned members must be Inria researchers of whom at least two must be elected members of the Inria Evaluation Committee.

Applicants for recruitment cannot be members of the board.

Moreover, Decree n° 2013-908 dated 10 October 2013 states that there should be a minimum of 40% of individuals of each gender in selection boards or committees.

APPOINTMENT, GRANTING OF TENURE, REMUNERATION

APPOINTMENT AND GRANTING OF TENURE

Researchers:

Researchers will be appointed for a probationary period by the Inria Chief Executive Officer (CEO).

The CEO can grant tenure to those on probation on the recommendation of the Evaluation Committee when they have completed one year in their job. The probationary period may be extended once, for a maximum of one year, on the recommendation of the Evaluation Committee and the Inria Joint Administrative Committee.

Senior researchers:

Senior Researchers will be appointed by the Inria CEO.

Individuals who do not already have the status of civil servant will be allocated to grades as set out in articles 26 and 27 of decree n° 83-1260 dated 30 December 1983, on the basis of the lengths of service fixed in article 55.

Individuals who do already have the status of civil servant will be allocated to grades as set out in article 25 of decree n° 83-1260 dated 30 December 1983, on the basis of the lengths of service fixed in article 55

SALARY

As a guide, the gross annual salary (excluding bonuses) for each category is as follows:

Researcher.....€26,035 to €54,376

Senior Researcher..... €37,225 to €74,451

To this basic pay is added:

- The research bonus attributed twice a year in June and December:
 - researchers (all grades): €960;
 - senior researchers (all grades): €1,060;
- A cost-of-living allowance that varies depending on where the job is located.
- A family income supplement whose amount is calculated on the basis of the pay scale and the number of dependent children
- Partial reimbursement of travel costs. (Depending on where the job is located)

The net salary is approximately 80% of the gross salary after the various deductions.

It should be noted that each year Inria researchers – with and without tenure – can apply for the Bonus for Supervising Doctorates and Research (PEDR). This bonus varies between €5,000 and €9,000 per annum and is awarded for a period of four years.