



The institute calls on many talents for fixed-term assignments. Come and put your expertise at the service of Inria, and develop your skills and experience within the institute.

Recruitment criteria

Contractual recruitments are the subject of a job description publication specifying the scope and expectations of the position. Inria evaluates applications in the light of the candidate's training and experience. The level of diploma is considered but is not necessarily a discriminating criterion, the institute wishing to promote the recognition of acquired experience and remains open to various profiles.

The procedures for selecting applications are specified on the offer itself or in the case of "campaigns" on the campaign presentation page. You will be asked to create your profile in the candidate area where the steps for processing the application will be notified.

Statuts of fixed-term contract employees in the civil service – Legal framework

Two main regulatory frameworks apply:

- Act No. 84-16, dated 11 January 1984, setting out the legislative provisions related to the Civil Service;
- Amended Decree No. 86-83, dated 17 January 1986, setting out the general provisions applicable to State contract staff, in application of Article 7 of Act No. 84-16, dated 11 January 1984, setting out the legislative provisions related to the Civil Service.



Research sector

Doctoral and post-doctoral research positions are, by nature, temporary jobs involving research and further research into an initial research topic.

Engineering sector

Fixed-term contract employees in the engineering sector come under Article 4.2 of Act No. 84-16: "To meet an on-going requirement, contract staff may be recruited when the nature of the functions or the service requirements warrant it, but only for Category A positions."

This is a special-exemption recruitment of non-tenured personnel on a fixed-term contract with a maximum duration of three years, renewable up to a total duration of six years.

Support staff sector

Staff are recruited on fixed-term contracts to fill positions usually held by tenured employees or to provide back-up for departments with a temporary work overload or skills shortage.

Remuneration

The remuneration of contract staff is determined at the time of signing the contract and is valid for the entire period provided for. No increase is possible during the term of the contract. It may be possible at the time of a contract renewal or the signature of an amendment. Inria is based on an employment framework that specifies the job categories and associated compensation grids.

- For researchers, remuneration takes into account experience.
- For doctoral and post-doctoral students, the levels of remuneration are set by the institute.
- For engineering and support functions, the level of remuneration is assessed according to criteria of education and experience.



Inria support

Inria welcomes and supports contract staff to enable them to pursue a rewarding and enriching professional career. The supervising staff, whether scientific or administrative, ensure that integration is facilitated and that the professional career path is as well supported as possible.

As contract workers, you benefit from:

- An integration process in your research centre.
- Maintenance of activities or monitoring of the progress of the work by your manager.
- Inria training offer according to needs with, for example, "business and entrepreneurship awareness", technical, trade or language training, job search preparation sessions for scientists or reflection and professional positioning workshops for support functions.
- Arrangements adapted to your profile to increase your competence, be supported in your professional career or engage in ambitious projects.
- The [Inria Alumni](#) network which will allow you to keep in touch with the institute once you have visited Inria .