

	CRCN	ISFP
Key legislative references	General Civil Service Code.	General Civil Service Code; Article L. 431-2-1 of the Research Code.
Main regulatory references	Research Code art. R421-1 to R426-10; Research Code art. R326-1 to R326-18; Decree No. 86-576 of March 14, 1986 relating to the special statuses of the civil service "corps" of the National Institute for Research in Computer Science and Automation.	General Civil Service Code; Research code art. R326-1 to R326-18 ; Decree No. 86-83 of January 17, 1986 as amended relating to the general provisions applicable to State contractual agents; Decree No. 86-576 of March 14, 1986 relating to the special statuses of the civil service "corps" of the National Institute for Research in Computer Science and Automation.
Position	Permanent employment	Permanent employment
Status	Nomination to a permanent position as a research fellow; Classification in the 1st grade of the research fellows "corps" with a career grid.	Open-ended public-sector employment contract (under the Research Code).
Probationary period / PE	Probationary period of 1 year, renewable for a maximum of 1 year; Nomination to the corps of research fellows.	4-month trial period, renewable once.
Missions	Perform research functions; Participate in initial and continuing training with research organizations and higher education establishments.	Perform research functions; Participate in initial and continuing training with local university partners.
Placement	Placement in the research center chosen by the applicant	Placement in the research center chosen by the applicant
Remuneration (value April 2024) Net amounts for guidance only, based on applicable tax rates (before withholding tax)	Base salary set according to the CRCN career grid: between €37,576 and €59,527 gross per annum, depending on diploma and professional experience (including statutory bonus and individual bonus). Examples of total remuneration (including research and individual bonuses): CRCN step 3 (INM 565): 3,631 euros gross/month (2,977 euros net/month) CRCN level 4 (INM 605): 3,828 euros gross/month (i.e. 3,179 euros net/month) CRCN level 5 (INM 648): 4,040 euros gross/month (3,313 euros net/month) CRCN level 6 (INM 698): 4,286 euros gross/month (3,514 euros net/month) Additional remuneration: Residence allowance (depending on CRCN placement, from 0 to 3%); Family salary supplement (depending on the number of dependent children); Reimbursement of travel expenses. Salary progression: according to seniority as CRCN (see index).	Basic salary based on professional experience after thesis: ISFP < 3 years after thesis: 4,221 euros gross/month (i.e. 3,461 euros net/month) Salary adjustment possible at least every 3 years based on professional results ISFP ≥ 3 years after thesis: 4,781 euros gross/month (i.e. 3,920 euros net/month) Salary upgrading possible at least every 3 years based on professional results Additional remuneration: Family salary supplement (depending on number of dependent children); Reimbursement of travel expenses. Salary upgrades: possible every 3 years.
Bonuses	Statutory bonus: €4,200 per year (paid monthly); Functional bonus: from €1,500 per year for activities of collective interest or special scientific contributions. Individual bonus: minimum €6,000 per year (paid monthly) upon application and assessment by the Evaluation Committee.	For activities of collective interest or special scientific contributions, ISFIC: up to €3,700 per year (paid in a single instalment).
Financing arrangements	Public service grant	Public service grant

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Teaching services	Depending on the status of the establishment, on declaration or authorization by the center director.	Depending on the status of the establishment, on declaration or authorization by the center director for a moderate teaching service (between 32 and 64 hours of teaching).
Mobility	<p>Internal thematic or geographic mobility: transfer within Inria;</p> <p>External mobility within the public and private sectors: secondment (full-time or part-time); secondment (detachment); availability.</p> <p>Inria will monitor your situation and, if necessary, advise you on how to return to the Institute.</p>	<p>Internal thematic or geographic mobility: change of placement;</p> <p>Possible external mobility to other public or private establishments: secondment (full-time or part-time); mobility leave (fixed-term contract within another public administration for up to 3 years, renewable for up to 6 years); unpaid leave.</p> <p>Inria will monitor your situation and, if necessary, advise you on how to return to the Institute.</p>
Social security coverage	<p>Affiliation to the specific scheme for civil servants in terms of sickness, industrial accident and retirement.</p> <p>In case of illness: Ordinary sick leave (12 months): Inria pays 100% of salary for the first 3 months of sick leave, then 50% for 9 months (additional benefits available if you have a mutual insurance company); Long-term sick leave (3 years): Inria pays 100% of salary for the 1st year, then 50% for the last 2 years (additional benefits available if you have a mutual insurance company); Long-term leave (5 years): Inria pays 100% of salary for the first 3 years, 50% for the last 2 years (additional benefits available if you have a health insurance plan).</p> <p>In case of an accident at work or occupational illness : Inria pays 100% of salary throughout leave; Inria covers medical care and expenses.</p> <p>In case of birth or adoption: Inria pays 100% of salary.</p> <p>Complementary social protection: access to the 3 offers (mutual or insurance-based) proposed as part of MESRI referencing (individual choice) CNP Intériale MGEN.</p> <p>Retirement : Civil retirement pension granted by the French State Retirement Service (Service des retraites de l'Etat); In addition, additional civil service pension.</p>	<p>Affiliation to the general social security system for sickness, workplace accidents and retirement.</p> <p>In case of illness: Ordinary sick leave: Inria pays 100% of salary, then 50% depending on length of service (additional benefits available if you have a mutual insurance company); Serious illness leave (3 years): Inria pays 100% of salary for the 1st year, then 50% for the last 2 years (additional benefits available if you have a mutual insurance company).</p> <p>In case of an accident at work or occupational illness : Inria pays 100% of salary throughout leave; Inria covers medical care and expenses.</p> <p>In case of birth or adoption: Inria pays 100% of salary after 6 months' service.</p> <p>Complementary social protection: access to the 3 offers (mutual or insurance-based) proposed as part of MESRI referencing (individual choice) CNP Intériale MGEN.</p> <p>Retirement : Retirement pension granted by the French pension insurance scheme; IRCANTEC supplementary pension.</p>
Termination of functions	<p>At the agent's request: resignation, retirement;</p> <p>On Inria's decision: dismissal for professional incompetence, disciplinary reasons or physical unfitnes;</p> <p>By mutual agreement: conventional termination (on an experimental basis until 2025).</p>	<p>At the agent's request: resignation, retirement;</p> <p>On Inria's decision: dismissal for professional incompetence, disciplinary reasons or physical unfitnes;</p> <p>By mutual agreement: contractual termination.</p>
Unemployment insurance	Self-insured by Inria	Covered by Pôle Emploi

