



INRAE



**Junior Research Scientists on research project (F/M)
Permanent positions**

2024 Guide for applicants

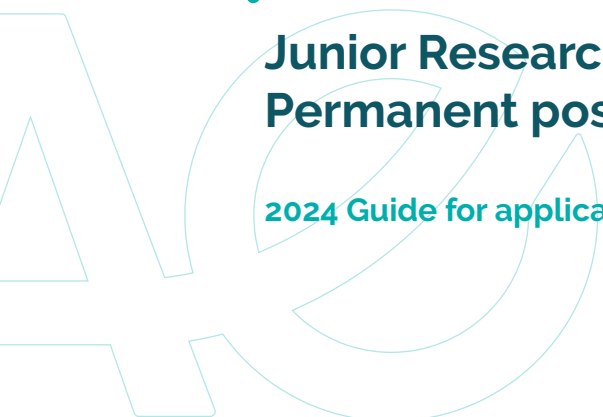


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THE INSTITUTE

INRAE, the French National Research Institute for Agriculture, Food and Environment is the result of the merger between INRA (French National Institute for Agricultural Research) and IRSTEA (National Institute for Scientific and Technological Research for the Environment and Agriculture) on 1st January 2020.

INRAE, a targeted research institute, aims to develop, share and use knowledge, technology, and expertise to guide and assist agricultural and food system transitions and environmental preservation. Its strategy is described in the document : [INRAE2030](#).

Thanks to the wealth of its research teams, INRAE implements targeted research combining fundamental and applied science, as well as disciplinary and interdisciplinary approaches to meet future challenges: mitigation and adaptation to climate change, food and nutrition security, agricultural transition, preservation of natural resources, restoration of biodiversity, and risk anticipation and management. Added to that are more territorialised challenges including living standards and remuneration of farmers, the economic competitiveness of companies, land management, and access to a healthy and varied diet for all.

Through research, innovation, and support for public policies, INRAE aims to propose new orientations providing solutions for life, humans, and the Earth.

Conducting research within INRAE means:

- Generating and disseminating knowledge to meet societal challenges
- Drawing on this knowledge to drive innovation, training, expertise, and support for public policies
- Working in partnership with a wide variety of stakeholders (academic, socioeconomic, non-profits, etc.) and citizens

Research at INRAE is conducted within 14 scientific divisions hosting disciplinary research communities and encouraging interdisciplinarity. Furthermore, 18 research centres reflect the implication of INRAE at the heart of regional dynamics. The Head office completes the structure.



THE PROFESSION OF JUNIOR RESEARCH SCIENTIST and CAREER ADVANCEMENT

Civil servants at INRAE are recruited through competitions, the recruitment process under general French law of the French Civil Service, as it offers the best guarantees of access to public sector jobs (cf. article 16 in amended law of 13 July 1983 relative to the rights and obligations of civil servants).

The main missions of research scientists are to generate new scientific knowledge, promote the results, diffuse the scientific information, and train through research.

Whatever their specialist subject, the scientists draw on laboratory or field activities and are heavily involved in national and international scientific networks addressing environmental, economic, and social issues. Personal research and collective projects are closely interconnected to enhance knowledge and participate in the development of innovation.

RESEARCH SCIENTISTS (RS)

Junior Research Scientists (JRS) are generally recruited among researchers in the early stages of their careers who have obtained their Ph.D. (or have provided proof of scientific work or qualifications judged equivalent). The candidate is recruited for their scientific expertise that will contribute to the major orientations of INRAE and address a research theme. Candidates must have published articles promoting the results of their dissertation.

In accordance with the missions assigned to research staff, scientists must not only contribute to the acquisition of new knowledge in their fields of expertise but also help transfer the results of their research to society: social and economic applications, dissemination of scientific and technical information, training in and through research, and developing scientific exchanges with other countries.

JRS must above all make progress on the research topic given to them and systematically publish the results obtained.

The activities carried out by the JRS are assessed every two years by the Institute's competent specialised scientific commissions (SSC).

RESEARCH DIRECTORS (RD)

Access to the profession of 2nd class research director (DR2) is a milestone in the career of a researcher.

Research directors are recognised experts able to design, lead, and coordinate research and promotion activities, in particular at European and international levels.

At INRAE, the profession of research director involves the following:

1) The general obligation of any civil servant to contribute to missions of French public scientific and technological establishments, as defined in the research code including:

- Development and progress of research
- Promotion of research findings for the benefit of society through innovation and technology transfer
- Sharing and diffusion of scientific knowledge, prioritizing open access
- Development of expertise and support for public policies to meet societal challenges, as well as social, economic, and sustainable development needs
- Training in and through research.

Research management activities contribute to the implementation of the missions of research establishments.

2) Contributions to specific INRAE missions as stipulated in decree 2019-1046 of 10 October 2019.

3) Collaboration and responsibilities in national, European, and international networks and projects able to reinforce the research, partnership, and transfer capabilities of the candidate and the team with which they are affiliated.

Becoming a DR2 is a significant career change with:

- A greater investment in leadership functions
- A diversification and expansion of topics
- The ability to define and mobilize the required skills
- The scientific organisation and operational management of projects.

A CAREER AT INRAE

SALARY

The remuneration, as provided in law 83-634 of 13 July 1983, comprises:

- The gross index-related salary
- A housing allowance
- A family supplement
- Compensation as set out in legislative or regulatory texts (allowance system).

RESEARCHER REMUNERATION

Gross annual salary in euros on 1st January 2024 :

Corps	Grade	Start of career	End of career	Bonus (annual)
Research Scientist	Junior Research Scientist	32 496€	53 526€	4 200€
	Hors class	42 480€	67 527€	4 200€
Research Director (DR)	2nd class	43 897€	67 527€	4 200€
	1st class	53 526€	73 788€	4 200€
	Exceptional class	73 493€	83 004€	4 200€

This indemnity component (annual bonus) will be gradually increased to reach €6,400 gross per year by 2027 for all bodies and grades of researchers.

In order to best support research managers in their early career, INRAE pays a bonus of €3,500 gross annually too, for 3 years, from the date of taking office (€291.67 /month) as part of the application of the compensation scheme for teacher-researchers and researchers (RIPEC - component 3).

ASSESSMENT - RESEARCHER ASSESSMENT AND ADVICE

Researchers at INRAE are assessed through peer-based assessment and advice. This multi-criteria assessment is based on qualitative criteria without however overlooking the quantitative criteria.

The assessment, conducted within the context of specialised scientific commissions (SSC) organised by discipline or group of disciplines, is an advisory assessment that is useful for the individual career paths of the researchers. It aims to provide employees with an impartial opinion regarding the quality of the results, personal dynamics, the quality and pertinence of the contributions, as well as the coherence of their work with the missions entrusted and the scientific strategy of INRAE.

At INRAE, the analysis of applications and evaluation files of scientists (or researchers) respects two main principles. The first one concerns taking into account the different dimensions of the research activity and the missions linked to it, such as the production of knowledge, training in and through research, work in partnership, expertise or even the management of collectives or devices. The second principle concerns the qualitative evaluation by peers: in accordance with its international, European and national commitments, INRAE no longer takes into account certain metrics such as

the impact factor or the h index in the evaluation of applications. Qualitative analysis of the content of evaluation and application reports is preferred. However, the quantitative criteria are not ignored, but their use is measured and included in an overall analysis of the activity of the people assessed. Open science practices (opening of publications, data, codes and software), ethics, deontology and scientific integrity in the conduct of research projects are also analyzed and taken into account.

CAREER ADVANCEMENT

Advancement to a higher level within the same grade is based on years of experience.

A change in corps generally occurs through internal competitions open to employees meeting certain conditions regarding length of service. The staff regulations, for engineers and technical staff, also provide for the possibility of advancement, to a limited extent, to another corps without going through the competitive exam process.

PROFESSIONAL LIFE AT INRAE

VOCATIONAL TRAINING

Training must contribute to helping employees drive their career development within the context of the collective approaches of the units and divisions while stimulating their innovativeness and critical thinking, thus enabling employees to be proactive and take charge of their career path within the unit, the institute or more generally the civil service.

MOBILITY

Mobility allows civil servants to build a coherent, enriching career path to meet their personal ambitions and the skills needs of the institute.

WORKING HOURS

At INRAE, the annual duration of work is 1607 hours. Nevertheless, the presidency of each centre adapts its general provisions according to the requirements specific to the activity within the centre and the constraints of certain individual functions.

Modulations are therefore possible as long as they remain within the following limits:

- the workday must under no circumstances exceed 10 hours
- the maximum workweek must not exceed 48 hours
- the average maximum workweek, calculated over 12 consecutive weeks, must not exceed 46 hours.

The workweek at INRAE comprises 5 days and the working hours can be as follows:

- either a workweek of 35 h 50 min determined according to the annual duration of work (1607 hours) and the number of days of annual leave (30 days)
- or a workweek of 38 h 40 min determined according to the annual duration of work (1607 hours) with an additional 15 days off in lieu.

ANNUAL LEAVE

Employees are granted 30 days of annual leave (excluding Saturdays, Sundays, and public holidays). The 30 days cannot be taken consecutively and must therefore be split up.

QUALITY OF LIFE AT WORK

INRAE is strongly committed to a high quality of life at work. Quality of life at work affects employees collectively and individually, and adapting the organisational aspects of work helps reconcile the quality of living and working conditions of employees and the quality of public service.

At INRAE, improving the quality of life at work is of paramount concern and has culminated in numerous measures to ensure this reconciliation. This concerted process tackles work (content, organisation, conditions, and context) for the development of people and services.

APPLICATION REQUIREMENTS

AGE

There is no age limit. However, any person over the legal maximum age for retirement in France (65 years) may not be recruited.

NATIONALITY

You may apply whatever your nationality. Successful applicants who do not come from a member state of the European Union will have additional administrative procedures to fulfill which may delay the job's starting date.

DEGREES

To apply for a Junior Research Scientist position (CRCN), candidates must:

Hold one of the following degrees (article 17 of Decree n°83-1260 of 30 December 1983, modified):

- "Doctorat d'Université" (PhD) as defined by the Decree of July 5th, 1984,
- "Doctorat d'Etat" or "Doctorat de 3ème cycle",
- "Doctorat" from one of the French "Écoles d'Ingénieurs",
- D.E.R.S.O. (diploma in odontology studies and research),
- D.E.R.B.H. (diploma in human biology studies and research),

IF I DON'T HAVE THE NECESSARY DIPLOMAS, CAN I APPLY ?

Yes, it is possible to apply to CRCN competitions without the required diplomas.

- If you have a PhD degree from a foreign university, you must apply for an equivalence for "foreign degree" which will be examined by the competent INRAE specialised scientific commission.
- If you don't have one of the required diplomas, you must apply for an equivalence for "scientific work" which will be examined by the competent INRAE specialised scientific commission (SSC).

WHEN IS A REQUEST FOR EQUIVALENCE NECESSARY ?

Situation requiring an equivalence	Grounds for equivalence	Documents which you need to provide
A PhD or equivalent from a foreign establishment	Foreign degree	Degree with its translation* if necessary
Other degree than one of the required degrees (see list on previous page).	Scientific work	2 articles at least published in a peer-reviewed journal Degree (with its translation* if necessary)

* A translation by a translator must be attached if the diploma is not in French or English.

It should be noted that all supporting documents in a foreign language (except English) must be translated into French or English. You must then attach the supporting documents AND its translations (Two documents)

Applicants must ensure that they submit a complete file. No document can be added after the deadline for submitting applications.

Applicants are not allowed to attach letters of recommendation to their application.

Any change of e-mail address occurring during the competition must be reported to the Human Resources and Sustainable Development Department, Recruitment and Mobility Pole (concours_chercheurs@inrae.fr)

HOW TO APPLY FOR AN EQUIVALENCE?

To submit this request for equivalence, the candidate must **select one of the 12 existing commissions to review the request for equivalence. This choice is determined by the speciality of your scientific work.**

List of specialised scientific commissions (SSC):

- AEF: Agronomy, Animal Husbandry, Silviculture
- BIHASC: Biology of interactions, hosts-pests, symbionts and commensals
- BIP: Integrative Plant Biology
- EBP: Ecology, biology of populations and ecosystem dynamics
- GVA: Plant and animal genetics
- MISTI: Mathematics, computer Science, digital science and technology, artificial intelligence and robotics
- MEM: Microbiology, microbial ecosystems, food systems, biotechnologies
- NuTox: Nutrition and toxicology
- BioA: Animal biology
- STEA: Earth, water and atmospheric sciences
- SIAM&R: Food, materials science and engineering, bioproducts & residual resources
- SESG: Economics, social and management sciences

OTHER CONDITIONS REQUIRED FOR APPOINTMENT

To be eligible to be a civil servant, you must:

- be entitled to your full rights as a citizen
- have fulfilled any obligations regarding military service
- never have been condemned for charges incompatible with the office
- satisfy the physical requirements involved

REGISTRATION

CONTACT WITH THE UNIT

Before the registration, it is recommended to contact the person or persons indicated on the profiles displayed for any useful information on the position, the host unit, the work environment...

If you are eligible for one or more competitions, it is recommended that you contact the unit when you receive your invitation to organize an exchange, if possible before the audition. In the event of multiple eligibility, this meeting can also allow you to direct your choice towards one or the other of the profiles.

HOW TO APPLY ?

The preferred method is **online registration** on the INRAE website by completing (www.inrae.fr/en, section "Jobs" or <https://jobs.inrae.fr/en/open-competitions>)

It is also possible to request an application package in paper format by writing to the INRAE Recruitment and Mobility division, 147 rue de l'Université, 75338 Paris Cedex 07. A self-addressed stamped envelope (for up to 150 g) must be enclosed with this letter and must be sent by post to the Recruitment and Mobility division postmarked no later than the deadline for applications.

CONNECTION

You can only log in up until the submission deadline (2024, July 19th, 5.00 PM).

→ **When you first connect** you must create a personal account with a login and password. **Please keep your login and password safe**, as the department of human resources (DRH) will be unable to retrieve this information if you lose them.

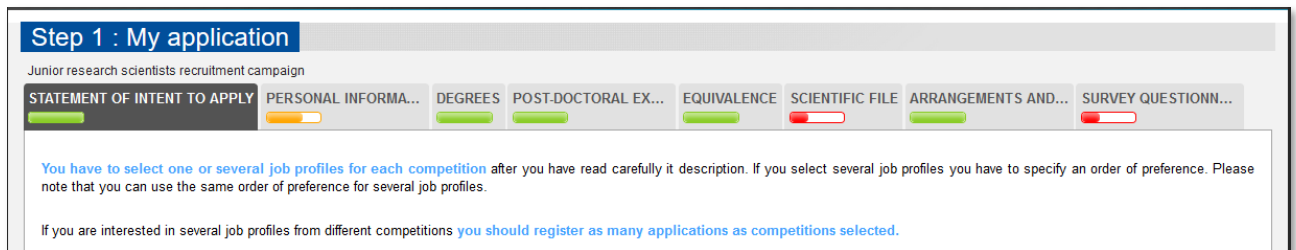
→ Caution: **for subsequent connections** use the same path (<https://jobs.inrae.fr/> or "Jobs / Open Competitions") then "select campaign of your choice" then "display campaign".

The screenshot shows the top navigation bar of the INRAE website. It includes the INRAE logo, the text 'EUROPE AND THE WORLD', a 'Reserved access' button, and language options 'FR | EN'. Below the navigation bar is a search bar with the text 'Search' and a magnifying glass icon. The main content area features a large banner with the text 'INRAE is recruiting! Make your choice'. Below the banner is a search filter bar with three dropdown menus: 'Keywords', 'Geographical areas', and 'Type of recruitment', followed by a green 'Search' button. At the bottom of the banner, there is a section titled 'FOLLOW OUR CAMPAIGNS' with two buttons: 'OPEN COMPETITIONS' and 'DISABILITY'.

→ Step 1: filling in the application

You must provide all the information requested **in the 8 tabs**:

- Statement of intent to apply
- Personal information
- Degrees
- Post-doctoral experience
- Equivalence
- Scientific file
- Arrangements and exemptions
- Publicity questionnaire



Step 1 : My application

Junior research scientists recruitment campaign

STATEMENT OF INTENT TO APPLY PERSONAL INFORMATI... DEGREES POST-DOCTORAL EX... EQUIVALENCE SCIENTIFIC FILE ARRANGEMENTS AND... SURVEY QUESTIONN...

You have to select one or several job profiles for each competition after you have read carefully its description. If you select several job profiles you have to specify an order of preference. Please note that you can use the same order of preference for several job profiles.

If you are interested in several job profiles from different competitions you should register as many applications as competitions selected.

You can complete each tab in any order. We invite you to **save your application regularly**. If your entry is interrupted, you can return to your current file. To do this, you will have to follow the same path as when first registered, click on "online registration" and enter your username and password to be able to connect your application file.

DOCUMENTS TO BE SUBMITTED WITH YOUR APPLICATION

To be complete, your application must include all the documents necessary to assess your eligibility:

- The required degree (with the translation if necessary),
- Your CV of 2 pages maximum, including precise information on the courses followed and the diplomas acquired, the various activities carried out, the internships carried out, the positions held, the work and the responsibilities which have been entrusted to you. You will add in appendix the list of your publications (without imposed number of pages).
- A scientific report composed of previous work and the research project
 - ➔ *The scientific report must be 10 pages maximum (table of contents, figures, appendices do not count in the 10 pages), and will be written with an Arial typology in size n°10*
- A single file containing the full text of the (maximum) 6 most relevant of your publications
- If necessary, supporting documents for your request for equivalence,
- If necessary, supporting documents for a request for special arrangements or an exemption.

Reminder : supporting documents which are neither in French nor in English must be translated into French. The applicant has to attach the supporting documents AND their translation.

Applicants are not allowed to send recommendation or reference letters.

You have to click on the button "Validation of my application" to access to the step 2.

→ Step 2: submitting the application



In order to validate and submit the application, you have to:

- Download and validate a file giving all administrative information and documents that you have recorded during the step 1,
 /!\ Integral publications won't be in this file
- Fill in the sworn statement.

Step 2 : Application validation

ADMINISTRATIVE FILE VALIDATION

In order to validate and submit the application, you have to download and validate a file giving all administrative information and documents that you have recorded,

Administrative file [_ApplicationForm_17-359461.pdf \(203.97 KB\)](#)

I confirm that all registered information and administrative documents appear in the above file.

SWORN STATEMENT

You must complete the statement of intent to apply below and click on "send my candidature" before starting to submit your candidature.

Should some information appear to be false your candidature will be automatically rejected even if you are shortlisted or finally selected.

SUBMITTING THE APPLICATION

When you are sure that you will not have anything to change, you have to submit your application file by clicking on the button "Send my application".

Until the deadline of inscriptions: If you want to change some information or you discover some mistakes, you can modify your candidature.

The status of your application will be notified at each step of the competition by e-mail. Please check your e-mail address in your administrative file before the deadline.

After the deadline of inscriptions: It will be impossible to consult your application file online. To follow the campaign, you must consult INRAE website following the same link as when you registered, and click on the tab entitled "Suivi de la campagne". Competitions results of 1st round shortlisting and 2nd round final selection will be notified by e-mail from no-reply (consult regularly your emails and spams).

When your administrative file is submitted, you will receive a registration confirmation by e-mail.



Focus of attention: for online applications, it is strongly recommended that candidates do not finish and validate their applications at the last minute.

You have until the 19th of July 2024, 5 pm, Paris hour.

Submitting an application after the deadline will be impossible.

ORGANISATION OF THE COMPETITION

AUTHORISATION TO COMPETE

Candidates have to differentiate authorization to compete and competition eligibility. The authorization to compete inly implies that the file will be presented to the juries. After examination, these will determine the candidates deemed admissible and the unsuccessful candidates.

Applicants will receive mail about the status of their candidature. It will specify if it's admissible or not according required information and supporting documents that the candidate attached.

The authorization to compete will be checked a posteriori, at the end of the final selection and at the time of the appointment.

SHORTLISTING

Chaired by the President of INRAE or his representative, each selection board (the "jury") has a minimum of eight members. All are of grade at least equal to that of the position to be filled:

- INRAE personnel, selected from a list drawn up by the president of the Institute, on the advice of the scientific council of each research department concerned,
- Non INRAE personnel (between ¼ to ½ maximum of the board) chosen by the President of the Institute
- One elected member from the scientific advisory authorities.

The preliminary selection board (*jury d'admissibilité*) **examines the scientific value of the candidates**. This involves studying the scientific section sent by the candidate (publications, report, research project) The board determines whether the candidate has the scientific expertise and skills required **for the project submitted**. After examining the applications, the preliminary selection board draws up the short list of candidates.

FINAL SELECTION

The composition of the jury changes between the admissibility phase and the admission phase. It is adapted according to the profiles of the eligible candidates. An HR referent may be added to the jury in order to have a complementary look at skills and personal qualities of the candidate.

In order for all candidates to be treated equally, notification that they have been shortlisted for the final selection stage will be sent on the same date by email, about 3 weeks before the interview. This notification will include all necessary information about the interview and any other specific instructions. That is why we strongly recommend that candidates check their emails. If your email address changes after the registration, please inform the human resources department (concours_chercheurs@inrae.fr).

Candidates must contact the recruitment division if they have not received notification 3 weeks before the date of the auditions posted on the INRAE website. INRAE can't be held liable for candidates not receiving notification.

The purpose of the interview is to clarify details of the scientific file and to get a better idea of the applicant's personality, teamwork skills, ability to fit into INRAE's environment as well as his/her career growth potential. The final selection board, having interviewed the shortlisted candidates, establishes the list of successful candidates by order of merit and, in some cases, establishes a complementary list (*liste complémentaire*). **Physical presence of candidates is required during the final selection.** Travel and hotel expenses are not supported by INRAE.

Following this final selection, checks are made on the administrative conditions for applications of the successful candidates.

- compliance with the qualification condition provided for under Article 17 of Decree no. 83-1260 dated 30 December 1983, or with the conditions necessary to benefit from an equivalence;
- to have supplied precise information in the application package;
- to have sent or handed in all the items required in support of your application,
- compliance with the French public service access conditions.

The president of INRAE can decide to offer a position to a candidate from the complementary list in the event that one of the successful candidates decides not to accept the position or in the event of a job vacancy occurring between two open competitions. In this case, the candidate from the complementary list will be contacted by mail.

Selection boards are considered to be the supreme authorities regarding the selection of candidates. Their debates are confidential. There is no appeal against their decisions.

FOLLOWING THE CAMPAIGN

You can consult the list of shortlisted candidates, the composition of the selection boards, as well as the results of the shortlisting and final selection on the INRAE website: www.inrae.fr, "jobs" section.

Furthermore, the recruitment and mobility division will notify each candidate individually by e-mail of the **results of the shortlisting and final selection**.

Requests from candidates by telephone or by e-mail regarding results will not be processed.

SPECIAL ARRANGEMENTS FOR APPLICANTS WITH DISABILITIES

Disabled persons applying for a position in the French Civil Service who have an official disability card may be entitled to special arrangements, depending on the nature of the disability.

These arrangements will only apply to the material conditions of the organisation of the final selection test. **Contents of interviews will be the same for all shortlisted candidates.**

For example:

- personalised assistance of candidates according to their difficulties (mobility, visual or hearing impairment...) by the division organising the competition.

- specific arrangements for the interview such as extra time, the assistance of a secretary or voice amplifier, etc. Should you wish to apply for such arrangements, fill in the "request for special arrangements" section of the administrative file and enclose a valid official **disability card**, as well as **a medical certificate issued by a French doctor specialised in disability stating which arrangements are required**.

* Recognition of the Maison départementale des personnes handicapées (MDPH) [County Centre for the Disabled] or the Commission des droits et de l'autonomie des personnes handicapées (CDAPH) [Commission for the rights and autonomy of disabled persons], disability card, etc.

Contacts at recruitment service of the Human Resources Department

Responsable : Stéphanie Pommier

Coordinatrice des concours chercheurs : Capucine Rouve

Gestionnaires Concours Chercheurs : Sabrine El Habak & Dolly Marchand

Contact : concours_chercheurs@inrae.fr



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<https://jobs.inrae.fr/en>



National Research Institute for
Agriculture, Food and Environment



**RÉPUBLIQUE
FRANÇAISE**

*Liberté
Égalité
Fraternité*

INRAE