



**INRAE**



## **Research directors F/M (DR2) Permanent positions**

**2025 Guide for applicants**

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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 1<sup>st</sup> January 2020.

INRAE, a targeted research institute, aims to develop, share and use knowledge, technology and expertise to guide and assist the transition of agricultural and food systems and environmental conservation. 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 involvement of INRAE at the heart of regional dynamics. The Head office, spread over two sites, completes the structure.



Apprendre et  
comprendre

Learn and understand

Collaborer avec  
nous

Collaborate with us

Nous  
connaître

About us Join us

Nous  
rejoindre

Europe &  
International

Europe/World

To find out more: [www.inrae.fr](http://www.inrae.fr)

# THE PROFESSION OF RESEARCH DIRECTOR (DR2)

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. Personal research and collective projects are closely interconnected to enhance knowledge and participate in the development of innovation.

Access to the profession of 2<sup>nd</sup> 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 2025:

Corps	Grade	Start of career	End of career	Bonus (annual)
Research scientist (CR)	Junior research scientist	32 496 €	53 526€	4 200€
	Out of 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€

### 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 the 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.

### CAREER GUIDANCE

Career guidance is available to all employees at INRAE who wish to examine their career path. This process is voluntary and confidential.

### WORKING HOURS

At INRAE, the annual duration of work is 1607 hours. Nevertheless, the presidency of each centre adjusts 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 to apply for 2<sup>nd</sup> class research director (DR2) positions. However, any person over the age of 65 may not be recruited.

## NATIONALITY

You may apply whatever your nationality. Nevertheless, successful candidates who do not come from a member state of the European Union will have additional administrative procedures to carry out within the context of their recruitment, which may delay the job start date.

## DEGREES AND DIPLOMAS

To be eligible to apply for a 2<sup>nd</sup> class research director position, candidates must:

**Have at least 3 years' experience as a research scientist** (decree 83-1260 of 30 December 1983, article 40, paragraph 1).

Applicants must meet this condition before the application submission deadline.

**Exceptionally, any research scientist having made significant contributions to research may be eligible to apply subject to being authorised by the establishment's Scientific Council.**

The Scientific Council will review the request for recognition of significant contributions to research on the strength of a written request detailing each element considered as important by the candidate and supported by any relevant scientific materials (publication(s), article(s), review(s), explanatory letter, patent(s), etc.).

The Department of human resources will assess the applications on the strength of the documents provided by the interested parties and notify candidates of the decision.

**If they are not research scientists, meet one of the following requirements, as stipulated in the aforementioned decree 83-1260 of 30 December 1983, article 40 paragraph 2:**

→ hold one of the following qualifications and have 8 years' experience in a research position after their PhD.

- a PhD from an educational institute as defined in the order of 5 July 1984
- a state or post-graduate doctorate
- a diploma from a French school of engineering
- a diploma in odontological studies and research (DERSO)
- a diploma in human biology studies and research (DERBH)

A degree from a foreign university that must be judged **equivalent** to the above degrees by the competent INRAE Specialised scientific commission (SSC) chosen by the candidate. In this case, the candidate must submit a request for equivalence with the application.

→ Or have proof of qualifications or scientific work judged equivalent to the above degrees by the competent INRAE Specialised scientific commission (SSC) chosen by the candidate. In this case, the candidate must submit a request for equivalence for their scientific work with their application.

These application requirements are assessed at the latest by the submission deadline.

### Details regarding years of experience in a research position

The years of experience in a research position must have been accomplished in a public research establishment or organisation or in a public higher education establishment, French or foreign.

If the applicant has accomplished research in another establishment, an equivalence may be granted *after approval* by the competent INRAE Specialised scientific commission (SSC) chosen by the candidate.

## OTHER CONDITIONS REQUIRED FOR APPOINTMENT

To be eligible to become a civil servant, candidates must:

- be entitled to their full rights as a citizen
- never have been convicted of charges incompatible with the execution of their duties
- have fulfilled their obligations regarding military service
- satisfy the conditions of physical fitness to perform their duties as required by the staff regulations

# REGISTRATION

## Step 1: Select a competition and contact the scientific department or competition coordinator

You must submit an application for one or perhaps several competitions selected according to your research topic. It is recommended that you contact the relevant scientific department or the competition coordinator regarding any scientific issues. The contact information is provided in the table below:

Competition (number and title)	Scientific discipline	Head of research division	Coordinator	Contact
<b>Competition 1</b>  <b>Agriculture, economic and digital data</b>	Agronomy and environmental sciences for agroecosystems (AGROECOSYSTEM)	Thomas Nesme thomas.nesme@inrae.fr	Isabelle Litrico	Corinne Azzouni Phone: +33 (0)142 759 497 corinne.azzouni@inrae.fr
	Mathematics, computer and data sciences, digital technologies (MATHNUM)	Hervé Monod herve.monod@inrae.fr		
	Sciences for action and transition (ACT)	Christophe Soulard christophe.soulard@inrae.fr		
	Economics and social sciences for agriculture, food and the environment (ECOSOCIO)	Pierre Dupraz pierre.dupraz@inrae.fr		
<b>Competition 2</b>  <b>Food, bioprocesses, microbiology</b>	Human nutrition and food safety (ALIMH)	Lionel Bretillon lionel.bretillon@inrae.fr	Monique Axelos	Aurélien Oberdieder Phone : +33 (0)1 42 75 94 92 Aurelien.oberdieder@inrae.fr
	Sciences for food, bioproducts and waste engineering (TRANSFORM)	Johnny Beaugrand johnny.beaugrand@inrae.fr		
	Microbiology and the food chain (MICA)	Christophe Chassard christophe.chassard@inrae.fr		
<b>Competition 3</b>  <b>Plant and animal genetics, animal health, physiology</b>	Plant biology and breeding (BAP)	Norbert Rolland norbert.rolland@inrae.fr	Nathalie Munier-Jolain	Géraldine Noël Phone: +33 (0)142 759 543 Geraldine.noel@inrae.fr
	Animal genetics (GA)	Hélène Gilbert helene.gilbert@inrae.fr		
	Animal physiology and livestock systems (PHASE)	Xavier Fernandez xavier.fernandez@inrae.fr		
	Animal health (SA)	Pauline Ezanno pauline.ezanno@inrae.fr		

<b>Competition 4</b>  <b>Environment, ecosystems, plant health</b>	Plant health and environment (SPE)	Marie-Hélène Ogliastro marie-helene.ogliastro@inrae.fr	Alban Thomas	
	Ecology and biodiversity of forest, grassland and freshwater environments (ECODIV)	Catherine Bastien catherine.bastien@inrae.fr		
	Sciences for aquatic ecosystems, water resources and the associated risks (AQUA)	Mohamed Naaim mohamed.naaim@inrae.fr		

**When applying, candidates that are not yet INRAE research scientists must choose a unit where they wish to work if their application is successful. INRAE strongly recommends you contact the unit director before submitting your application.** The laboratory directory is available on the INRAE website ([www.inrae.fr](http://www.inrae.fr), section "Directory"). Candidates who are already research scientists at INRAE must indicate their current unit.

## Step 2: Complete the scientific package

Candidates must strictly comply with the instructions provided to compile the scientific package in the annex 2. Each document must be saved in **PDF format**. The scientific package must only contain the files requested (presentation form, report, and work). The document names must comply with the examples given: your name.publications.pdf, your name.report.pdf. **No accents, spaces or punctuation marks must be added.**

The applicants must not add any additional documents to their application. **They must not submit letters of recommendation or references** as they will not be given to the selection board.

## Step 3: How to apply

The preferred method of submitting your application is **online** via the INRAE website ([www.inrae.fr](http://www.inrae.fr), section "Jobs" or <https://jobs.inrae.fr/>)

It is also possible to request an application package in paper format by writing to the INRAE Recruitment and Mobility Department, 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 sent by post to the recruitment and mobility department postmarked no later than the deadline for applications.

## Connection and application submission

You can only log in up until the submission deadline.

→ **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 it.

→ 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".



## → Step 1: Fill in your application

You must provide all the information requested in the **9 tabs**:

- Statement of intent to apply
- Personal information
- Qualifications and work experience
- Request for equivalence (if necessary)
- Equivalence supplement (if necessary)
- Significant contributions to research (if required)
- Scientific package (presentation form, report, publications and other outputs)
- Special arrangements and exemption
- Publicity questionnaire

In the tab "Statement of intent to apply", you must select the research centre and unit where you would like to be assigned. Candidates who are research scientists at INRAE must indicate their current unit.

You can access each tab in any order. Please **save your application regularly**. You can access each tab individually at any time before submission. To do so, you must access your account via the same page as when you initially registered, click on "Online registration" and enter your login and password to access your application file.

## Documents to be submitted with your application

To be complete, your application must include all the administrative documents (**in PDF format**) necessary to assess the eligibility of your application.

You must also attach **the 3 documents (in PDF format) comprising your scientific package**.

According to your situation, you must provide the following documents:

- The required diploma and its translation into French or English if it is written in another language.
- Certificates or contracts for the years of work specifying the employer, position, and start and end dates.
- Documents supporting your request for equivalence (diploma, work, years of experience).
- If necessary, the supporting documents for a request for recognition of significant contributions to research.
- If necessary, the supporting documents for a request for special arrangements or exemption.

**Reminder: Supporting documents that are not in French or English must be translated into French or English.**

**Candidates must not attach any references to their applications.**

To submit your application, click on "[validate my application](#)"

### Request for equivalence

Type of situation	Grounds for request	Supporting documents to be provided
PhD or equivalent issued by a foreign establishment	Foreign degree	Copy of degree and translation if necessary*
Degree other than one of the required degrees (see list above)	Scientific work	At least 2 articles published in a peer-reviewed journal Copy of degree and translation if necessary*
Degree of doctor of medicine, pharmacy or veterinary medicine issued by a French or foreign establishment	Scientific work	At least 2 articles published in a peer-reviewed journal
Years of experience in a research position not accomplished in a public research establishment or organisation or in a public higher education establishment, French or foreign.	Years of experience in a research position	Work certificate(s) or contract(s) specifying the employer, position as well as contract start and end dates
Less than 8 years' experience in a research position	Scientific work	At least 2 articles published in a peer-reviewed journal + any document justifying scientific work

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

### How to apply for an equivalence

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

List of 12 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

## → Step 2: Validate and submit the application

To validate your application you must:

- download and validate the file summarising all the information and administrative documents saved during step 1
- fill in the sworn statement

## To submit your application

Once you are sure you do not wish to make any more changes, you must submit your application by clicking on "Submit my application".

If you notice any mistakes or wish to make any changes to your application once submitted, you can withdraw your application and create a new one up until the submission deadline.

You will be notified of the status of your application at each stage of the competition by e-mail only, so please check the e-mail address provided in your application carefully before the submission deadline.

You will no longer be able to access your application online after the submission deadline. You can follow all the stages of the competition (composition of the selection boards, shortlisting and final selection dates, results) on the INRAE website (same path as when you registered then tab "follow the campaign").

Once you have completed and submitted your application for validation, you will receive an e-mail confirming the registration of your application.



### Important:

**For online applications, it is strongly recommended that candidates do not finish and validate their applications at the last minute. You have until 19 August 2025 at 5 pm CET.**

**After this deadline, the application will no longer be accessible and no application can be submitted online.**



## ORGANISATION OF THE COMPETITION

### AUTHORISATION TO APPLY

The authorisation to apply and the shortlisting process must be distinguished. The authorisation to apply implies that the application will be presented to the selection board. After assessment, the board will decide which candidates are shortlisted and which are not.

Each candidate will receive an e-mail indicating the status of their application: either "shortlisted" or given the information and documents provided the application is "inadmissible". You can also consult the list of shortlisted candidates on the INRAE website, via the same page as when you registered, then the tab "follow the campaign".

### SHORTLISTING

**During the shortlisting phase, the selection board makes a decision on the strength of the candidate's potential.**

Shortlisting on the strength of the applications is extremely selective. The assessment concerns the entire package, including the project and the various research missions. The selection board draws more particularly on the assessment prepared by one or several designated board members. Each designated member focuses on a specific section to facilitate an accurate assessment. The designated members draw up a written report which, if the composition of the selection board changes between the shortlisting and the final selection, will provide the relevant elements of assessment.

You are reminded that being shortlisted does not infer you will later be included on a list of suitable candidates. Indeed, it provides no advantage for any future competitions. Shortlisted candidates who are not selected are strongly encouraged to consolidate their application and reapply.

Non-shortlisted candidates will be informed by e-mail. Shortlisted candidates will be sent notification by e-mail regarding participation in the final selection.

### FINAL SELECTION

Following the shortlisting stage, the shortlisted candidates will receive notification for the final selection by e-mail.

**Candidates must contact the recruitment department if they have not received notification 3 weeks before the date of the auditions posted on the INRAE website.**

The information is available on the French website dedicated to the competition ([http://jobs.inrae.fr/offers/emploi\\_perm/concours/concours-dr2-sur-projet](http://jobs.inrae.fr/offers/emploi_perm/concours/concours-dr2-sur-projet)), via the tab "Suivi de la campagne".

**INRAE cannot be held liable for candidates not receiving notification.**

The notification sent to the candidates includes all the necessary information and instructions regarding the organisation of the interview (presentation, duration, etc.)

NB: INRAE provides no contributions to travel or accommodation expenses, except special conditions for candidates working at INRAE.

**During the final selection, the selection board makes a decision on the basis of the candidate's project.**

**The selection board only interviews shortlisted candidates. For each candidate, the total interview time is 40 minutes.** For the same competition, the duration of the interview will be the same for each candidate. The final selection phase requires the physical presence of the candidates.

The final selection offers candidates the opportunity to defend their application in relation to the position applied for and to talk in depth with the selection board. The interview is not to clarify the worthiness of the candidates but to rank those whose projects are considered to have the most potential to push the boundaries of scientific knowledge and innovation as well as the most advanced in terms of feasibility. Any particular points regarding the application must be clarified during this interview. The candidate should use this opportunity to defend their project, explain the challenges, objectives, and approaches, position the originality of the project within a national and international scientific context, and highlight the potential contributions to INRAE's mandate. Guidelines regarding the interview are provided with the notifications sent to the candidates.

The scientific content, the clarity of the strategies, and a well-balanced presentation of the project are essential in differentiating the candidates. **A decisive element in the final selection is the candidate's ability to persuade the cross-disciplinary selection board members, some of whom may have distinctly different scientific backgrounds from those of the candidate.** The clarity and care used to present and justify the application are of utmost importance.

The selection board interviews the candidate following the presentation. Listening skills and the pertinence of the answers are assessed. Clear and concise answers are greatly appreciated as they highlight the candidate's ability to summarize. Furthermore, a considerable number of questions can thus be asked enabling the candidates to emphasize the different facets of their skills.

During the campaign, checks are made regarding the administrative conditions of the applications submitted by candidates:

- compliance with the qualification requirements provided for under Article 17 of Decree 83-1260 of 30 December 1983, or with the conditions necessary to be eligible for an equivalence,
- having provided accurate information in the application,
- having submitted all the accompanying documents requested with the application,
- meet the conditions for joining the French civil service.

After interviewing the shortlisted candidates, the selection board establishes the main list of successful candidates. When all the positions on offer in the discipline concerned have been filled from the main list, the selection board can establish a complementary list, without limitation. **The selection board is the supreme authority and their debates are confidential; no appeal is possible.**

The president of the Institute can decide to offer a position to a candidate from the complementary list if one of the successful candidates turns down the position or if a job vacancy arises between two competitions.

In this case, the candidate from the complementary list will be contacted by email.

## 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](http://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 e-mail regarding the results will not be processed.**

## SPECIAL ARRANGEMENTS FOR APPLICANTS WITH DISABILITIES

Disabled people with an official disability card\* participating in Civil Service recruitment competitions can request special arrangements according to the nature of their disability.

These arrangements only concern the general conditions relating to the organisation of the interviews; **the content of the latter remains the same for all candidates.**

For example:

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

## ANNEX 1 - Candidate presentation form

CANDIDATE PRESENTATION FORM		
Candidate:		
Competition:		
<b>CAREER PATH</b>		
<ul style="list-style-type: none"> <li>Post-doctorates after obtaining PhD               <div> <i>In France:</i>   <i>In a country other than France:</i> </div> </li> </ul>		
<ul style="list-style-type: none"> <li>International experience (specify country, organization, and duration)</li> </ul>		
<ul style="list-style-type: none"> <li>Other professional experience, if necessary                -             </li> </ul>		
<ul style="list-style-type: none"> <li>Current employer (specify country)</li> </ul>		
<b>THEMATIC MOBILITY</b> other than post-doctorate (specify year and discipline)		
<ul style="list-style-type: none"> <li></li> </ul>		
<b>SCIENTIFIC OUTPUT</b>		
Information regarding the 5 most significant scientific outputs		
1 -		
2 -		
3 -		
4 -		
5 -		
<ul style="list-style-type: none"> <li>Peer-reviewed publications, in peer-reviewed journals or open access document bank</li> </ul>	<i>Number of peer-reviewed primary articles:</i>	
	<i>Number of articles as first or last author:</i>	
	<i>Outstanding publications (e.g. reputation of the journal or conference, number of citations, etc.)</i>	
	<i>Number of reviews:</i>	
<ul style="list-style-type: none"> <li>Books edited:</li> <li>Data papers:</li> </ul>		
Publications in transfer-oriented journals (to socio-professional actors):		

<ul style="list-style-type: none"> <li>National and international congresses and symposiums</li> </ul>			<i>Number of presentations that led to the publication of an abstract or article in the proceedings:</i>  <i>Number of invited lectures:</i>
<b>PARTICIPATION IN AND COORDINATION OF RESEARCH PROJECTS</b>			
<ul style="list-style-type: none"> <li>Participation in projects funded by the National Research Agency (ANR)</li> </ul>	<i>Number of projects:</i>		
	<i>Number of projects coordinated:</i>		
<ul style="list-style-type: none"> <li>Participation in European projects</li> </ul>	<i>Number of projects:</i>		
	<i>Number of projects coordinated:</i>		
	<i>Number of work-packages (WP) managed:</i>		
<ul style="list-style-type: none"> <li>Other projects (indicate number of projects and list the co-funders)</li> </ul>	<i>Number of projects:</i>		
	<i>Number of projects coordinated:</i>		
-			
-			

<b>JOINT RESEARCH COORDINATION</b>	
<ul style="list-style-type: none"> <li>In charge of coordinating scientific networks (national, European), specify which and the partners:</li> <li>In charge of team, platform, anchor projects within the unit (specify the number of permanent and temporary staff)</li> </ul>	
<ul style="list-style-type: none"> <li>Administration of research structures (laboratories, platforms...), specify size of structure</li> </ul>	

<b>TEACHING AND PROMOTION</b>			
<ul style="list-style-type: none"> <li>Higher education</li> </ul>	Date HDR obtained (for French candidates):		
	Number of doctoral students supervised:		
	Number of courses or lessons given (specify which and how many hours):		
<ul style="list-style-type: none"> <li>Transfer and expert assessments</li> </ul>	Number of disclosures of inventions and exploitable results filed:		
	Number of patents, software, PVPC:		
	Number of coordinated scientific expert assessments:		
	Number of participations (co-author) in collective scientific expert assessments:		

## ANNEX 2 – How to complete your scientific package

### THE SCIENTIFIC PACKAGE: REQUIREMENTS

In the scientific package, the candidate must present their previous accomplishments and propose a scientific project. The scientific package comprises 3 parts: a presentation form, a report, and maximum 10 publications (or other accomplishments).

#### 1 - CANDIDATE PRESENTATION FORM

To facilitate the work of the selection board during the shortlisting phase, this form summarizes the information and indicators regarding the career and accomplishments of the candidate. The candidate must use the format presented in annex 1 of this guide (cf. page 25). The template is also downloadable. The form must be no longer than 2 pages.

#### 2 - SCIENTIFIC PACKAGE COMPRISING A CV, A REPORT, A PROJECT, AND A LIST PUBLICATIONS AND OTHER DOCUMENTS OR ACCOMPLISHMENTS

➔ **A CURRICULUM VITAE** (maximum 2 pages)

➔ **A REPORT**

The report comprises two parts.

This report is a review. The candidate must provide all information regarding mobility and missions carried out in research institutions, in particular:

- knowledge development;
- promotion and transfer of results to socio-economic partners as well as contributions to innovation and the societal impact of the research;
- scientific expert appraisals and public policy support;
- participation in training in or through research;
- sharing scientific knowledge and diffusion of scientific and technical culture;
- research management

The first part of the report will focus on the candidate's personal work and scientific output.

The second part will outline the various collective scientific leadership activities (projects, networks, groups, etc.) and the promotion and transfer of knowledge (socio-economic partnerships, innovation, expert assessments supporting public policies, teaching, transfer to civil society or the economic sector, etc.), highlighting, if necessary, any innovative approaches (for example participatory science, living labs...). The candidates must define the importance given to the different sections of the report according to their experience.

Everything you declare must be proven and illustrated through, for example, joint publications with the members of your team, publications linked to the responsibility of a "work package", the management of a platform, progress reports and organization of conferences, feedback within the framework of the coordination of European projects, disclosure of inventions and exploitable results, databases, software, etc.

The contribution of these activities and their coherence with the research work must be explained, for example:

- How does teaching fit into research work?
- What role do partnership-based activities play in overall project?
- What added value does the coordination of a European project provide?

The second part of the report must, therefore, be given careful consideration and linked to the research work in order to show how these activities fall within the framework of the missions of the researcher or the research unit, how the candidate brings them together to form a coherent whole, and how that contributes to building their project. The candidates must defend their commitment, the purpose, and the process pursued.

## ➔ A PROJECT

Each candidate must present a project, irrespective of the competition selected.

The DR2 competition must enable the past work and activities of the candidates to be assessed (shortlisting). However, serious consideration will also be given to the project and qualitative changes that the candidate envisages after becoming a research director (final selection).

The project must assist the selection board in understanding the candidate's perspectives in the different fields described in the report. **The candidates must build a professional project that is coherent with the strategic orientations of the Institute, specifying the scientific objectives and aims, as well as the proposed location, the human and material resources that may be required, and any indications as to the feasibility of the project. They must underline its collective dimension and its forward-looking nature.**

The candidate must consider the following aspects and explain them in their research project:

- a problem (issues, objectives, positioning at local (unit), national, European, and even international levels expected,
- practical methods of implementation and "feasibility" of the programme,
- description of the scientific and socio-economic partnership,
- managerial and administrative aspects of the project.

**IMPORTANT:** the report and the project must be no longer than 15 pages.

## ➔ A LIST OF PUBLICATIONS AND OTHER DOCUMENTS OR ACCOMPLISHMENTS

This list must illustrate the candidate's work. The candidate will list their academic outputs (publications, communications, reviews) and also establish an accurate list of their teaching, promotion, and transfer activities (publication techniques, invention disclosures and exploitable results, popularization, expert assessments...), as well as coordination of research (level of responsibility in national, European or international projects, research networks, teams, laboratories...).

### 3 - PUBLICATIONS AND OTHER SCIENTIFIC OUTPUTS

In order to complete and illustrate the list of publications and accomplishments, the candidate must provide the full text of a maximum of 10 publications or major outputs.



## APPLICATION ASSESSMENT CRITERIA

*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.*

Considering the nature of the profession of research director and INRAE's recruitment policy, **fundamental criteria common to all the competitions in the same session are assessed.**

### ➔ PERSONAL WORK AND SCIENTIFIC OUTPUT

**The scientific output is assessed according to the field of research and not purely quantitative the number of publications.** Significant consideration is given to the quality of the publications, the diversity of the media, innovation, consistency, and the well-documented nature of the articles provided.

Consideration is given to the balanced distribution of the publications in the different sections, again taking into account the applicant's field of research. The inclusion of quality reviews and monographs, as well as invitations to speak at international conferences and congresses, are indicative of a seasoned scientist who has made significant contributions to their field of research.

### ➔ ABILITY TO DESIGN AND COORDINATE A RESEARCH PROJECT COHERENT WITH THE THEMATIC ORIENTATIONS OF INRAE

**The projects presented must reflect the thematic orientations of INRAE.** Having established and successfully implemented new orientations is a clear indication of the candidate's qualities of discernment and dynamism.

It should be emphasized that **the best projects are those that have been well-thought out and prepared over a long period** in collaboration with fellow researchers. A good project is not built in a month or alone...

**The collective dimension must be developed** (training young researchers is one of the primary functions of a research director). An RD's project, even if it is individual, must fall within a collective framework and a context corresponding to the priorities of INRAE, culminate in assuming responsibilities within this group, and have a collective impact.

### ➔ CONTRIBUTION TO INNOVATION AND TRANSFER TO ECONOMIC SECTORS AND SOCIETY

The candidate's emphasis on the expectations of society, the potential uses of their results by various socio-economic actors (companies, associations, farmers...), and their involvement in facilitating the promotion of the results when pertinent, are assessed with interest by the selection boards.

This involvement can take different forms: participatory research, diffusion of knowledge to society, collaborative research with partners in the industrial, agricultural or associative sectors, disclosure of inventions and exploitable results, software, co-leadership of a joint laboratory with a socio-economic partner, even business start-ups, etc. The candidate will endeavour to specify their role and relations with the other people involved.

The candidate's involvement in the emergence and establishment of new socio-economic partnerships will also be assessed, whether with new partners (companies, associations, local authorities...) or innovative, open partnerships (living labs, participatory science...).

### → EXPERT ASSESSMENTS

Candidates who have participated in **expert assessments** must demonstrate the impact of their work whether it concerns research for the socio-economic sector or other public establishments. Special consideration will be given to the **thrust of this work, as well as the scientific and political scope of the activities**.

### → EXPERIENCE IN SUPERVISING DOCTORAL STUDENTS

Experience in supervising doctoral students would be a useful asset in preparing for this competition. **For candidates already engaged in the French system, holding an HDR (accreditation for supervising research) would be appreciated but not mandatory.**

The supervision of researchers (especially doctoral students) and the resulting scientific outputs are given special attention by the selection boards notably in qualitative terms.

To facilitate this assessment, candidates are recommended to use the candidate presentation form and provide a summary of supervised and joint supervised PhDs. If possible, brief indications regarding the subsequent careers of their previous doctoral students will serve as a positive indicator of the candidate's supervisory role and experience.

### → COORDINATION OF INTERNATIONAL, EUROPEAN OR NATIONAL PROJECTS OR PROJECTS FUNDED BY THE NATIONAL RESEARCH AGENCY (ANR)

The selection boards also grant significant importance to the coordination of and participation in **competitive** projects (national, European or international). This criterion is increasingly essential in the evaluation of leadership. Consequently, it would be interesting for the candidate to detail the approach that resulted in them leading or being part of a project, the initial expectations and the results obtained, not only in scientific terms but also specifying in what way the dynamics created by the projects have influenced the scientist's subsequent reasoning. A clear explanation of the positions held (purely a participant, "work-package" leader, coordinator) is also expected.

International collaborations are still very much underdeveloped, but the candidate is expected to propose to develop the project at international level, based on, for example, the existence of international networks and/or consortia currently being established.

### → ESTABLISHMENT AND COORDINATION OF COLLABORATIVE NETWORKS

The candidate must show that they know the research conducted by researchers at INRAE and in other establishments that is likely to be of scientific interest within the context of the implementation of their project. They must show how they will

dovetail their project with the research conducted by their colleagues within the Institute, their scientific division or other divisions, and potentially with researchers from other French or foreign establishments.

### ➔ THEMATIC AND/OR GEOGRAPHIC MOBILITY

Increasing importance is being given to mobility (long-term post-doctoral placements, change in laboratory, research topic...) and is very closely examined by the selection board. Other criteria including accreditations to supervise research (HDR) are becoming increasingly common and of a higher standard, but mobility still varies considerably giving increasing weight to this criterion.

Thematic mobility is a genuine change in scientific activity. Long periods in foreign laboratories are an extremely significant advantage.

In the report and the project, the candidate must highlight more particularly any mobility (completed or under consideration) whether thematic, geographic or job-related.

## RECOMMENDATIONS AND POINTS FOR ATTENTION

### Preparation and submission of the application

- Read the guide for applicants
- **Contact a research unit or a division manager** (especially for external candidates)
- **Do not leave it until the last minute to submit your application online**

### Writing the report and the project

#### What not to do

- Provide a simple list of activities (coordination of research, supervision, expert assessments, promotion...)
- Present the project in declarative form
- Present the project without clarifying the various components

#### Recommendations

- Present the additional activities showing why they are coherent with the research work and the career path
- Illustrate, provide examples
- Present a project that is coherent with the research themes of INRAE, in the file as well as in the oral presentation
- Present your arguments
- Situate the subject; identify "rival" or complementary teams to collaborate with at national or European level.
- Present collaborations to be established or developed within INRAE, at national, European, and international level
- If required by the subject (GMO, cloning, etc.) present the ethical, deontological, and regulatory issues
- Indicate the resources to be implemented, position the project with regard to the state of the art, expectations of society, and challenges in terms of public policies or innovation.
- Specify if experiments are likely to require authorizations or approval of the competent authorities
- The managerial and scientific aspects must be well-balanced
- Explain if the choice of project corresponds to a continuation of current activities or a new professional **orientation**
- If a new professional orientation, convince the selection board (first articles, contracts, collaborations...)
- Take great care in writing and presenting the file; it must be easy to read, understand, and analyze, as well as comply with the instructions regarding the number of pages

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**Your contacts at the recruitment and mobility department of the human resources department**

**Manager:** Stéphanie Pommier

**Coordinator of competitions for researchers:** Capucine Rouve

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