



INRAE



Tenure-track Junior Professor Chair (F/M)

2025 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.

To find out more: <https://www.inrae.fr/>



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PATHWAY TO A PERMANENT POSITION AS RESEARCH DIRECTOR

Junior professor chairs are a new means of recruitment to access a tenured position in the French civil service as a research director. After a **probationary period of 3 years** and following a tenure review, you will be awarded tenure at INRAE as a research director (DR2) further to approval of the tenure committee.

Requirements of applicants for a junior professor chair

Junior professor chairs are primarily recruited among researchers who have shown throughout their careers their ability to produce world-class research, confirmed by high-quality publications, with experience in project coordination and leadership.

You will develop a research and teaching project in line with the major research themes of INRAE: Agriculture, Food, Environment, as well as the scientific project of the unit in which you will be recruited, and must be willing to work independently.

You will participate in acquiring new knowledge in your fields of expertise, as well as in a teaching project with the partner establishment(s). You will also participate in the transfer of your results to society: economic and social promotion, diffusion of scientific and technical information, training in and through research, development of international scientific exchanges. You must have a solid collaborative network abroad, particularly in Europe to participate in and/or lead European and/or international projects. In addition to the scientific output, the functions of leadership, management, and coordination of projects and European networks will need to be intensified.

Requirements of successful candidates awarded tenure as research directors

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 (EPST):

- 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.

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.

CONDITIONS FOR APPLYING

This new method of recruitment via a research and teaching contract concerns people with a PhD, applicants for a call for applications launched by INRAE.

AGE	There is <u>no age limit</u> to apply for junior research director chairs. However, it is not possible to recruit any person over the age of 65.
NATIONALITY	<u>You may apply whatever your nationality.</u> 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	<p>To be eligible to apply for a junior research director chair, you must <u>hold</u> one of the following qualifications:</p> <ul style="list-style-type: none"> • a PhD as laid down in article L.612-7 of the education code • 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 establishment's competent review board <p>Have proof of qualifications or scientific work judged equivalent to the above degrees by the establishment's competent review board</p>
WHAT SHOULD I DO IF I HAVE A PHD OR EQUIVALENT ISSUED BY A FOREIGN ESTABLISHMENT?	You must submit " a request for equivalence " for your foreign diploma which will be assessed by the competent INRAE Specialised Scientific Commission. This document must be completed in your application package.
CAN I APPLY IF I DON'T HAVE THE NECESSARY DIPLOMAS?	Yes, it is possible to submit an application without the required diplomas. In this case, you must submit " a request for equivalence " for your <u>scientific work</u> which will be assessed by the competent INRAE Specialised Scientific Commission. This document must be completed in your application package.

THEMES COVERED BY THE CALL FOR APPLICATIONS

Numéro	Département, unité, centre	Partenaire Enseignement	Thématique	Contact
CPJ25 – ACT - 1	Department ACT Center Occitanie-Toulouse UMR Innovations	Université de Montpellier Institut Agro de Montpellier CIRAD	Innovations in agroecological, food and energy territorial public policies	Ronan Le Velly levelly@supagro.fr
CPJ25-AGROECOSYSTEM-1	Department Agroécosystèmes Center Nouvelle-Aquitaine-Bordeaux UMR ISPA	Bordeaux Sciences Agro Université de Bordeaux	Large-scale simulation and assessment of agroecological scenarios	Bruno Ringeval Bruno.ringeval@inrae.fr Alain Mollier Alain.mollier@inrae.fr
CPJ25-AGROECOSYSTEM-2	Department Agroécosystèmes Center Hauts-de-France UMR BioEcoAgro	Université de Liège Université de Lille	Assess and optimise the production potential of biomass for different uses in the context of the energy and agroecological transition.	Joël Léonard Joel.lenoard@inrae.fr Philippe Jacques Philippe.jacques@uliege.be
CPJ25 – ALIMH – 1	Department ALIMH Center Pays de la Loire LABERCA	Ecole Nationale vétérinaire, agroalimentaire et de l'alimentation Nantes-Atlantique (ONIRIS)	Integrative characterisation of dietary exposure to chemicals and its impact on human health	Bruno Le Bizec bruno.le-bizec@inrae.fr
CPJ25 – AQUA - 1	Department AQUA Center Provence-Alpes Côte d'Azur EMMAH	Avignon Universités	Hydrodynamics of surface-aquifer water flow hot spots	André Chanzy Andre.chanzy@inrae.fr Konstantinos Chalikakis Konstantinos.chalikakis@univ-avignon.fr

Numéro	Département, unité, centre	Partenaire Enseignement	Thématique	Contact
CPJ25 – BAP - 1	Department BAP Center Occitanie-Toulouse UMR LIPME	Toulouse INP-ENSAT	Genetics and genomics of sunflower attractiveness for pollinators	Laurent NOEL Laurent.noel@inrae.fr Nicolas LANGLADE Nicolas.langlade@inrae.fr
CPJ25-ECOSOCIO-1	Department ECOSOCIO Centre Bourgogne-Franche-Comté CESAER	Ecole Nationale Supérieure des sciences agronomiques de l'alimentation et de l'environnement (Institut agro Dijon)	Assess and improve the economic initiatives to promote agroecological practices	Tina Rambonilaza Tina.rambonilaza@inrae.fr Valentin Belassen Valentin.belassen@inrae.fr
CPJ25 – MICA – 1	Department MICA Center Occitanie-Toulouse Toulouse Biotechnology Institute (TBI)	INSA Toulouse CNRS	Understand and optimise the metabolic networks for microorganism engineering	Gille Truan Gilles.truan@insa-toulouse.fr
CPJ25 – PHASE – 1	Department PHASE Centre Nouvelle-Aquitaine Bordeaux UMR NuMea	Université de Pau et des Pays de l'Adour (UPPA)	Study of adaptation mechanisms to improve the resilience of aquaculture species within the context of climate change.	Iban Seiliez Iban.seiliez@inrae.fr Sandrine Skiba Sandrine.skiba@inrae.fr
CPJ25 – TRANSFORM – 1	Department TRANSFORM Centre Hauts-de-France UMR UMET	Université de Lille	Sustainable strategies against biofilms in the food industry	Guillaume Delaplace Guillaume.delaplace@inrae.fr

CPJ25 – TRANSFORM – 2	Department TRANSFORM Centre Pays de la Loire UMR BIA	Ecole Centrale Nantes – Nantes Université (ECN-NU)	Virtual laboratory to predict the ability of fluctuating biomass to satisfy a material use (VARIOUS)	Bernard CATHALA Bernard.cathala@inrae.fr
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The calls for applications detailing the calls for projects and the administrative and financial conditions are available on the INRAE jobs website.

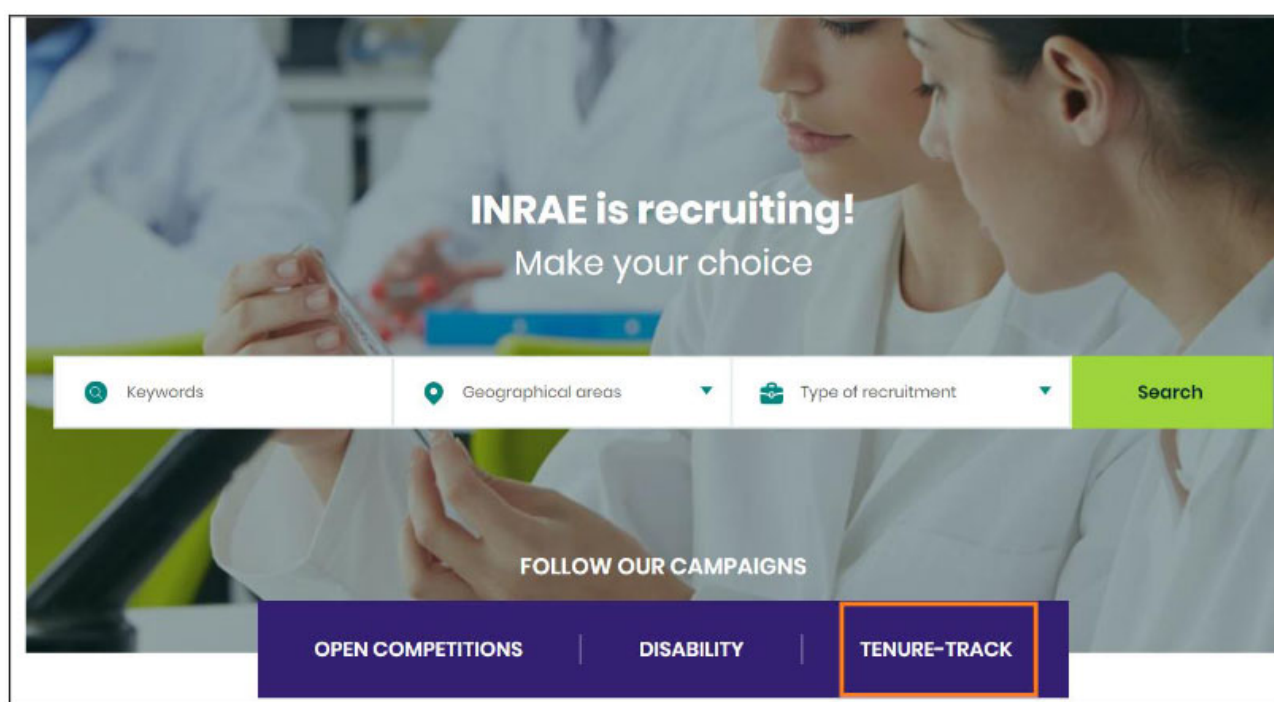
OPENING OF REGISTRATION

Registrations are open from **Tuesday 29th, April 2025**.

To obtain an application package:

The application package can be downloaded at <https://jobs.inrae.fr/> or obtained from **29th April 2025 to 28th May 2025** before 5 pm (CEST) from the INRAE - DRH Recruitment and Mobility Department - 147 rue de l'Université - 75338 PARIS Cedex 07.

The direct link to the calls for applications, the guide, and the application package available on the INRAE Jobs website is the following: <https://jobs.inrae.fr/en/tenure-track>



COMPLETION OF YOUR APPLICATION PACKAGE

To apply, you must complete an application package comprising **several parts**:

- the file to be downloaded from the INRAE Jobs website
- the PhD or documents required for the request for equivalence
- if necessary, any documents required for a request for special arrangements
- the full versions of a maximum of 6 publications

The complete application must be sent electronically via an interface such as FileSender or WeTransfer.

You will find an explanatory note in the registration file. Everything must be in **PDF** format.

The application can also be sent by post. In this case, everything must be on a **USB key in PDF format**.

SUBMISSION OF YOUR APPLICATION PACKAGE AND REGISTRATION DEADLINE

You must ensure your complete application package is submitted **before 28th May 2025, 5 pm CEST**.

Any application that is incomplete or arrives after the deadline will be rejected.

The applications can be:

- Sent electronically to chaires@inrae.fr via WeTransfer/FileSender **before 28th May 2025, 5 pm CEST**
- Handed in at the INRAE head office reception desk in Paris (147 rue de l'université - 75007 Paris), before **28th May 2025, 5 pm CEST**
- Sent by post, postmarked no later than **28th May 2025** to INRAE - DRH - Recruitment and Mobility Department – Junior Research Director Chair – 147 rue de l'Université – 45338 Paris Cedex 07.

Regarding applications sent from abroad, applicants must ensure that sufficient postage is affixed and customs duties paid to avoid any possibility of rejection.

You must ensure a complete application is submitted. **Nothing can be added to the application package after the deadline** (for example correction, acceptance of articles...).

After verification of your application by the Recruitment and Mobility Division, you will receive confirmation of receipt.

Finally, you are reminded that you must inform the DRH - Recruitment and Mobility Department- if after having applied you decide not to pursue the application.

ORGANISATION OF THE CAMPAIGN

ADMINISTRATIVE ELIGIBILITY OF THE APPLICATION

For INRAE, the administrative eligibility consists in verifying that you meet the conditions to apply and that your application is complete.

You will receive an e-mail indicating the status of your application: either your application is eligible or given the information and documents provided is "inadmissible".

APPLICATION REVIEW

For each call for applications, a selection board is appointed to review eligible applications. The composition of the board is decided by the President of INRAE and is published before the start of the application review.

The recruitment board comprises at least six and no more than ten members of equivalent grade to that of the position likely to be filled after tenure. At least half are professors and assimilated staff or researchers from outside INRAE of which at least one must be a foreign national working abroad. This selection board can't have more than 60% of members of the same sex. They are chosen for their skills, mainly among specialists in the research field considered. In case of a tied vote, the chairman shall have a casting vote.

One of the members of the board will be an HR representative and their mission is to assess the interpersonal and managerial skills of the candidates.

At the end of the application review, the board establishes a shortlist of candidates for interviews.

THE INTERVIEWS

The board interviews each candidate shortlisted based on their application package and in particular their research and teaching project. The total interview time is 40 minutes.

After these interviews, the board will make a decision based more particularly on the quality, originality and, if appropriate, interdisciplinarity of the research and teaching project presented, as well as the motivation and the scientific leadership and teaching potential of the candidates for the position to be filled.

After deliberation, the board selects the candidate to be recruited and informs the Recruitment and Mobility Division of the DRH. The board also includes a report detailing the assessments of all the candidates interviewed.

SCHEDULE AND FOLLOWING THE CAMPAIGN

The composition of the boards and the results of the interviews are published on the INRAE Jobs website: <https://jobs.inrae.fr>

In addition, the recruitment and mobility division **notifies each candidate of the results** individually by e-mail.

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

The schedule is as follows:

- 29th of April to 28th of May 2025 : submission of applications
- June 2025 : Shortlist of commissions
- July 2025 : interviews by commissions

SPECIAL ARRANGEMENTS FOR APPLICANTS WITH DISABILITIES

Disabled people with an official disability card* participating in this recruitment campaign 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 the 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, you must 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 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.

AFTER THE CAMPAIGN

AGREEMENT AND WORK CONTRACT

It is the decree n ° 2021-1710 of December 17, 2021 relating to the contract of chair of junior professor envisaged by the article L. 952-6-2 of the code of education and by the article L. 422-3 of the research code which is binding.

An agreement specifying the pathway to a tenured position

A research and teaching agreement specifies the pathway to tenure the person recruited will follow to obtain a qualification linked to the missions of the corps in which they wish to be awarded tenure.

This agreement signed by the parties, including the partner establishment, within two months following the start date of the tenure-track contract, specifies in particular for each year of the contract:

- the commitments made by the agent regarding the stages of their research and teaching project,
- the breakdown of the financial, human, and material resources with the schedule for the duration of the contract, provided by INRAE and if necessary the partner establishment
- the division of the funding of the research and teaching project allocated by the national research agency and the intellectual property rights between the establishments
- the organisation of the teaching activities assigned to the agent and, if necessary, the supervision of doctoral students as well as the possibilities of co-supervising a PhD
- the objectives pursued in terms of publications, participation in conferences, and answering calls for projects
- the arrangements for participating in tasks of general interest within the establishment as well as national and international scientific cooperation
- the objectives in terms of value creation and technology transfer to partners of the research undertaken
- the arrangements for the periodic monitoring of the tenure track between the agent and their scientific advisor

The **scientific advisor** is appointed by INRAE. He or she is in charge of monitoring the progress of the contract and helping the agent achieve their objectives.

Midway through the tenure-track process, the scientific advisor conducts a **review** assisted by two research lecturers or researchers. The report is sent to the individual concerned who can add any comments.

A contract establishing the legal and financial framework

The contract is signed by INRAE and the successful candidate. It may include the signature of the director of the public establishment partner of the recruiting authority. Other than the effective date and the position held, the contract specifies:

- 1) The description of the duties, the name of the research unit where he is assigned, and the corps the successful candidate will be tenured to
- 2) The duration of the contract
- 3) The exact title of the research and teaching project retained that will be the subject of the research and teaching agreement
- 4) The resources guaranteed by the recruiting authority for the implementation of this research and teaching project
- 5) The name and position of the designated scientific advisor
- 6) The gross monthly salary

7) The teaching obligations and the research objectives to be achieved

8) If required, special conditions regarding the employment of the agent, especially when all or part of the research and teaching project is undertaken within the partner establishment.

The teaching obligations can be determined on a multi-year basis for the duration of the contract, with no less than 28 hours of lectures or 42 hours of practical work or tutorials, or any equivalent combination.

Each agent must be allowed a significant amount of time for their research activities.

The contract includes a trial period of three months, renewable once for the same duration. During this period, the contract can be terminated at any time by INRAE without compensation or notice, or by the agent without notice. Dismissal in progress or at the end of the trial period can only occur after a prior interview. The dismissal decision is justified and notified to the person concerned by registered letter with acknowledgment of receipt or by letter delivered by hand against signature.

At the end of the trial period and after the advice of the joint consultative commission on the advice of the scientific advisor, INRAE can terminate the contract before the end in the event of a breach of the obligations of the agent provided in the contract, refusal to sign the agreement establishing the conditions of the tenure track, or misconduct. INRAE can also terminate the contract, by a reasoned decision and after consulting the scientific advisor, in the case of professional inadequacy.

If the agreement is terminated by the concerned party, the recruiting authority may, without prejudice to the moral rights of the agent, entrust the continuation of the research and teaching project to the person of their choice. The name of the agent will be mentioned in the publications and exploitation of this research.

TENURE IN THE DR2 CORPS

At the latest two months before the end of the contract, the professional competence and the tenure track of the contract recipient are assessed by a tenure committee of which the members, including its president, are appointed by the authority in charge of organising the recruitment INRAE.

The commission is made up of at least four members and at most six members. They are chosen for their skills, mostly from specialists in the research field considered.

After the interview, the tenure committee makes a decision based on the file presented by the holder of the junior research professor chair.

The file contains in particular the tenure track monitoring document established by the scientific referent, the latter's opinion in the suitability of the agent, as well as any observations made by the agent. In the event of a tie vote, that of the president is decisive.

- 1) If the commission declares the agent capable of carrying out the missions of the body in which he is intended to be established, the head of the establishment who proceeded with his recruitment establishes him directly in the body of INRAE research directors.

After tenure, the agent is assigned to the position occupied as contract recipient.

- 2) If the establishment committee considers that the person concerned has not yet demonstrated sufficient professional capacity to perform the duties of the body in which he was intended to be tenured to, the recruiting authority shall pronounce, taking into account the schedule of the research and teaching project and the duration of the initial contract, the renewal of the contract for a period not exceeding one year within the total limit of 6 years. At the end of this period,

the incumbent committee again assesses the professional suitability of the agent under the conditions previously provided for.

3) If the commission of tenure considers that the suitability and the course of tenure of the agent reveal insufficient professional capacities, the contract ends.

Tenure is subject to the commitment to serve in the civil or military public service or in the judiciary or in a post within the services of the European Union or in the administration of a Member State of the European Union or 'another State party to the agreement on the European Economic Area.

The duration of the engagement to serve is equal to the duration of the contract from which the person concerned has benefited, increased, if necessary, by the renewal periods.

In the event of refusal of signature or termination of the engagement due to the interested party noted by the recruiting authority, the latter reimburses the recruiting authority 20% of the total gross remuneration paid to the employee's contract in application of point 6 of the contract (see page 11)

A CAREER AT INRAE

SALARY

SALARY OF A JUNIOR PROFESSOR CHAIR

Your gross annual salary* will be no less than €43 500 for the duration of your 3-years contract.

Specific allowances

You will also receive funding and related resources for conducting your research project with, in particular, an ANR package (French National Research Agency) totalling a maximum of €200 000 + specific subsidies awarded by INRAE. The financial resources are detailed in each call for applications that can be consulted on the INRAE Jobs website.

RESEARCH DIRECTOR REMUNERATION

After being awarded tenure in the research director corps, your gross annual salary* will be as follows:

Gross annual salary in euros on 1st January 2025 :

Corps	Grade	Start of career	End of career	Bonus (annual)
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.

* Specific compensation can be added to your gross salary.

CAREER ADVANCEMENT AFTER TENURE

When you are awarded tenure at INRAE, you join the grade of 2nd class Research Director (DR2). Each grade comprises several echelons that you climb automatically over the years. This process thus guarantees regular career advancement and pay rises.

You can also move up to the next grade: 1st class research director (DR1) then exceptional class research director (DREX). Promotion to a higher grade depends on certain conditions regarding length of service and approval of the assessment bodies (Specialised Scientific Commissions) or Promotion Commissions.

RESEARCHER ASSESSMENT ADVICE

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 outside opinion regarding the quality of the results, personal dynamics, the quality and pertinence of the projects, as well as the coherence of the 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.

PROFESSIONAL LIFE AT INRAE

WORKING HOURS AND LEAVE

At INRAE, the annual duration of work is 1607 hours. The working week is 5 days and the working hours can be as follows (full-time):

- a workweek of 38 h 40 min with 30 working days of annual leave (excluding Saturdays, Sundays, and bank holidays) and an additional 15 days off in lieu.
- a workweek of 36 h with 30 working days of annual leave (excluding Saturdays, Sundays, and bank holidays) and no additional days off in lieu.

VOCATIONAL TRAINING

Throughout your career, INRAE proposes training to help you further develop your skills, manage your career path, and prepare for changes linked to foreseeable developments in professions and organisations.

MOBILITY

Within INRAE, you can change your area of activity/discipline and/or place of work through functional and/or geographical mobility. Mobility allows you to build a coherent, enriching career path to meet your personal ambitions and the skills needs of the institute.

CAREER GUIDANCE

Career guidance is available to all employees at INRAE to guide you and help you examine your career path taking into account your ambitions, skills, and abilities in relation to the needs of the Institute. This process is personalised, voluntary, and confidential.

QUALITY OF LIFE AT WORK

To promote a healthy work-life balance (private life, work, volunteering, etc.), INRAE has established numerous schemes and services to facilitate the organisation of your work, help with family events, and facilitate access to holidays as well as sports and leisure activities.

INRAE proposes in particular:

- Telework
- Parental support: CESU (universal employment services cheques) for child care, benefits for leisure activities
- Social support: advice and support, financial support and social loans
- Holiday and leisure benefits: holiday vouchers, preferential rates for holiday accommodation
- Sports and cultural activities
- Group catering

YOUR CONTACTS IN THE RECRUITMENT AND MOBILITY DEPARTMENT

Supervisor: Stéphanie Pommier

Coordinator: Capucine Rouve

Administrators : Sabine El Habak et Dolly Marchand

Contact: chaires@inrae.fr



DRH - Département Recrutement et Mobilité
147, rue de l'Université
75338 PARIS cedex 07
chaires@inrae.fr

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



National Research Institute for
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*Liberté
Égalité
Fraternité*

INRAE