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www.cnrs.fr

CENTRE NATIONAL DE LA RECHERCHE SCIENTIFIQUE
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JOIN CNRS

BECOME A CNRS RESEARCHER
OR RESEARCH ENGINEER

CENTRE NATIONAL
DE LA RECHERCHE
SCIENTIFIQUE

CNRS IN BRIEF

CNRS is the French National Center for Scientific Research, a publicly funded organization present in all fields of knowledge and employing researchers, engineers, and technical staff. CNRS has a network of labs, its own as well as jointly managed, throughout France and abroad. It is recognized, both in France and internationally, for the excellence of the research it produces. CNRS researchers carry out full-time research, with results which are often transferred to industry for technological and commercial applications. Researchers may also engage in teaching activities and the supervision of Ph.D. students.

CNRS IN FIGURES

Budget 2007
€2,834 billion of which €513 million come from revenues generated by CNRS

Personnel
31,239 employees: 11,677 researchers, 14,456 engineers and technical staff and 5,106 non permanent employees

Organization for 2007
- 1,190 research and service units - almost 83 % are joint laboratories
- €10,3 million devoted yearly to interdisciplinary research programs

Industrial Relations in 2005/2006
- 19% of the contracts signed by the CNRS are with industry
- There are 34 current framework agreements with major industrial groups and 5 new framework agreements have just been signed.
- 2,649 full-ownership patents or active co-ownerships and 9,804 extensions of existing patents (around 200 registered each year)
- 1,057 licences and other financially remunerating active acts in 2005
- €53,3 million of royalties
- 246 companies created from 1999 to 2005.

PERMANENT RESEARCHERS

Job openings at www.cnrs.fr starting in December

What will you do?

You will carry out full-time research to advance scientific knowledge and contribute to the progress of society. This may involve applying your research solutions for the benefit of mankind, such as the transfer of technology to industry. In addition to participating in scholarly discourse with other specialists, you will also share information about science and technology with the general public. You may also participate in the teaching and supervising of Ph.D. students, in administration and in project management.

Conditions for applying

Ph.D. (or equivalent foreign diploma or title and body of work judged as equivalent)	no research work experience required (beyond Ph.D.)	CR2
	4 years of research experience	CR1
	8 years of research experience	DR2
	12 years of research experience	DR1

What are the stages of the recruitment process?

- **Early December:** publication of the opening of recruitment process in the French *Journal Officiel* posting of the job offers on the website www.cnrs.fr.
- **Mid January:** deadline for applications to be filed.
- **February through July:** selection process in three stages:
  - applications are reviewed;
  - candidates are interviewed (in Paris, at their own expense);
  - candidates are ranked, after expert panel deliberations, based on their body of work and the interview.
- **October 1st:** selected candidates begin work at the lab specified in their acceptance letter.

How are jobs listed?

The job openings for any given year are listed according to National Committee sections, which represent various subfields of scientific knowledge. Under each section heading the job openings are organized according to rank and level: CR and DR, both grades 1 and 2.

How much will you earn?

For CR positions, the gross monthly pay ranges from approximately 2,000 € for a newly recruited researcher to 3,700 €, with incremental yearly increases. For DR positions, the gross monthly pay ranges from 3,000 € for a newly recruited researcher to 6,000 €.

:-) Yearly bonuses ranging from 600 € to 1,200 € are added to this base pay, as well as family and other bonuses, where applicable.

In 2007, there are 403 researcher job openings.
Of these 15 are DR positions and 388 are CR positions.

PERMANENT ENGINEERS

Job openings at www.cnrs.fr starting end-May

What will you do?

You will take part in implementing research projects and in technological transfer. You will define the technical parameters of important scientific experiments. You will carry out these experiments from their conception to their implementation and you will oversee the necessary instrumentation. You will build prototypes, original equipment, and you will develop new methods and techniques.

Conditions for applying

If you have a Ph.D., or comparable professional experience, you can apply to be a research engineer (IR).

What are the stages of the recruitment process?

- **End-May:** job openings are posted on the CNRS web site www.cnrs.fr.
- **End-June:** deadline for applications to be filed online.
- **September through November:** selection process in two stages:
  - a short-list of qualified candidates is drawn up;
  - candidates are ranked after expert panel deliberations, based on an interview.
- **December 1st:** selected candidates begin work at their lab.

How are jobs listed?

Jobs are listed according to professional fields, called BAPs, of which there are eight, ranging from hard sciences to fields such as communication and science management.
The candidate must look for job listings within the relevant BAP to his or her area of expertise and for the IR rank. IR2 positions are often for a very specific set of tasks, and listings will give detailed skill and experience requirements.

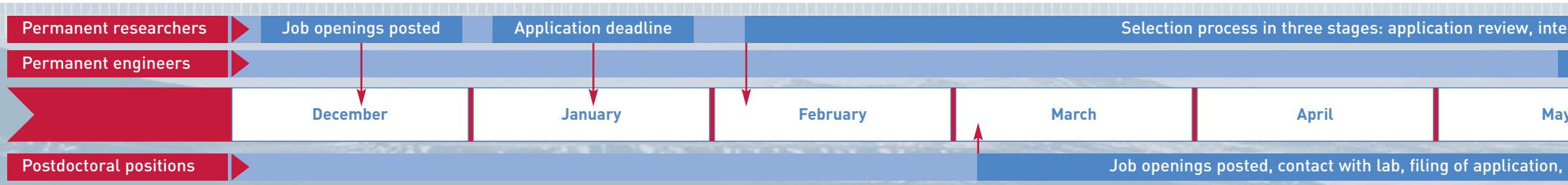
How much will you earn?

For research engineer positions, the gross monthly pay ranges from 1,800 € for a newly recruited engineer to 4,200 €, with incremental yearly increases reflecting acquired experience.

:-) Yearly bonuses ranging from 3,000 € to 6,000 € are added to this base pay, as well as family and other bonuses, where applicable.

As a researcher or research engineer, you can:
- receive up to 50 % of the financial gains resulting from the industrial or commercial application of your research results;
- start your own company to exploit your scientific results commercially, or bring your skills to a company.

In 2007, there will be 230 engineer job openings.
Of these 100 are IR positions.



IC FIELDS, AT BOTH JUNIOR AND SENIOR LEVELS. THERE IS ALSO A POSTDOC CAMPAIGN FOR RECENT PH.D.'S. CONSULT OUR JOB LISTINGS AT WWW.CNRS.FR.

TEMPORARY RESEARCHERS AND ENGINEERS

Who can apply?

Temporary positions are open to French and foreign candidates, whether they are researchers or engineers, young or experienced, at the top of their field or on the rise.

What will you do?

You will be part of a research team at a CNRS lab, and will carry out various projects, according to your job description.

What are the conditions for applying?

You must hold a degree or professional qualifications commensurate with the level of employment you are seeking.

How should you go about applying?

There is no formal application process or calendar. You can make contact at any point in time directly with the lab where you wish to work and send your application there. The contact details for CNRS labs are available on the CNRS web site: www2.cnrs.fr/band/4.htm.
A document which explains how to use the directory is available at: www.cnrs.fr/cw/en/docs/findaCNRSlab.pdf.

What is the duration of the contracts?

Contracts are for durations of one to three years, with a possibility of renewal.

How much will you earn?

Your salary varies according to the type of contract, your qualifications and your professional experience.

In 2006, more than 200 posts of this type were created.

POSTDOCTORAL POSITIONS

Job openings at www.cnrs.fr starting in March

Who are postdoctoral positions for?

Postdocs are for young researchers who have completed their Ph.D. Priority is given to those who have received their Ph.D. from abroad.

Why do a postdoc?

A postdoc allows young Ph.D.'s of all nationalities to build on their research in an environment where they are surrounded by outstanding researchers. It is also a way for researchers to build a professional network and develop their reputation in their field, in order to apply for permanent researcher positions in French research organizations or for assistant professor positions in the university system.

What are the conditions for applying?

You must have a Ph.D., and not have participated in research in the host lab.
There are no nationality restrictions.

How long are postdoctoral positions for?

Contracts are for one year, with a possible renewal for one year.

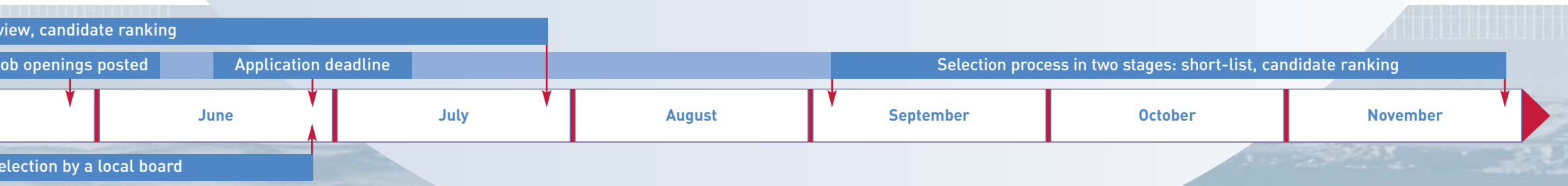
How should you apply?

- **March:** posting on the CNRS web site www.sg.cnrs.fr/drh/default.htm of job descriptions, in terms of research projects, candidate profiles, and host labs.
- **From March to June:** contact the laboratory, send off your application, selection by a local board.
- **September 1st:** the selected postdoc begins work at the lab specified in the acceptance letter.

How much will you earn?

The gross monthly salary of a CNRS postdoc is 2,500 €.

Every year, hundreds of postdocs are hosted in CNRS labs.



LEXICON

BAP—branche d'activité professionnelle

Professional activity area according to which research engineers are recruited.

Concours

The selection process whereby civil servants are recruited in France.

CR—chargé de recherche

Researcher: this might be considered the equivalent of an assistant professor at a university, but has no teaching obligations.

DR—directeur de recherche

Senior researcher, with a minimum of 8 years of research beyond the Ph.D. This might be considered the equivalent of full professor at a university, but has no teaching obligations.

Gross salary

This is the pre-tax salary before social contributions are paid out. The net salary (also pre-tax) is calculated by subtracting 15% (for permanent staff) or 20% (for temporary staff).

IR—ingénieur de recherche

Research engineer: this is someone with a Ph.D. and technical expertise in an area of experimental research.

Lab

These are research or service units where research and experimentation are carried out. The term lab is used even in the humanities and social sciences to refer to the organizational and physical entity where researchers and engineers work.

National Committee sections

There are 47 sections which represent the various subfields of knowledge and research. For each section, a panel of 20 experts carries out evaluation of the work done in that field at CNRS: this evaluation covers the recruitment process, as well as the biannual evaluation of researchers and labs.

Research department

As the largest fundamental research organization in Europe, CNRS is involved in all scientific fields, organized in the following areas of research:

- Life Sciences
- Physics
- Chemistry
- Mathematics
- Computer and Engineering Sciences
- Earth Sciences and Astronomy
- Humanities and Social Sciences
- Environmental Sciences and Sustainable Development

Permanent jobs at CNRS

Permanent staff members at CNRS are French civil servants. As with all French civil servants, CNRS researchers and research engineers are recruited through a process called *concours*, which is a competitive entry process selecting the best qualified candidates for entry into the CNRS workforce. Their civil servant status means that staff members are tenured from the start, thus freeing them to carry out truly innovative research.

CNRS offers many exciting opportunities for young or established researchers and engineers working outside France: this year alone, there are more than 1000 openings for tenured and temporary research positions.

CNRS is the main multi-disciplinary research organization in France, present in all scientific fields: mathematics, physics, computer and engineering sciences, nuclear and high energy physics, earth science and astronomy, chemistry, life sciences, humanities and social sciences, and environmental sciences.

By joining CNRS, you will have the opportunity to immerse yourself completely in your research field and to participate in the emergence of new fields. These new fields may arise from an existing scientific discipline, or they may be at the interface of several research fields or at the cutting edge of technology. You will work in a laboratory and, as a member or leader of a research team, will contribute your knowledge and expertise to a scientific or technological project. You will have the opportunity of collaborating with French, European or international research partners, and will have access to new sources of funding. You will have advanced technological resources at your disposal, in the form of top-level instrumentation in your lab at large French and international large research facilities.

For the last few years, CNRS has had a resolutely European and international recruitment strategy. By joining CNRS, your career will evolve in the direction you choose, and you will contribute, in an international competitive scientific and technological context to build your position of a major actor in the European Research Area.

Arnold Migus
CNRS Director General