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www.cnrs.fr

# JOIN CNRS

BECOME A CNRS RESEARCHER  
OR RESEARCH ENGINEER



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CNRS is the French National Center for Scientific Research, a publicly funded organization covering 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 known, 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.

## 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

**In 2006, more than 200 temporary positions are available.**

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](http://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](http://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.

## POSTDOCTORAL POSITIONS

Job openings at [www.cnrs.fr](http://www.cnrs.fr) starting in December

### 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. You must also be under 40 years of age.

**There are no nationality restrictions.**

### How long are postdoctoral positions for?

Contracts are for one or two years, non-renewable. The duration of the postdoc is mentioned in each job listing.

### How should you apply?

- **December:** posting on the CNRS web site [www.sg.cnrs.fr/drh/default.htm](http://www.sg.cnrs.fr/drh/default.htm) of job descriptions, in terms of research projects, candidate profiles, and host labs.
- **Mid-May:** deadline for making contact with the host lab and sending in your application.
- **June:** selection of candidates by the labs and validation by the research department.
- **September 1<sup>st</sup>:** 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 2,150 €.

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

...ion process in three stages: application review, interview, candidate ranking

Application deadline

Selection process in two stages: short-list, candidate ranking

April

May

June

July

August

September

...n lab, filing of application, selection of candidates

## PERMANENT RESEARCHERS

Job openings at [www.cnrs.fr](http://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.

- **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 1<sup>st</sup>:** 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.

### Conditions for applying

|   |   |     |
|---|---|-----|
| Ph.D.<br>(or equivalent substantial body of work) | 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:** job openings are posted on the CNRS web site [www.cnrs.fr](http://www.cnrs.fr).
- **Mid January:** deadline for applications to be filed.

**In 2006, there are 416 researcher job openings.**

Of these 232 are DR positions and 184 are CR positions.

## PERMANENT ENGINEERS

Job openings at [www.cnrs.fr](http://www.cnrs.fr) starting in March

### 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?

- **March:** job openings are posted on the CNRS web site [www.cnrs.fr](http://www.cnrs.fr).
- **Mid-April:** deadline for applications to be filed online.
- **June through September:** 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 1<sup>st</sup>:** 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 communications 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.

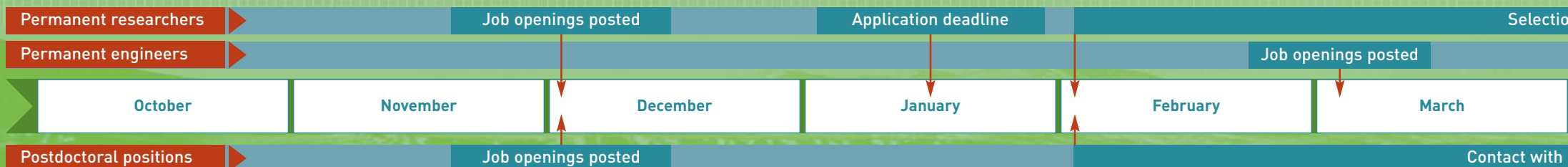
:-) Yearly bonuses ranging from 3,000 € to 6,000 € are added to this base pay, as well as family and other bonuses, where applicable.

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 2006, there are 229 engineer job openings.**

Of these 93 are IR positions.







## 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 performing organization in France, covering all scientific fields: mathematics, physics, information and communication science and technology, nuclear and high energy physics, earth science and astronomy, chemistry, life sciences, humanities and social sciences, environmental sciences and engineering.

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 height 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 to collaborate with French, European or international research partners, and will have access to new sources of funding. You will have at your disposal advanced technological resources, in the form of top-level instrumentation in your lab as well as at 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 chose, and you will contribute, in an international setting of increased scientific and technological competition, to a major role for CNRS in the European Research Area.

A handwritten signature in black ink that reads "A. Migus". The signature is written in a cursive, slightly stylized font.

**Arnold Migus**  
CNRS Director General