

Inria concours: statuses and hiring process

Laurent Pfeiffer

Inria-Saclay, Laboratory of Signals and Systems,
Federation of Mathematics of CentraleSupélec
Paris-Saclay University



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About Inria

- INRIA is a national institute for research in digital science and technology: range of research areas covered by INRIA is wide.
- INRIA has 9 regional centers: Bordeaux, Grenoble, Lille, Lyon, Nancy, Paris, Rennes, Saclay, Sophia.
- Research at Inria is organized in research teams (total: 228), working in a specialized area : typically 5 to 10 permanent members (Inria researchers, but also CNRS researchers and faculty members).

About Inria

Find the research team of your dreams here: [\[link\]](#).

At least 11 teams are related to optimization and control of dynamical systems:

- CAGE: control and geometry (Paris)
- DANCE: dynamics and control of networks (Grenoble)
- DISCO: Dynamical Interconnected Systems: Control and Optimization (Saclay)
- FACTAS: Functional Analysis for ConcepTion and Assessment of Systems (Sophia)
- I4S: Inference for Intelligent Instrumented InfraStructures (Rennes)
- MCTAO: Mathematics for Control, Transport and Applications (Sophia)

About Inria

- QUANTIC: QUANTum Information Circuits (Paris)
- SPHINX: Heterogeneous Systems: Inverse Problems, Control and Stabilization, Simulation (Nancy)
- TRIPOP: Modeling, Simulation and Control of Nonsmooth Dynamical Systems (Grenoble)
- TROPICAL: Tropical methods: structures, algorithms and interactions (Saclay)
- VALSE: Finite-time control and estimation for distributed systems (Lille).

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Statuses

There are two main statuses for permanent researchers:

- CRCN: “chargés de recherche de classe normale”
→ civil servant
- ISFP: “Inria Starting Faculty Position” (since 2020)
→ Contrat à Durée Indéterminée de la fonction publique.

Comparison:

- The job is the same.
- Security employment is very high for both.
- The main difference concerns the salary.
- Both can teach (and get extra money). ISFPs are committed to teach in the partner university of the center (32h/year).
- Both lead to the same senior position (directeur de recherche).

Additional information: [\[lien\]](#) / [\[link\]](#)

Salary of the CRCN

For the CRCNs, the salary is decomposed as:

- a fixed part, based on the numbers of years in academic research (starting from the PhD)
- bonuses.

Below is the gross annual salary (fixed part).

CHARGE DE RECHERCHE DE CLASSE NORMALE

Grille au 1er juillet 2023

Valeur du point d'indice au 1er juillet 2023 : 4,92 € soit 59,0734 € € annuel

Echelon	Indice majoré	Indice brut	Annuel brut (€)	Durée
10ème	830	1027	49030,92	-
9ème	803	991	47435,94	2 ans 9 mois
8ème	769	948	45427,44	3 ans
7ème	739	908	43655,24	3 ans
6ème	693	848	40937,87	2 ans 6 mois
5ème	643	781	37984,20	2 ans 6 mois
4ème	600	725	35444,04	2 ans 6 mois
3ème	560	672	33081,10	2 ans 3 mois
2ème	510	607	30127,43	2 ans
1er	474	559	28000,79	1 an

Salary of the CRCNs

Three kinds of bonuses are to be obtained:

- C1 (for everyone) : 3500 € in 2023, 4200 € in 2024, 5200 € in 2025 (prevision).
- C2 (for extra responsibilities or missions) from 1000 € to much more
- C3 (for scientific excellence) 6000 €

After a competitive internal hiring process, possibility to become a CRHC (charché de recherche hors classe) and to get a higher salary.

Salary of the ISFPs

- Gross salary :
 - Less than 3 years of work experience after the PhD defense:
4221 €/mois (50 652 €/an)
 - More than 3 years of work experience after the PhD defense:
4781 €/mois (57 372 €/an).
- Salary evolution:
 - Every 3 years, augmentation between 3% and 8%, based on an evaluation by the team leader.

Other opportunities

Post docs:

- There is a call for a few post-doc positions in each regional center.
- Post-doc offers published on JobIn: [\[link\]](#).

Chairs of Junior Professors:

- Fixed-term contract (3 to 6 years) which leads to tenure
- 4 positions in 2024, for specific profiles (young researchers with experience)
- [\[link\]](#)

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Generalities

- Websites for the CRCN and ISFP concours: [\[lien\]](#), [\[lien\]](#).
- Guide for potential candidates: [\[lien\]](#) / [\[link\]](#). Read it tonight!
- Approximately 40 positions per year (since 2020), 20 of each (in average, a new member for each team every 5 years).
- There is one “concours” (= competitive hiring process) for each regional center. Possibility to submit different applications to several research centers.
- Everyone with a PhD can apply: no age, no nationality condition. Applications fully in English are possible. Possibility to apply several times.

Generalities

- Gender parity in the committees. One member verifies that no candidate is victim of stereotypes (equity chart: [\[lien\]](#) / [\[link\]](#)).
- No restriction concerning your scientific field (but each center may announce some priority topics).
- Additional positions for disabled people (“travailleur handicapé”): [\[link\]](#)

Generalities

The criteria of success:

- excellence: publications, prizes, software development, student supervision, socio-economical impact of your research...
non-exhaustive list !
- independence: ability to run your own research project over the long term
- integration in the team: ability to develop collaborations with the team.

There is no perfect application. Do not censor yourself! Many people succeed only at the second or the third attempt.

Important: You will have to convince a hiring committee of about 15 people. Possibly only 1 or 2 of them is expert of your field.

Summary

Main steps of the concours and provisional dates.

- 1** From now to December 2024:
Contact the research teams in which you would like to work.
- 2** Before the end of January 2025:
Submit your written application(s), including your research project and the desired team.
→ Short after: publication of the eligible candidates.
→ 2-3 months later: publication of pre-selected candidates.
- 3** May-June 2025: interview.
→ 2-3 days later: informal ranking of the “admissible” candidates.
- 4** End of June 2025: final step
→ definitive ranking of the “admitted” candidates
→ in the following weeks: acceptance or rejection of a position.

Step 1 : Contact

Write to the team leader of your desired team(s). Send him/her:

- a detailed CV
- a description of your research activities and their applications
- some ideas for a research project, at least some directions.

Be prepared to discuss about your integration:

- why is the team a good working place for you
- what skills do you bring to the team ?

Step 2: Written application.

There is a template for the written application [\[link\]](#), including:

- general information (education, work experience,...)
- a general summary of your research (1 page)
- a detailed presentation of your research (3 pages), emphasizing your personal contribution, its originality, its difficulty, its impact.
- a research project: includes short to long-term issues, shows your independence, your integration in the team.
- recommendation letters.

You may apply to CRCN, ISFP, or both (same application for both positions). Different applications (with different projects) can be sent to different regional centers.

Step 2: Written application.

Evaluation by a committee (≈ 15 people) of the regional center, based on:

- the recommendation of the leader of the desired team
- the evaluation of one reviewer (among the 15 members).

Advice:

- Be very rigorous and honest. Respect the structure provided by the template. Talk to experts and non-experts.
- The project should mix credible and doable issues (short term) with more open and ambitious issues (on longer term). It can contain specialized aspects (for experts) but non-experts must understand the general philosophy. It should no be a list of possible extensions of your previous works.
- Show your project to the research team ahead of the application deadline.

Step 3: Interview

The same regional committee organizes the interview (for both types of positions). It consists of

- a presentation by the candidate: work experience, scientific achievements, and research projects
- questions by the committee.

There is a prescribed timing, which must be rigorously respected (typically 20 + 20 minutes).

Short after the interview, a ranking of the candidates is proposed (usually the same for both positions).

Step 3: Interview

The same advice as before applies.

- The main objective is to convince the non-experts.
- A typical question is: if you were given a PhD student, what topic would you give him/her?
- A good knowledge of the research team environment may be useful.
- Train with your future colleagues.
- Be ready to seemingly naive questions (What is your research for ? Who wants to use it?...)
- Show your motivation and your determination to join Inria.
- Keep a positive attitude even if the committee asks mean questions.

Step 4: admission

The admission phase are different for CRCNs and ISFPs.

- A new regional committee fixes the final ranking of the ISFPs of the center.
- A new and independent national committee fixes the final ranking of the CRCNs, for all centers.

These new committes may change the admissibility rankings.

If you are offered two positions (ISFP and CRCN), ask to discuss with the human resources to make the best decision.

Thank you for your attention and good luck!