

Hi all

Are you considering becoming a researcher at INRAE?

Here are some tips and tricks to understand the recruitment process!

Once a year, INRAE recruits Permanent Researchers through a Competitive Admission. *Recruitment is targeted to a given laboratory: specific profiles are published, describing the research area to be addressed and the competences sought. Applications should be made based on the match to the profile. The process is then based on candidates' qualifications and experience as demonstrated in the application file and an interview.*

What you must keep in mind is that permanent Researchers at INRAE are French Civil Servants. Because of this civil servant status, *candidates must undergo a particular selection procedure* which differs from the habits of the academic world elsewhere. If you had no contact with the French research system, this can be puzzling, and this document is here to help!

### **Application requirements:**

No age limits

You may apply whatever your nationality (but if you are not a European citizen, you will have to go through an additional administrative procedure)

You are required to hold a PhD (or equivalent). If you don't have the required diplomas, you can submit a « request for equivalence (Look at the guide listed at the end of this document)

### **Application process:**

Apply online (<https://jobs.inrae.fr/en>). Create a personal account and keep the credentials safe!

1) Fill in your application. The process is quite simple and the documents you will be asked to provide are listed in the guide so you can be prepared. You can fill in the parts of the application, in French or English, in any order you like. You are advised to save your application regularly. You can save and leave, then come back later to finish the process (if you remember your credentials ...)

2) Validate and submit your application

*Do not wait for the last minute!!*

### **Shortlisting:**

Your application will be submitted to a selection board. The board examines the scientific merit of the candidates in the relevant field. This consists of studying the scientific file sent by candidate. The board determines whether the candidate has the scientific expertise

and skills required for the position. After examining the applications, the preliminary selection board draws up the shortlist of candidates.

### **And the final selection:**

This last step is an oral interview (you must be physically present) with a scientific committee of independent experts in the field (50 % are INRAE's scientists and 50% are scientists from other institutions).

You will be asked to briefly introduce yourself and then you will be questioned for about 30 minutes.

Note that people with disabilities will be offered special arrangements for the general conditions of the interview

### **Please note:**

**You are strongly advised to contact the person in charge of the position you selected (contact details can be found on each job profile sheet)!**

Everything you need to know is listed in the (rather long) guide:

<https://jobs.inrae.fr/en/open-competitions/open-competitions-research-scientists-job-profiles-crcn>

And if you still have questions, you are encouraged to contact:

- 1) [concours\\_chercheurs@inrae.fr](mailto:concours_chercheurs@inrae.fr) for the questions about the selection process
- 2) The lab offering the position for questions about the research project.

**National Research Institute for Agriculture, Food and Environment**

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