OTM-R Careers Guide for Teachers and Researchers at Université Gustave Eiffel

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# Categories of staff at Université Gustave Eiffel

|  |  |  |
| --- | --- | --- |
| **Comparative table of researchers** | | |
| HRS4R Coding | **European Commission categories** | **UNI EIFFEL categories** |
| R1 - First-level researcher | Doctoral student, junior researcher | **Doctoral student** recruited by Université Gustave Eiffel, including temporary teaching and research assistants (ATER) doctoral student recruited by Université Gustave Eiffel |
| R2 - Recognised researcher | Postdoctoral researcher, research assistant | **Contractual postdoctoral researcher** or **postdoctoral ATER** recruited by Université Gustave Eiffel |
| R3 - Senior researcher | Assistant professor, principal | **Maitre.sse de Conférence** **(MCF)**: Assistant Professor, recruited by Université Gustave Eiffel  **Chargé·e de Recherche du développement durable (CR DD)**: Sustainable Development Research Assistant recruited by the Ministry of Territorial Planning and Ecological Transition via its COMEVAL and then assigned to work at Université Gustave Eiffel  **Engineer junior equivalent researcher**: junior Engineer assimilated researcher [CESAAR](https://www.google.com/url?sa=t&source=web&rct=j&opi=89978449&url=https://www.ecologie.gouv.fr/sites/default/files/documents/CGDD_Reglement-interieur-CESAAR.pdf&ved=2ahUKEwjLjduM7MCOAxUQNPsDHX4sBbEQFnoECBwQAQ&usg=AOvVaw2eWNHeEo--aBFZ43sm2U7Q) to work at Université Gustave Eiffel |
| R4 - Principal researcher | Tenured professor, scientific director | **Professeur des Universités (PU)**: University Professor, recruited by Université Gustave Eiffel  **Directeur de recherche du développement durable (DR DD)**: Sustainable Development Research Director, recruited by the [[Ministry of Territorial Planning and Ecological Transition](https://www.ecologie.gouv.fr/)](https://www.ecologie.gouv.fr/) via its COMEVAL and then assigned to Université Gustave Eiffel  **Engineer senior equivalent researcher**: senior Engineer assimilated researcher [CESAAR](https://www.google.com/url?sa=t&source=web&rct=j&opi=89978449&url=https://www.ecologie.gouv.fr/sites/default/files/documents/CGDD_Reglement-interieur-CESAAR.pdf&ved=2ahUKEwjLjduM7MCOAxUQNPsDHX4sBbEQFnoECBwQAQ&usg=AOvVaw2eWNHeEo--aBFZ43sm2U7Q) to work at Université Gustave Eiffel |

Equivalencies in categories R3 (MCF) and R4 (PU) in France and in various countries around the world are presented on the GALAXIE website:

* <https://www.galaxie.enseignementsup-recherche.gouv.fr/ensup/cand_recrutement.htm>
* Menu: [Comparison of the careers of teacher-researchers in other countries](https://www.galaxie.enseignementsup-recherche.gouv.fr/ensup/pdf/EC_pays_etrangers/Tableau_comparaison_au_26_septembre_2012.pdf)

# The career of university staff

## Teacher-researchers: Assistant Professor (MCF) and University Professors (PR)

Teacher-researchers (Assistant Professor and University professors) contribute to the fulfillment of the public service missions of higher education. They participate in the development and transmission of knowledge, and provide leadership, advice, and guidance to students. They also contribute to the development of fundamental and applied research and its promotion, as well as to the dissemination of culture and international cooperation.

### Regulatory texts

Common statutory provisions applicable to teacher-researchers and providing for the special status of university professors and lecturers . [Decree No. 2019-1108 of October 30, 2019, amending Decree No. 84-431 of June 6, 1984](https://www.legifrance.gouv.fr/jo_pdf.do?id=JORFTEXT000039296813) (J.O.R.F. of October 31, 2019)

[Decree No. 84-431 of June 6, 1984, establishing the common statutory provisions applicable to teacher-researchers and granting special status to university professors and lecturers](https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=LEGITEXT000006064492&dateTexte=20170323) (consolidated version of March 23, 2017)

### The teacher-researcher staff

University Professors are appointed by the President of the Republic to a position in a public higher education and research institution. They have obtained a Habilitation à Diriger des Recherches (HDR) in addition to a doctoral thesis, have been registered on a national qualification list, and have been selected by a selection committee composed of peers.

Assistant Professor (MCF) are appointed by the Minister of Higher Education, Research, and Innovation to a public higher education and research institution. They have completed a doctoral thesis, are registered on a national qualification list, and have been selected by a selection committee.

* Required level for MCFs: PhD.
* Required level for PRs: Habilitation à diriger des recherches (HDR)

**The University Professors' Corps is** composed of three levels of grades:

* Second-class **University Professors** -
* First-class **University Professors** -
* **University Professors** of Exceptional Class -

**The Assistant Professor Corps** is composed of two grades:

* Assistant Professor **in the normal class -**
* **Assistant Professor** of Exceptional Class -

Statutory remuneration according to the pay scales presented in Appendix 1.

### Staff assignment

Competitive examinations are open in universities or schools, depending on the position(s) to be filled.

At Université Gustave Eiffel, teacher-researchers are assigned to research departments.

### Career monitoring for teacher-researchers

The CNU (National Council of Universities)

The National Council of Universities is a national body governed by [Decree No. 92-70 of January 16, 1992](http://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000000344860&fastPos=1&fastReqId=312572348&categorieLien=cid&oldAction=rechTexte). It decides on individual measures relating to the qualification, recruitment, and career of university professors and lecturers governed by [Decree No. 84-431 of June 6, 1984,](http://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000000520453&fastPos=1&fastReqId=1002008760&categorieLien=cid&oldAction=rechTexte) establishing the applicable common statutory provisions: [*https://conseil-national-des-universites.fr/cnu/#/*](https://conseil-national-des-universites.fr/cnu/#/)

Pursuant to Articles 7-1 and 18-1 of the aforementioned Decree No. 84-431 of June 6, 1984, each teacher-researcher must prepare, at least every five years and each time they are a candidate for promotion, a career monitoring report; which must be submitted via the ALYA application.

Career monitoring is thus carried out five years after the first appointment to a teaching and research position or after a change of position, and then every five years.

However, all teaching and research staff may, if they wish, submit a career monitoring file at any time.

In accordance with Article 18-1 of Decree No. 84-431 of June 6, 1984, career monitoring of teaching and research staff is carried out by the National Council of Universities (CNU). It is based on an activity report prepared by the teaching and research staff member. Institutions take this career monitoring into account in their professional support.

The CCEC (career committee for teacher-researchers)

**Responsibilities**

The university's teaching and research staff careers committee exercises the powers set out in Article L. 712-6-1(IV) of the Education Code, with the exception of matters relating to the recruitment or renewal of temporary teaching and research staff, which fall within the remit of the academic council sitting in restricted session.

It is the competent body, referred to in Article L. 952-6 of the Education Code, for examining individual questions relating to the recruitment, assignment, and career of university teaching and research staff.

It deliberates on the integration of civil servants from other bodies into the teaching and research staff.

It is the competent body, referred to in Article 3 of Decree No. 2009-851 of July 8, 2009, relating to the doctoral and research supervision bonus awarded to certain higher education and research staff, for issuing an opinion on the individual allocation of the doctoral and research supervision bonus.

It is not competent for teacher-researchers from component institutions and member schools.

The career committee adopts its internal rules of procedure.

**Composition**

The career committee for teacher-researchers comprises 20 members:

* Ten elected representatives of University Professors and equivalent staff;
* Ten elected representatives of other teacher-researchers staff; teachers and equivalent staff.
* The terms of office of elected members are for five years and are renewable.  
  A member of the Academic Council or the Board of Directors may also be elected to the Teaching and Research Staff Career Committee.

**Chair**

The committee is chaired by the chairperson. He or she does not take part in votes.  
In the event of his or her absence or inability to attend, or if he or she does not meet the conditions set out in the second paragraph of Article L. 952-6 of the Education Code for the examination of individual questions relating to the recruitment, assignment, and career of teacher-researchers, he or she shall be replaced by the vice-chair of the committee.

The vice-chair shall be a university professor elected at the first meeting of the committee from among its members by all the teacher-researchers who are members of the committee.

He or she shall be elected by a two-round majority vote. This election shall only take place if at least half of the members of the committee are present. The election shall be won by an absolute majority of the votes cast in the first round and by a relative majority in the second round. In the event of a tie, the oldest candidate shall be appointed.

If the vice-chairperson leaves office before the end of their term, a new vice-chairperson shall be elected under the same conditions for the remainder of the term.

When the Vice-President chairs the committee, he or she shall take part in the votes.

**Electoral provisions**

The common electoral provisions set out in Article 11 of these statutes and the provisions of Articles D. 719-20 and D. 719-21 of the Education Code apply to the election and renewal of elected representatives on the teaching and research staff career committee.  
The electorate consists of all teaching and research staff and assimilated staff working at the university. Staff from component institutions and member schools are not eligible to vote.

The composition of the two colleges of teacher-researcher representatives and the rules for assimilation are those provided for in I of Article D. 719-4 of the Education Code: 1° of Article 23.2 corresponds to college A and 2° corresponds to college B.

**Examination of individual issues relating to teacher-researchers other than university professors**

Pursuant to the provisions of IV of Article L. 712-6-1 of the Education Code, when the career committee examines individual issues relating to teacher-researchers other than University Professors, it shall be composed of an equal number of men and women and an equal number of representatives of university professors and other teacher-researchers.

If the composition of the career committee resulting from the election results does not allow these provisions to be complied with, the chair shall choose from among the elected members those who are to form the competent body to examine individual issues relating to teacher-researchers other than university professors.

The chair's proposal shall include as many people as possible chosen from among the elected members of the career committee who meet the conditions for sitting on the committee in order to ensure compliance with the provisions of the first paragraph. It shall be sent to the members of the career committee.

The members of the committee may make an alternative proposal, in accordance with the previous paragraph. This proposal shall be made within fifteen days of the members of the committee receiving the proposal from the chair.

If no other proposal is submitted to the chair within this fifteen-day period, the chair's proposal shall be adopted.

If one or more other proposals are submitted, they are put to a vote by the members of the career committee, together with the chairperson's proposal.

The proposal selected is the one that obtains an absolute majority of the votes cast. If an absolute majority is not obtained in the first round, a second round is held. In the second round, the proposal selected is the one that obtains a majority of the votes cast. In the event of a tie between the proposals that come out on top in the second round, the chairperson chooses the list selected from among them.

### Special positions during the career

Leave for educational projects

Leave for educational projects is a training program designed to recognize the educational commitment of higher education and research staff.

It is intended for teacher-researchers (University Professors and Assistant Professors) as well as secondary school teachers (PRAG, PRCE, PLP, PREPS).

The delegation is a specific type of reception for teacher-researchers, Assistant Professors, and University Professors.

During their delegation, teacher-researchers continue to receive their remuneration and enjoy all the rights attached to their position, but they are relieved of their teaching duties. The delegation is subject to an agreement between the host organization and the teacher-researcher's home institution, based on financial compensation paid by the research organization to ensure that the teacher-researcher is replaced in their teaching duties.

Leave for Research or Thematic Conversion (CRCT)

Leave for Research or Thematic Conversions (C.R.C.T.) is a scheme that allows teacher-researchers to take a period of leave from teaching and administrative duties in order to further develop, begin or finalize research projects.

## Researchers: Research Assistant sand Research Directors in sustainable development

Research Assistants and Research Directors in sustainable development are responsible for conducting research.

They contribute to the identification and analysis of needs, to the research and innovation that results from them, and to the promotion, dissemination, and publication of their work at the national, European, and international levels. They may also participate in initial and continuing education, mainly in research organizations and higher education institutions. They may be responsible for research administration, particularly in the management of research programs. They maintain relations with the national and international scientific community.

Reference texts

[Decree No. 2014-1324 of November 4, 2014 on the special status of sustainable development research officers and sustainable development research directors](https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000029707588&dateTexte=20200220) (Legifrance.fr)

[Decree No. 2018-916 of October 25, 2018 amending Decree No. 2014-1324 of November 4, 2014 on the special status of sustainable development research officers and sustainable development research directors.](https://www.legifrance.gouv.fr/loda/id/JORFTEXT000037532930/)

[Decree No. 2018-917 of October 25, 2018 amending Decree No. 2012-1058 of September 17, 2012 establishing the pay scale applicable to certain bodies and positions within the Ministry of Ecology, Sustainable Development and Energy](https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000037532985/)

The bodies of the researcher branch

The research sector comprises two category A bodies under ministerial status, broken down as follows:

**The body of Research Directors is** composed of three grade levels:

* Second class research directors - DR2
* First class research directors - DR1
* Exceptional class research directors - DRCE

**The body of Research** **Assistants** comprises two grades:

* Research assistants in the normal class - CRCN
* Special grade research fellows - CRHC

Assignment of research staff

The list of research departments and public institutions whose staff are eligible for the benefits of Law 82-610 of July 15, 1982 (Article 17-2) is set by [Decree No. 1994-942 of October 28, 1994](https://www.legifrance.gouv.fr/loda/id/LEGITEXT000005616882/) (Legifrance.fr).

All other information on the specific characteristics of the research staff is available in the Research section [here.](https://intranet.univ-eiffel.fr/recherche/enseignants-chercheurs-chercheurs-et-doctorants/chercheurs-du-developpement-durable) In particular, you will find information on the research evaluation committee, evaluations, and emeritus status.

### COMEVAL ( Commission for the Evaluation of Researchers in Sustainable Development )

The evaluation committee (Comeval) is the body responsible for evaluating researchers. Renewed every four years, Comeval has 36 members:

* 18 scientific figures chosen by the minister responsible for sustainable development.
* 18 elected staff representatives, including nine representatives of sustainable development research fellows and nine representatives of sustainable development research directors.

Evaluation is an important part of a researcher's career management. Its purpose is to advise and guide researchers in their work. It provides employers with the assessments they need to contribute effectively to the management of their staff.

The evaluation of researchers is carried out by peers and takes place every two years, alternating between a comprehensive evaluation every four years and a light or intermediate evaluation every two years.

Career monitoring through comprehensive and light evaluations of researchers

***COMEVAL***

Sustainable development researchers were divided by COMEVAL into four evaluation waves (A, B, C, and D) in order to balance the number of researchers to be evaluated and the disciplines they represent each year.

REFERENCES

The reference texts defining the operating conditions of the Commission for the Evaluation of Researchers in Sustainable Development (COMEVAL) are as follows:

* Research Code,
* Decree No. 83-1260 of December 30, 1983, establishing the statutory provisions common to civil servants in public scientific and technological institutions,
* Decree No. 2014-1324 of November 4, 2014, establishing the specific status of sustainable development research officers and sustainable development research directors,
* Order of June 12, 2015 establishing the operating principles of the evaluation committee provided for in Article 4 of Decree No. 2014-1324 of November 4, 2014 relating to the special status of the body of sustainable development research officers and the body of sustainable development research directors,
* Order No. 2014-1329 of November 6, 2014, relating to remote deliberations by collegial administrative bodies.
* In addition to these regulatory texts, there is the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.
* The Commission's internal rules of procedure, approved by its members, define the rules governing its operation.

MISSIONS

The Evaluation Committee, which is responsible for researchers in the field of sustainable development, is involved in:

* In the periodic evaluation process of researchers in their research environment (comprehensive evaluation and light evaluation);
* To give its opinion on the promotion of researchers: promotion to the senior research fellow grade, promotion of first class research directors and exceptional class research directors, and to give its opinion on promotion within the exceptional class;
* For the recruitment of research fellows and directors through competitive examination, as a selection committee and for the recognition of equivalent degrees or work.

The committee's opinion is also sought for the permanent appointment of trainee research fellows, secondments to the sustainable development research corps and the integration of seconded staff into this corps, the reclassification and transfer of researchers, dismissals for professional misconduct and applications for emeritus status.

General principles

COMEVAL is a scientific body that operates in a sovereign and independent manner. It sets its own operating rules in accordance with the tasks assigned to it by Decree No. 2014-1324 of November 4, 2014, and the aforementioned Order of June 12, 2015.

The conditions for the proper functioning of COMEVAL, its independence, the quality of its work, and its recognition by staff require:

* The commission, which is composed of an equal number of members elected by sustainable development researchers and members chosen by the minister responsible for sustainable development, shall endeavor to maintain this balance in its decision-making procedures.
* The members of the commission shall comply with the rules of professional conduct set out below.
* The members of the commission are appointed for a four-year term, renewable once. Their regular attendance at meetings is necessary for the smooth running of the commission's work.

## Engineers in research positions

### Engineering bodies

Two engineering bodies from the Ministry of Ecology (ITPE and IPEF) who have graduated from their initial training at an engineering school may be assigned to Université Gustave Eiffel. Some of them carry out research within a research department. They hold a PhD or HDR (Habilitation à Diriger des Recherches) or are preparing a PhD.

### Reference texts

The [circular of August 8, 2003](https://intranet.univ-eiffel.fr/securedl/sdl-eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJpYXQiOjE3NDkyMTgxODUsImV4cCI6MTc4MTM1ODk4NSwidXNlciI6MTIxOCwiZ3JvdXBzIjpbMCwtMiwxLDIsMjAsMzYsMzddLCJmaWxlIjoiZmlsZWFkbWluL3JlZGFjdGlvbi8wMi1SZWNoZXJjaGUvZW5zZWlnbmFudHMtY2hlcmNoZXVyc19fY2hlcmNoZXVyc19ldF9kb2N0b3JhbnRzL0NFU0FBUi9jaXJjdWxhaXJlXzgtMDgtMjAwM19ldmFsdWF0aW9uX2Rlc19wZXJzb25uZWxzX2R1X21pbmlzdGVyZV9leGVyY2FudF9kZXNfYWN0aXZpdGVzX2RlX3JlY2hlcmNoZV9zYW5zX2FwcGFydGVuaXJfYXV4X2NvcnBzX2RlX2NoZXJjaGV1cnMucGRmIiwicGFnZSI6Nzg5NH0._8jPMXAfOKeact71eFL1k-cmc_6HzKSV_8T84WC42m8/circulaire_8-08-2003_evaluation_des_personnels_du_ministere_exercant_des_activites_de_recherche_sans_appartenir_aux_corps_de_chercheurs.pdf) on the evaluation of personnel engaged in research activities without belonging to the corps of research fellows and research directors.

"Research fellows and research directors covered by the status defined by Decree 94-943 of October 28, 1994, and those covered by Decree 83-1260 of December 30, 1983, as amended, benefit from a specific system for the evaluation of their scientific activity by statutory bodies composed of scientific figures and elected representatives of researchers. Other category A personnel engaged in research activities are, for their part, evaluated and promoted according to criteria and procedures specific to their different statuses. This prevents them from receiving recognition for their work that is visible to the scientific community and valued at the national and international levels, even though they also carry out research missions defined within the framework of Law 82-610 of July 15, 1982.

As a result, we are introducing, as of September 1, 2003, a mechanism for evaluating research activities specifically intended for category A staff who are not researchers, assigned or seconded. This evaluation, which will complement their own statutory evaluation, will enable the organizations where they work and the central administrative departments to assess the quality of their work according to the usual criteria for scientific research."

### The CESAAR (Committee for the Evaluation of Category A Agents Engaged in Research)

The evaluation by the CESAAR committee of the research activities of civil engineers (ITPE), bridge, water and forestry engineers (IPEF) and any other staff engaged in research activities **is strongly recommended** by the university and by the DRI of the MTE. It allows for the evaluation of research activities. It is also an asset for promotions.

Career monitoring via CESAR evaluations of engineers in research position

A voluntary evaluation of research activities: formal request by the agent, in agreement with their department, and

* An activity report presented by the employee, similar to that presented by the CR and DR of the DD to the COMEVAL, with a significant portion devoted to the personal scientific project presented by the researcher to the production of knowledge in relation to their research activity and the missions entrusted to them (see Article L411-1 of the Research Code). The researcher will therefore endeavor to develop this point in their report.
* In the opinion of the unit management and/or the scientific management of the institution
* An opinion issued by the CESAAR on the research activities of the person being evaluated, which may contain recommendations and advice, addressed to the HR departments and scientific management of the organizations, to the representatives of the bodies at the Ministry's HR department.
* A label awarded by the CESAAR as "researcher," "senior researcher," "senior researcher in research management," or "senior researcher in research management," based on a grid of criteria and levels, valid for four years
* An opinion and certification taken into account in management among other criteria in the review of promotion proposals and career management
* For the first evaluation, the following is required:
* Hold a PhD and have at least five years of research experience in the same field or related topics, including the period of the thesis and, where applicable, post-doctoral work.
* Be able to trace all of your research activity since you began.

## Contract researchers

The university produced a charter for the management of contract staff in 2021, which states that "The university regrets that the resumption of ESIEE Paris's activities and the transfer of its staff on January 1, 2021, were not accompanied by the allocation of additional civil service positions, which would have allowed new colleagues to obtain this status and enabled the institution to continue the policy outlined above.

Based on this observation and the significant diversification of the institution's own resources, leading to the recruitment of more and more contract staff, the university

Gustave Eiffel wishes to establish a clear and transparent management framework.

This charter for the management of contract staff will make it possible to:

* Establish transparent rules for the management of contract staff, recognizing their place in the functioning of the institution
* Ensure the long-term employability of contract staff and support those who wish to become civil servants, where possible
* Secure the career paths of contract workers by providing them with guidance on their situation and ensuring the development of their skills.

Two main types of situations should be distinguished:

* Contractual teaching staff, teacher-researchers, and researchers who are not in "competition" with civil service positions because:
* They are recruited using resources that allow these jobs to be placed outside the state employment ceiling (ESIEE Paris or other schools, ISITE Future, Europe, other calls for projects).
* They are recruited in disciplines or for profiles for which there is no equivalent civil service corps.

For these staff members, it is important that the conditions of recruitment, remuneration, and career development are clear and comparable to those of civil servants because, although they have tasks, responsibilities, and duties similar to those of permanent staff of equivalent level, the institution is not in a position to offer them access to civil service employment.

* Contract staff in support and assistance roles in research, expertise, and teaching, some of whom hold permanent positions in key university functions that would normally be filled by civil servants. For these groups, it is important that civil servant status remains attractive and that support for civil service examinations is strengthened.

Among this group, however, there are staff members recruited from the university's own resources with specific skills or in professions under pressure, for whom consideration must be given to these particularities, including in terms of remuneration.

## Contract doctoral students

### Definition of the doctoral contract

Created in 2009, the doctoral contract is a public-law employment contract that can only be issued by public higher education or research institutions. It is characterized by:

* Its duration: 3 years;
* Its purpose: the completion of doctoral work, with or without an additional assignment;
* Its regulations: Decree No. 2009-464 of April 23, 2009, and the Decree of January 17, 1986, on general provisions applicable to contract employees of the State.

Contract doctoral students receive a salary; they contribute to a pension fund, the general social security system, and unemployment insurance. While attached to a laboratory, some may also receive funding from sources outside the institute (CIFRE, research contracts, EU, regions, etc.). Doctoral students with a CIFRE agreement with a company are not directly employed by the university but by the company.

The amount of the doctoral contract allocated by the university is presented in **Appendix 1 – remuneration**.

### Dual status of doctoral students on contract

Doctoral students are both students and contract employees (or non-tenured employees) of the civil service. As such, they are in contact with several people during their thesis work.

### Doctorate at Université Gustave Eiffel

Université Gustave Eiffel resumed awarding doctorates as soon as it was created. It had to restart a range of activities that were not carried out by the former Ifsttar (EPST, an institution not authorized to award doctorates) or by the former Upem (doctoral authority having been delegated to the ComUE Université Paris-Est since 2007). Doctorates were also not awarded by the member schools and institutions that make up Université Gustave Eiffel.

Doctoral activities are governed by [the decree of August 26, 2022](https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000046228965), amending the decree of May 25, 2016, establishing the national framework for training and the procedures for awarding the national doctoral degree. It covers a wide range of aspects, with the corresponding projects at various stages of completion:

* Policy on joint accreditation within doctoral schools, participation in doctoral colleges and doctoral school councils
* Policy for awarding doctoral contracts funded by grants
* Policies relating to doctoral contracts funded from own resources
* HR aspects (salary policy, LPR, teaching assignments, etc.)
* Processes for enrollment, re-enrollment, authorization to defend a thesis, and graduation (and information systems)
* Doctoral training within doctoral schools (doctoral charters, CSI, procedures for theses based on work, theses based on prior learning, thesis breaks, international joint supervision, "European Doctorate" label)
* Questions relating to manuscripts (cover pages, printing, storage, STEP and STAR directories)
* Communication and alumni (follow-up of PhD graduates)

### Accreditation of Université Gustave Eiffel to award doctorates

A decree accrediting Université Gustave Eiffel was published in July 2022, supplementing the decree of July 2021. Université Gustave Eiffel is currently accredited in 14 doctoral schools on five campuses:

* Decree of July 2021: from 2021-2022 to **2025-2026** (ED CS / MSTIC / OMI / VTT / SIE in Marne-la-Vallée and ED ENGSYS / MADIS / ED SESAM in Lille)
* Decree of July 2022: from 2022-2023 to 2025-2026 (ED 3MG / SIS / MaSTIC in Nantes, ED MEGA / NSCO in Lyon, ED SMH in Marseille)

### ****Eligibility****

To be eligible for university thesis funding, you must meet the following condition: Hold a Master's degree or equivalent qualification allowing you to enroll in a doctoral program before October of the current year.

In the case of equivalent degrees, authorization to enroll in the chosen doctoral program must be verified before submitting the application.

# Recruitment process

The recruitment, mobility, and skills department is under the responsibility of the two deputy general managers. It is responsible for the following activities:

* Recruitment
* Mobility
* Competitive examinations

## Recruitment of civil servant

There are several recruitment routes available:

* Recruitment through external competitive examinations
* Recruitment through internal mobility: publication of the position internally on the intranet, open to all UGE staff.
* Recruitment through inter-ministerial mobility: publication of the position as part of the mobility cycles of various ministries (MESR, MTE).
* Recruitment through inter-ministerial mobility: publication of the position on [La Place Emploi Public](https://www.place-emploi-public.gouv.fr/) (formerly BIEP), open to all civil service positions
* Recruitment of a contract employee

****General conditions for access to the civil service****

* Enjoy full civil rights and have no criminal convictions that are incompatible with the performance of the duties
* Be in compliance with the national service code
* Meet the physical requirements for the position
* Be a French national or a national of another member state of the European Community or a party to the European Economic Area
* No age limit
* For internal competitions: seniority requirements apply. In some cases, specific qualifications will be required. These conditions are set by the specific statutory decree for the civil service body concerned.

## MCF and PU

### Competitive examinations for teacher-researchers

The ODYSSEE portal is specifically dedicated to recruitment operations (A.T.E.R; senior lecturer; university professor;

https://sso odyssee.enseignementsuprecherche.gouv.fr/

Qualification is a necessary step to be eligible to apply for a position as a university professor or lecturer, and this is also done on ODYSSEE.

Recruitment in GALAXIE concerns several higher education bodies. Each body has a dedicated application and tailored information. To access it, please click on the desired item.

[[https://www.galaxie.enseignementsup-recherche.gouv.fr/ensup/images_enseignants/fleche-magenta.png](https://www.galaxie.enseignementsup-recherche.gouv.fr/ensup/cand_recrutement_enseignants_chercheurs_Odyssee.htm)Teachers and researchers via ODYSSEE from January 1, 2025](https://www.galaxie.enseignementsup-recherche.gouv.fr/ensup/cand_recrutement_enseignants_chercheurs_Odyssee.htm)

[https://www.galaxie.enseignementsup-recherche.gouv.fr/ensup/images_enseignants/fleche-magenta.png](https://www.galaxie.enseignementsup-recherche.gouv.fr/ensup/etab_recrutement_enseignants_chercheurs.htm)[A.T.E.R (ALTAÏR)](https://www.galaxie.enseignementsup-recherche.gouv.fr/ensup/cand_recrutement_ATER.htm)

**Starting in the 2025 session, teaching and research positions will be available on Odyssée.**

### Standing committees

Standing committees are internal bodies at Université Gustave Eiffel representing professors and lecturers by disciplinary field; their term of office is four years.

They are responsible for:

* Proposing to the Academic Council, in a restricted session, a list of members to form the selection committees that are created for each teaching and research position to be filled;
* Proposing to the Academic Council, in closed session, a list of members to form the ad hoc committees created for each teaching position to be filled (PAST, PRAG, PRCE, etc.)
* Reviewing ATER applications and forwarding their recruitment and renewal proposals to the academic council in closed session
* Forward opinions on the tenure of MCFs to the academic council in closed session
* Forward opinions on temporary staff files at the request of the university president
* Provide the academic council with all the information it may need to fulfill the duties assigned to it by law.

## CR DD and DR DD

### Competitions for sustainable development researchers

The website dedicated to competitions organized by the Ministry for Ecological Transition (MTE) is as follows:

* [https://www.concours.developpement-durable.gouv.fr/](https://www.concours.developpement-durable.gouv.fr/" \t "_blank)
* <https://recrutement.ecologie.gouv.fr/>

It is full of information on competitions according to the desired category or field, such as the various schedules, explanatory notes for each competition, eligibility requirements, and numerous past exam papers.

For more information on the bodies and grades of the Ministry of Ecological Transition, please consult the dedicated page [here](https://intranet.univ-eiffel.fr/ressources-humaines/personnels-de-luniversite-gustave-eiffel/les-personnels-administratifs-techniques-et-de-bibliotheque/les-filieres-administratives-techniques-et-de-bibliotheque/filiere-mte) or directly on the ministry's website [here](http://intra.portail.e2.rie.gouv.fr/ressources-humaines-r2337.html).

### Recruitment of research Assistant and Directors

Recruitment of research assistant and directors through competitive examinations, based on qualifications and work experience, is open by order of the Minister responsible for sustainable development and is organized by the Human Resources Department (DRH) of the Ministry responsible for sustainable development. The management of the platform for the submission of applications is the sole responsibility of the ministry.

Candidates must have obtained their degree by the closing date for submission of applications on the ministry's platform.

Each application must include:

* A written section (in French or English) including the candidate's presentation, their scientific project, and their scientific output.
* A copy of the required diplomas (doctorate for research candidates, HdR for research director candidates).
* The thesis defense report or HdR report, depending on the competition.
* All pre-defense reports (thesis or HdR, depending on the competition).

Any incomplete applications will be automatically rejected by COMEVAL.

For candidates who obtained their degree abroad:

* They are required to provide a French translation of their degrees and other official documents.
* They are exempt from presenting defense and pre-defense reports provided that they can justify their absence in writing in accordance with the rules in force at their institution.

COMEVAL reserves the right to grant or refuse equivalence to the degrees presented.

For each position open for competition, an audition subcommittee is formed, with a majority of members related to the discipline of the position.

The COMEVAL office draws up the final list of audition sub-committees and appoints their chairpersons.

It also determines the order in which candidates will be interviewed and the duration of the interviews depending on the body (duration of the candidates' presentations and duration of the questions/answers with the jury).

For each competition, the sub-section interviews, in an identical format, all candidates selected for interview for the position(s) to be filled. The chair of each audition sub-section submits a summary report to the chair of the COMEVAL, which includes elements of the assessment of the applications and elements from the audition of the candidates (after deliberation by the jury).

The interviews are open to representatives of the research unit or institution. In particular, institutions may propose one interviewer per competition. If present, they must attend all interviews for a given competition. All interviewers are external to the interview sub-section and do not participate in the discussions.

## 3.4 Recruitment of a contract employee

### Recruitment of contract teacher-researcher

Where possible, the recruitment campaign is synchronized with that for tenured teaching- research staff and includes a one-month publication period. Applications are registered on the DGDRH recruitment platform, which checks the administrative eligibility of applications.

The conditions for applying are as follows:

* **For MCF level recruitments**: a PhD, CNU qualification, or CNU qualification to be obtained during the first year of the contract. In the latter case, the initial contract offered will be a fixed-term contract.
* **For PR level positions**: HDR or equivalent level for persons employed abroad, validated by the Academic Council in restricted session.

### Recruitment of contract researchers (excluding doctoral students)

**Postdoctoral staff**: Decree No. 2021-1450 provides for the establishment of a postdoctoral contract under public law for young PhD graduates recruited no later than three years after obtaining their PhD under contract as part of a research project.

**Contract researchers** recruited under a research contract.

Recruitment applications must be made using the dedicated form, accompanied by a job description, and sent to the DGDRH, after approval by the department responsible for monitoring the research contract(s) concerned by the recruitment.

After approval of the application and except in exceptional circumstances, recruitment notices accompanied by a job description shall be published at least one month before the deadline for applications on the institution's website or any other website dedicated to job offers and on the European Commission's Euraxess website.

Interviews with pre-selected candidates shall be conducted with at least two representatives of the department concerned by the recruitment. A representative of the DGDRH recruitment team may also be called upon to assist, depending on the position and level of recruitment.

The contract is established for an initial period of up to two years, within the limits of the related research operation and the planned funding. It is renewed as necessary, under the same conditions, without the total duration exceeding six years. However, the duration of renewals may exceed one year.

### Recruitment of doctoral students

Applications for university theses via the EDs : Thesis topics and application

To apply, you must identify a research topic offered on the website of one of the doctoral schools (EDs) below and follow the instructions.

**Marne-la-Vallée campus**

Doctoral College: Doctoral Training Council (representing Univ Eiffel: S. Piperno)

* [Doctoral School "CS - Cultures and Societies"](https://www.paris-est-sup.fr/ecoles-doctorales/ecole-doctorale-cultures-et-societes-cs/accueil/" \t "_blank)
* [Doctoral School "MSTIC - Mathematics and ICT"](https://www.paris-est-sup.fr/ecoles-doctorales/ecole-doctorale-mathematiques-et-stic-mstic/accueil/" \t "_blank)
* [Doctoral School "OMI - Organizations, Markets, Institutions"](https://www.paris-est-sup.fr/ecoles-doctorales/ecole-doctorale-organisations-marches-institutions-omi/accueil/" \t "_blank)
* [Doctoral School "SIE - Science, Engineering and Environment"](https://www.paris-est-sup.fr/ecoles-doctorales/ecole-doctorale-sciences-ingenierie-et-environnement-sie/accueil/" \t "_blank)
* [Doctoral School "VTT - City, Transport and Territories"](https://www.paris-est-sup.fr/ecoles-doctorales/ecole-doctorale-ville-transports-et-territoires-vtt/accueil/" \t "_blank)

**Nantes Campus**

* Doctoral College covering the three campuses of Nantes, Angers and Le Mans (representing Eiffel University: E. Gaume)
* [Doctoral School "3MG - Matter, Molecules, Materials and Geosciences"](https://ed-3mg.doctorat-paysdelaloire.fr/) (representing Eiffel University: J. Gasperi)
* [Doctoral School "SIS - Engineering and Systems Sciences"](https://ed-sis.doctorat-paysdelaloire.fr/) (representatives from Eiffel University: A. Chabot and J. Picaut)
* [Doctoral School "MaSTIC - Mathematics, STIC"](https://ed-mastic.doctorat-paysdelaloire.fr/) (Eiffel University representatives: D. Bétaille and V. Renaudin)
* Specific documents for the Nantes-Angers-Le Mans Doctoral College
* Pays de la Loire Doctoral Charter ("[CharteDoctorat\_PDL\_VF.pdf](https://intranet.univ-eiffel.fr/securedl/sdl-eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJpYXQiOjE3NDc5MTYwNjUsImV4cCI6MTc4MDA1Njg2NSwidXNlciI6MTIxOCwiZ3JvdXBzIjpbMCwtMiwxLDIsMjAsMzYsMzddLCJmaWxlIjoiZmlsZWFkbWluL3JlZGFjdGlvbi8wMi1SZWNoZXJjaGUvZW5zZWlnbmFudHMtY2hlcmNoZXVyc19fY2hlcmNoZXVyc19ldF9kb2N0b3JhbnRzL0RvY3RvcmF0L1BheXNkZWxhTG9pcmUvQ2hhcnRlRG9jdG9yYXRfUERMX1ZGLnBkZiIsInBhZ2UiOjQ2NDN9.3se7tBZYmk5dHBzO8HHCHI3hNZDkb379uLMrYW51PzY/CharteDoctorat_PDL_VF.pdf)")
  + STEP form for initial declaration of thesis in preparation (" [STEP\_formulaire Inscription-UGustaveEiffel-4.doc](https://intranet.univ-eiffel.fr/securedl/sdl-eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJpYXQiOjE3NDc5MTYwNjUsImV4cCI6MTc4MDA1Njg2NSwidXNlciI6MTIxOCwiZ3JvdXBzIjpbMCwtMiwxLDIsMjAsMzYsMzddLCJmaWxlIjoiZmlsZWFkbWluL3JlZGFjdGlvbi8wMi1SZWNoZXJjaGUvZW5zZWlnbmFudHMtY2hlcmNoZXVyc19fY2hlcmNoZXVyc19ldF9kb2N0b3JhbnRzL0RvY3RvcmF0L1BheXNkZWxhTG9pcmUvU1RFUF9mb3JtdWxhaXJlX0luc2NyaXB0aW9uLVVHdXN0YXZlRWlmZmVsLTQuZG9jIiwicGFnZSI6NDY0M30.RTbKTknRadyF0BWubFF_n5bRLeCw06j7BrSmnJnyriM/STEP_formulaire_Inscription-UGustaveEiffel-4.doc) ")
  + [Non-plagiarism declaration](https://intranet.univ-eiffel.fr/securedl/sdl-eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJpYXQiOjE3NDc5MTYwNjUsImV4cCI6MTc4MDA1Njg2NSwidXNlciI6MTIxOCwiZ3JvdXBzIjpbMCwtMiwxLDIsMjAsMzYsMzddLCJmaWxlIjoiZmlsZWFkbWluL3JlZGFjdGlvbi8wMi1SZWNoZXJjaGUvZW5zZWlnbmFudHMtY2hlcmNoZXVyc19fY2hlcmNoZXVyc19ldF9kb2N0b3JhbnRzL0RvY3RvcmF0L1BheXNkZWxhTG9pcmUvZW5nYWdlbWVudF9ub25fcGxhZ2lhdF9VR0UtZW4tT2N0MjIuZG9jeCIsInBhZ2UiOjQ2NDN9.F52J4Y1wR-_tAnfnKvpvIJ9VaAszmsyjrZ05UgKbg-o/engagement_non_plagiat_UGE-en-Oct22.docx)

**Lyon Campus**

* Doctoral College supported by the ComUE University of Lyon (representing Univ Eiffel: V. Cerezo)
* [Doctoral School "MEGA - Mechanics, Energy, Civil Engineering, Acoustics"](https://edmega.universite-lyon.fr/) (representing Univ Eiffel: V. Cerezo)
* [Doctoral School "NSCo - Neuroscience and Cognition"](https://nsco.universite-lyon.fr/l-ecole-doctorale-neurosciences-et-cognition-ed-476-nsco--79610.kjsp) (representing Eiffel University: TBD)

**Lille Campus**

* Doctoral College led by the University of Lille (representing Eiffel University: C. Blanquart)
* [Doctoral School "ENGSYS - Engineering and Systems Sciences"](https://edengsys.univ-lille.fr/) (representing Eiffel University: C. Tatkeu)
* [Doctoral School "MADIS - Mathematics, Digital Sciences and their Interactions"](https://edmadis.univ-lille.fr/) (Eiffel University representative: J. Rodriguez)
* [Doctoral School "SESAM - Economic, Social, Planning and Management Sciences"](https://edsesam.univ-lille.fr/) (representing Univ Effel: C. Blanquart)

**Marseille Campus**

* Doctoral College led by Aix-Marseille University (representing Eiffel University: S. Piperno)
* [Doctoral School "SMH - Human Movement Sciences"](https://ecole-doctorale-463.univ-amu.fr/fr) (representing Eiffel University: P.-J. Arnoux)

### Thesis applications s from the university – outside ED

Thesis topics

To apply, you must identify a research topic proposed by one of the university's departments. If a topic catches your attention, **you MUST contact the department** (supervisor or director) to finalize the scientific content of the topic together, provided that the laboratory is interested in your profile.

You can consult:

* The [list of research topics](https://www.ifsttar.fr/offres-theses/liste_sujet.php?ver=fr), with access to the online application form
* Descriptions and contact details for the departments
* The list of scientific [areas and fields](http://www.ifsttar.fr/recherche-expertise/colonne-1/nos-axes-de-recherche-et-dexpertise/) covered.

Although the online procedure allows it, we do not recommend submitting multiple applications for multiple thesis topics. Conduct a preliminary analysis of the topic that interests you most and interact with the relevant supervisor to give yourself the best chance of success.

Application

After initial contact with the laboratory, you can apply via an online questionnaire, which you will find at the bottom of the summary of the thesis that interests you. You will need to provide your personal details and your full academic background, including any honors. Information related to the proposed thesis (supervisor, doctoral school, etc.) should be provided with the thesis supervisor.

The following additional documents **must** be provided:

* A scientific appendix of no more than four pages, in any format, prepared in consultation with the laboratory and specifying the content of the thesis, its structure, the methodology used, etc.
* A letter of recommendation from the director of the Master's program regarding your application
* A transcript of your grades for your last year of study, even if provisional
* A copy of your most recent degree (bachelor's, engineering degree, research master's if already defended)
* A copy of your identity card or passport

## 3.5 Awareness, understanding, and support for disabilities

Tutorial offered by the Ministry of Higher Education, Research, and Innovation on hiring workers with disabilities: [Access](https://www.dailymotion.com/video/x5es7ys?playlist=x4qyqa)

Welcoming disabled employees ·é

Tutorial offered by the Ministry of Higher Education, Research, and Innovation on welcoming employees with disabilities: [Access](https://www.dailymotion.com/video/x5es8b2)

Sustainable integration of disability in the workplace

Course providing the keys to overcoming constraints and implementing an ambitious disability policy: [Access](https://openclassrooms.com/fr/courses/4537876-integrez-durablement-le-handicap-dans-votre-entreprise)

How to recruit an employee with a disability?

Webinar offered by Handi-Pacte on recruiting employees with disabilities: [Access](https://drive.google.com/file/d/1qq4w0Xm3k0kMNrcLkK4U4dYPO761b1lE/view)

The onset of disability during a career

Tutorial offered by the Ministry of Higher Education, Research, and Innovation on the onset of disability during one's career. A common situation today: [Access](https://www.dailymotion.com/video/x5es8o1)

Getting your disability recognized

Tutorial offered by the Ministry of Higher Education, Research, and Innovation on disability recognition in the workplace: [Access](https://www.dailymotion.com/video/x7zfbfl)

Disabilities, chronic illnesses: how to promote continued employment during times of crisis?

Webinar explaining the risks of professional exclusion for employees with disabilities or chronic illnesses as a result of the crisis: [Access](https://webikeo.fr/webinar/handicaps-maladies-chroniques-favoriser-le-maintien-en-emploi-en-periode-de-crise-et-de-reprise?channel_id=100016124)

# Arrival of researchers at the university

Once the name of the new agent assigned to the UGE is known, the DGDRH is responsible for processing the administrative file. To prepare for the agent's arrival, the DGDRH forwards the relevant information to the local HR department. The reception service will ensure that all practical arrangements are made within the unit. The authorized persons on each campus will welcome the employee and provide them with all the information they need to start work (access badges, catering, etc.).

See [the guide for new hires](https://intranet.univ-eiffel.fr/ressources-humaines/boite-a-outils-rh/guide-des-nouveaux-embauches).

### Contact persons

R1: The thesis supervisor

The thesis supervisor provides scientific and personal supervision to the doctoral student and regularly monitors the progress of their work.

The doctoral student commits to a work schedule and pace. They are responsible for reporting any difficulties encountered and the progress of their thesis, and must demonstrate initiative in conducting their research.

R1: The doctoral school (ED) and the Department of Doctoral Studies (DED)

The doctoral school is responsible for the administrative supervision and training of doctoral students. It organizes specific training courses, supplemented by cross-disciplinary training offered by the Department of Doctoral Studies.

The doctoral school's administrative assistant is the primary point of contact for doctoral students on contract for any general administrative questions relating to the progress of their thesis.

The Doctoral Studies Department coordinates the institution's doctoral training policy. In particular, it organizes training courses common to all doctoral students.

R1+R2+R3+R4: The research unit / The host team for all staff

R1+R2: The research unit is where doctoral students and postdoctoral researchers carry out their thesis work. It manages the day-to-day affairs of doctoral students on contract: attendance hours, leave, mission orders. It offers the same services as those available to researchers. R3+R4: access to documentation, catering, etc.

All staff (R1+R2+R3+R4) must comply with the internal regulations governing the research component, health and safety rules, and working hours.

The research department alerts the doctoral school (R1) and the human resources department (R2+R3+R4) in the event of any difficulties: absenteeism, withdrawal, or organizational issues.

Documents required on the day of signing:

* the information sheet,
* a valid ID or residence permit,
* bank account details,
* a certificate of enrollment for the current year,
* a social security certificate or Vitale card.

# APPENDIX 1 – General framework REMUNERATION (updated annually)

## Remuneration of civil servants

Civil servants are entitled to remuneration after service, including:

* Salary
* Residence allowance
* Family allowance if they have children
* Allowances established by law or regulation

The individual remuneration of civil servants (their salary) is determined by their membership of a particular body. Depending on the grade of the civil servant within that body, a step, to which a gross index is assigned, precisely defines their position on the index scale common to all civil servants.

Each gross index (classification index) corresponds to an increased index (salary index) ranging from 280 to 821. The gross annual salary is calculated by multiplying the increased index by the value of the salary corresponding to index 100 and dividing the result by 100. The increased index 100 is referred to as the basic index for civil servants. Your index is indicated at the top of your pay slip.

Various bonuses and allowances are added to the salary.

**Law No. 2020-1674 of December 24, 2020, on research programming for the years 2021 to 2030 (LPR)**, reaffirmed and strengthened the responsibility of institutions and organizations with regard to compensation policy.

The legislator sought in particular to clarify the role of the executive and deliberative assemblies in matters of compensation: the president or head of the institution is "responsible for allocating bonuses to staff assigned to the institution... in accordance with the distribution principles defined by the board of directors."

In addition to the principle of convergence of compensation amounts received by teacher-researchers and researchers, as set out in the protocol of October 12, 2020, the principles governing the overhaul of the compensation system carried out by the RIPEC are equal compensation between women and men, a structure that allows for the revaluation of all staff, regardless of their status, grade, or discipline, and also compensates all tasks that may currently be entrusted to teacher-researchers and researchers.

## Contracts and remuneration for contract staff

Contract:

The initial contract for a teacher is a one-year fixed-term contract, which is converted into a permanent contract (as stated in the initial contract) subject to approval by the internal committee referred to in I.3. The request for conversion to a permanent contract must be made during the recruitment campaign.

In the event of unsatisfactory results, a postponement may be granted, thereby extending the probationary period for a fixed period.

When positions are advertised, if an employee on a fixed-term contract for several years wishes to apply, a direct conversion to a permanent contract may be considered, provided that the skills required for the position are fully met. After reviewing a reasoned opinion from the director of the relevant department, the internal committee referred to in I.3 will decide on the transition to a permanent contract. This approach allows the experience gained within the institution to be recognized while meeting the requirements of the position to be filled.

The service obligation is the same as for tenured teaching staff, i.e. 384 HETD.

Reclassification:

Reclassification is determined with reference to the scale for certified teachers in normal classes, after application of the reclassification rules in force for certified trainee teachers or teachers recruited by transfer. Depending on their previous career (e.g. for holders of an agrégation), teachers may exceptionally be recruited on the scale for agrégés.

In addition to the index-linked salary thus determined, a monthly supplement equivalent to the higher education bonus is paid.

Remuneration increases in line with the rate of advancement provided for in the reference scale. Recruited staff are referred to as "teachers at Université Gustave Eiffel."

Teaching staff recruited in this way may be eligible for the MCF-C grade through mechanisms similar to those existing for civil servant teachers. Namely, an internal competition reserved for teachers of a level equivalent to a secondary school teacher (PRAG, PRCE), with at least three years of service in a higher education institution and holders of a doctorate (under Article 26-2).

**Contract teachers recruited under PRCE (**contract high school and middle school teachers assigned to universities) and PRAG **(**contract secondary school teachers with agrégation) **contracts** can access grades **equivalent to those of tenured teachers,** although their status remains contractual. They have several opportunities for promotion, depending on their grade and seniority, while being subject to the specific conditions of their type of contract.

Contract teaching staff may request a change in their pay scale (transfer to the hors classe or exceptionnelle class). The number of possible promotions is determined each year by the university president on the recommendation of:

* the DGDRH, based on the proportion of promotions observed among tenured teaching staff at the institution in the previous year.
* the member schools or component institutions for the opportunities available to staff assigned to them.

## University doctoral contract

**Gross monthly remuneration of:**

|  |  |  |
| --- | --- | --- |
| From 01/01/2024 | From 01/01/2025 | From 01/01/2026 |
| 2,100 euros | **2,200 euros** | **2,300 euros** |

These amounts may change in accordance with general decisions taken by Université Gustave Eiffel. This remuneration is subject to contributions applicable to non-tenured civil servants; it is subject to personal income tax; payment is made in arrears.

The doctoral student may, where applicable, be entitled to a family allowance and reimbursement of transportation and travel expenses.

## Contract scales applicable to postdoctoral researchers according to seniority and campus of assignment

## Salary scales for teacher-researchers (MCF/PU) and bonuses (RIPEC)

**Decree No. 2013-305 of April 10, 2013 on the index scale applicable to teaching and research staff and equivalent personnel and certain higher education personnel.**

Last update of the data in this text: January 1, 2018

NOR: ESRH1232780D / [JORF No. 0086 of April 12,](https://www.legifrance.gouv.fr/jorf/jo/2013/04/12/0086) [2013https://www.legifrance.gouv.fr/loda/id/JORFTEXT000027296555](https://www.legifrance.gouv.fr/loda/id/JORFTEXT000027296555)

Individual bonus for teacher-researchers (RIPEC)

**Law No. 2020-1674 of December 24, 2020 on research programming for the years 2021 to 2030 (LPR)** reaffirmed and strengthened the responsibility of institutions and organizations with regard to compensation policy.

The compensation scheme for teaching and research staff (RIPEC), established by the Research Programming Act of December 24, 2020, comprises three components:

* A grade-related bonus (replacing the PRES for teacher-researchers). This will be the subject of a separate information message as soon as the payment arrangements are known.
* A bonus linked to specific duties and responsibilities within the institution.
* An individual bonus, which is the subject of this message

**Decree No. 2021-1895 of December 29, 2021 establishing the compensation scheme for teaching and research staff**

* Target audience: university professors, lecturers, research professors, research directors, and research fellows.
* Purpose: introduction of a new compensation scheme for teacher-researchers and equivalent staff and researchers.
* Effective date: the decree shall enter into force on January 1, 2022.
* Notice: the decree determines the terms and conditions for the implementation of a new unified compensation scheme based on three components: compensation linked to rank, compensation linked to certain specific functions and responsibilities, and an individual bonus linked to the quality of the activities and professional commitment of the employees.

**Decree No. 2023-1207 of December 18, 2023, amending Decree No. 2021-1895 of December 29, 2021, establishing the compensation scheme for teaching and research staff**

* Persons concerned: university professors, lecturers, equivalent teaching and research staff, research directors, and research officers.
* Purpose: amendment of certain provisions for the implementation of the compensation scheme for teaching and research staff (RIPEC) and alignment of the provisions for the allocation of certain compensation measures available to higher education and research staff with the rules laid down for the RIPEC.
* Effective date: the day after its publication, with the exception of the provisions of Article 3, which shall take effect as of the individual bonus allocation campaign conducted for the year 2023.
* Notice: to make several changes to the allocation of the compensation scheme for teaching and research staff (RIPEC) as part of a program to simplify the conditions for implementing the said compensation scheme. The decree provides, in particular, for the adjustment of the individual bonus allocation procedure so that the consultative bodies responsible for deciding on applications from teachers and researchers for this bonus issue a single opinion on the candidate's entire file, specifying the mission(s) within the meaning of [Article L. 123-3 of the Education Code](https://www.legifrance.gouv.fr/affichCodeArticle.do?cidTexte=LEGITEXT000006071191&idArticle=LEGIARTI000006524410&dateTexte=29990101&categorieLien=cid) or [Article L. 411-1 of the Research Code,](https://www.legifrance.gouv.fr/affichCodeArticle.do?cidTexte=LEGITEXT000006071190&idArticle=LEGIARTI000006524300&dateTexte=29990101&categorieLien=cid) the bonus is proposed. For teacher-researchers, the decree also stipulates that the opinion of the National Council of Universities (CNU) shall be given prior to that of the Academic Council (CAC) in order to improve the efficiency of the award procedure.

## Salary scales for researchers (CR DD/DR DD) and bonuses (RIPEC)

**Decree No. 2012-1162 of October 17, 2012, establishing the pay scale applicable to certain categories of civil servants governed by the Research Code**

* Last update of the data in this text: January 1, 2023
* NOR: ESRH1228103D
* [JORF No. 0244 of October 19, 2012](https://www.legifrance.gouv.fr/jorf/jo/2012/10/19/0244)
* [Access the original version](https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000026507864)
* <https://www.legifrance.gouv.fr/loda/id/JORFTEXT000026507864>

Individual researcher bonus (RIPEC)

**Decree No. 2025-731 of July 30, 2025 establishing the compensation scheme for researchers.**

* <https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000052009621>
* <https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000052009675>

Decree No. 2025-731 established a compensation scheme for civil servants belonging to the corps of research officers and directors assigned to institutions under the Ministry of Sustainable Development. This scheme consists of a compensation linked to the corps, compensation linked to the performance of certain specific duties or responsibilities, and individual compensation linked to the quality of work and professional commitment. It defines the terms and conditions for awarding these three components.

The compensation scheme provided for in this decree comprises three components:  
1° The first allowance is linked to the body. This allowance is paid in accordance with an annual scale per body to the agents mentioned in Article 1(1)who are working in an active or seconded position and performing the duties set out in [Article L. 411-1 of the Research Code;](https://www.legifrance.gouv.fr/affichCodeArticle.do?cidTexte=LEGITEXT000006071190&idArticle=LEGIARTI000006524300&dateTexte=&categorieLien=cid)  
2° The second allowance is linked to the performance of certain specific duties or responsibilities entrusted to them. The amount of this component is capped by groups of duties or levels of responsibility exercised. The duties and responsibilities concerned are determined by decision of the head of the institution in accordance with the principles for the distribution of bonuses defined by the institution's board of directors and the ministerial management guidelines.  
Where the beneficiary of this allowance performs duties or responsibilities falling within several groups of duties, they shall be entitled to the ceiling applicable to the highest group of duties.  
This component of the allowance may also be awarded in recognition of the performance of a temporary assignment entrusted by the head of the institution on the basis of a letter of assignment for a maximum period of eighteen months. In this case, this component shall be paid at the end of the assignment after evaluation of the results achieved in relation to the objectives set out in the letter of assignment.

# APPENDIX 2 – Job application

Since mid-2025, recruitment applications have been made via the BETWEEN tool. An example of an application form is provided below.





2024 campaign

*Form – Researcher*

|  |
| --- |
| Campaign: Scientific or administrative jobs  Job title (in French):  Job title in English: |
| Research Unit: |
| Body: (CR or DR)  Discipline:  Specialization:  Main area of expertise:  Secondary area of expertise:  Main field of study:  Secondary field of study:  Main CNU section:  Secondary CNU section: |
| Description of the research unit:  Description of the research team: |
| Profile of the research unit:  Argument for the research unit:  Research theme:  Desired PhD discipline:  Specific experience required:  Additional information on expected skills: |
| Type of application: Creation or transformation |
| Location:  Short title:  Job profile:  Keywords: |
| Contact person(s):  Contact person for the research unit: |