

## RESEARCHER SALARIES

| Grade assignement                                      | Degree requirement   | Gross monthly salary in 2008 | Annual research bonus in 2008 |
|--|--|------------------------------|-------------------------------|
| DR1 et directeur de recherche de classe exceptionnelle | Doctoral degree (or equivalence) + 12 years of experience in a field of research | 3752 - 6033                  | 1320                          |
| DR2  | Doctoral degree (or equivalence) + 8 years of experience in a field of research  | 3007 - 4441                  | 1083                          |
| CR1  | Doctoral degree (or equivalence) + 4 years of experience in a field of research  | 2175 - 3752                  | 886                           |
| CR2  | Doctoral degree, other degrees or scientific experience considered as equivalent | 2075 - 2577                  | 676                           |

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## BEING A CNRS RESEARCHER



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## A RESEARCHER'S JOB

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The researcher's main missions are the production of new knowledge, dissemination of information, contribution to scientific and technical culture, transfer of research findings and know-how to the private sector, as well as to other players contributing to society's advancement.

According to his or her field of expertise and competencies, a researcher has various activities: designing scientific projects, elaborating protocols, carrying out experiments, analyzing data, writing and publishing scientific articles in refereed journals, contributing to and speaking in seminars or colloquiums... He or she can also register patents for scientific work.

Researchers can also be involved in training PhD students and teaching at the university.

## THE LABORATORY

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The laboratory, which is the focal point of a research career, is organized around a research program.

In a CNRS lab, a variety of tasks are carried out by researchers, engineers, technicians and administrators, professors, visiting researchers, doctoral candidates and trainees—who may hold posts at CNRS or in other French or foreign partner institutions.

Located throughout France and overseas, CNRS labs are usually in research parks or on universities campuses. Near 90% of all CNRS labs are affiliated with institutions of higher education, other research organizations

or industrial firms, in France as well as in Europe and all over the world.

## BEING A CNRS RESEARCHER

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CNRS recruits tenured researchers by means of a **competitive entry process**. Candidates are pre-selected on the basis of work accomplished, degrees obtained, and positions held. A second round of selection consists of an interview.

**This entry process takes place once a year.** The official decree to open the recruitment process is usually published in the *Journal officiel de la République française* during the month of December preceding the year when selection takes place. This decree provides information on the deadline and place where applications are to be submitted, as well as practical information about the filing process.

**There are no age limits or nationality requirements** and a candidate can apply for different positions.

## A RESEARCH CAREER AT CNRS

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At the end of the competitive entry process, CNRS decides **where each selected candidate will be assigned**. These assignments are made in consultation with the laboratory directors and take into account candidates' wishes as expressed in their application.

**Appointments** are pronounced by the Director General and take effect October 1<sup>st</sup> of the selection year. Researchers are appointed to trainee positions and must complete a one-year training period after which they may be granted tenure.

CNRS tenured researchers are French civil servants. Accordingly, they come under the general civil service code.

They belong to one of two ranks:

- **Chargé de recherche**, or CR, with two grades (CR2 or *chargé de recherche de 2e classe*, and CR1 or *chargé de recherche de 1ere classe*)

- **Directeur de recherche**, or DR, with three grades (DR2 or *directeur de recherche de 2e classe*, DR1 or *directeur de recherche de 1ere classe*, and DRCE or *directeur de recherche de classe exceptionnelle*).

For each rank and grade, there are several steps used to determine a researcher's salary.

Researchers generally begin their career as CRs, and work for promotion to the position of DR.

During his or her career, a researcher can be **promoted from one step to another within a grade, or to a higher grade** during the annual promotion campaign.

It is also possible, via **external mobility**, to join another public institution or a private company; through **internal mobility** researchers can change positions, to supervise a scientific team or a lab, to manage a scientific project, to devote time to research management and administration...

According to his or her needs and professional development, a researcher can take part in **training sessions offered by CNRS**, in order to acquire new knowledge, be involved in or manage a interdisciplinary project or take on a new job.

Researchers must submit an **annual activity report** and a biannual progress report.

