

**Ludovic.Macaire@univ-lille.fr**

**Dir-edmadis@univ-lille.fr**

**<https://edmadis.univ-lille.fr/en/>**

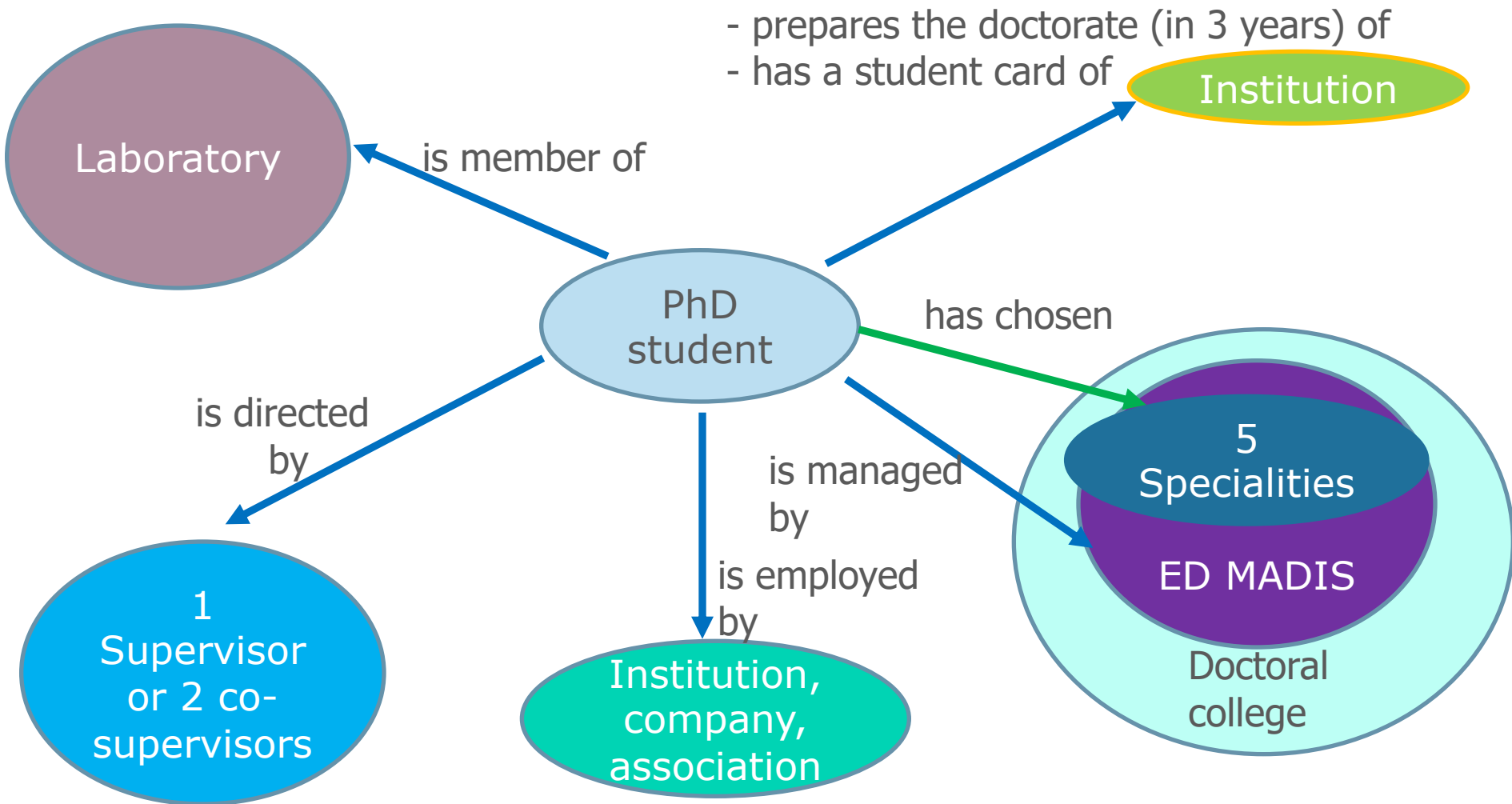
# D1- StartDoc Meeting program

- MADIS doctoral school
- Training courses
- D1 Individual Monitoring Committee (CSI)
- Defence
- After PhD

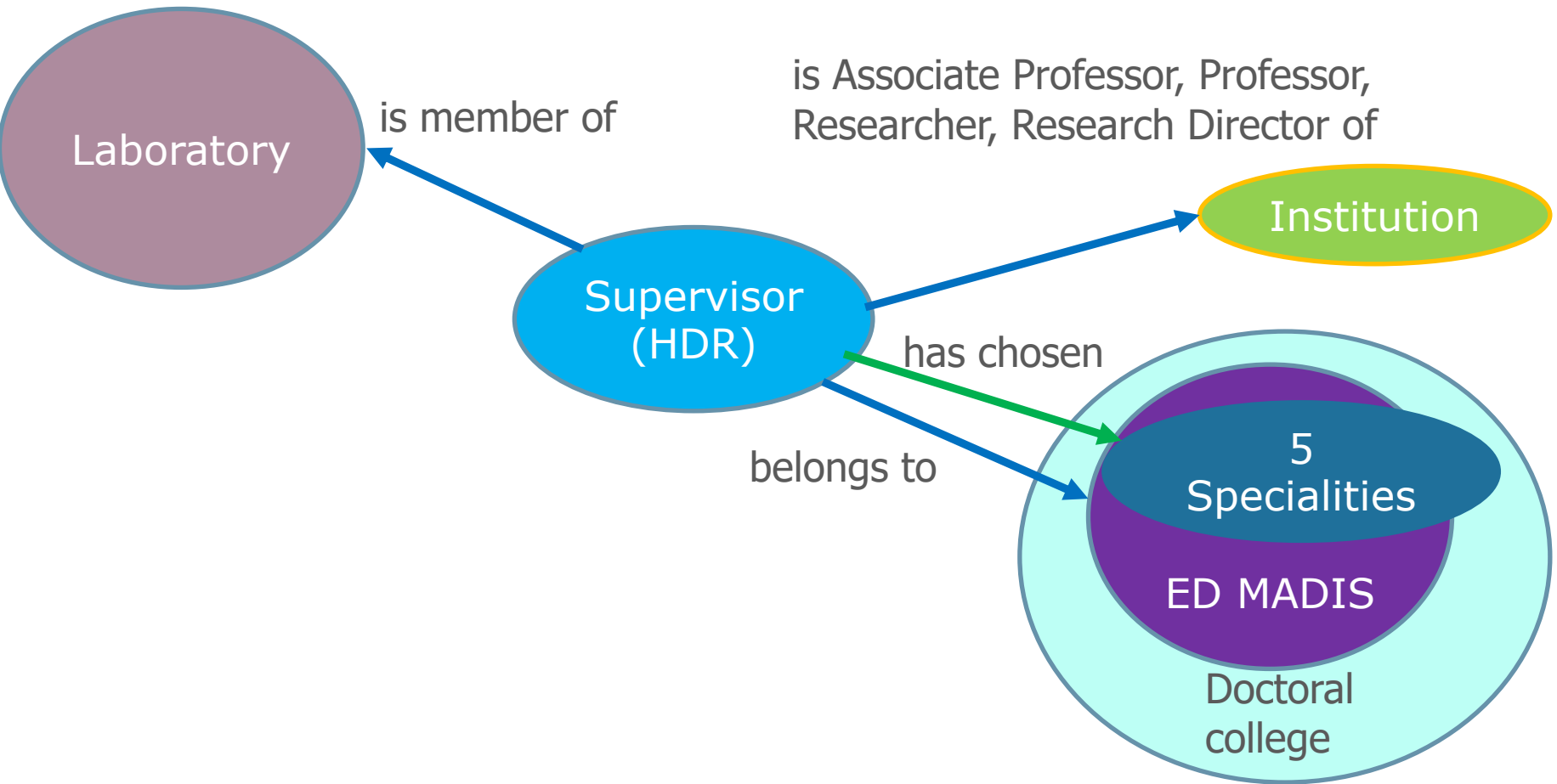


## **MADIS Doctoral School**

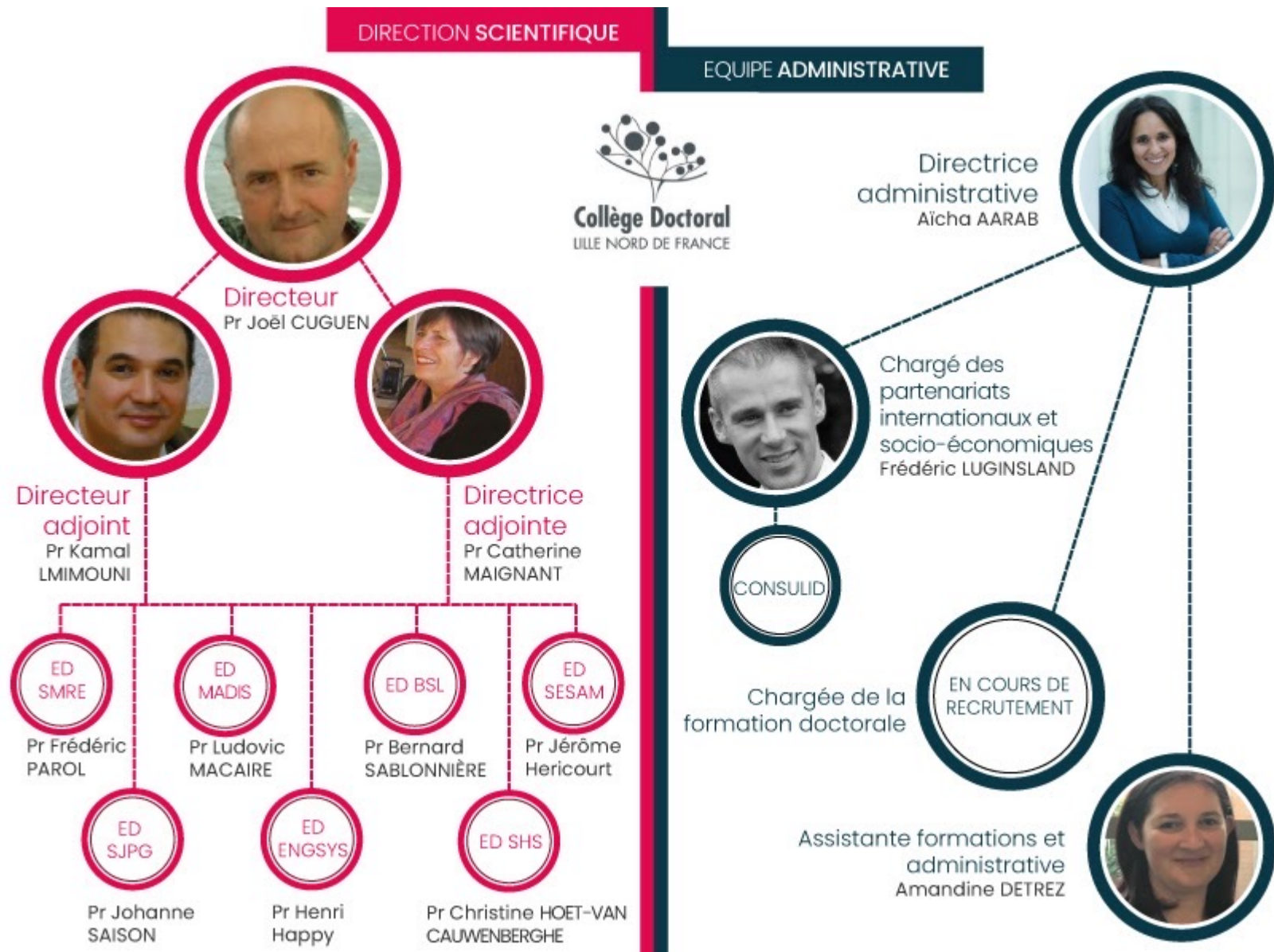
# 233 MADIS PhD students



# 242 MADIS accredited supervisors



# MADIS in Doctoral College Lille Nord de France



# MADIS Institution (233 students)

Institution	# students
Université de Lille (ULille)	182
Centrale Lille Institut (CLille)	35
Institut Mines Télécom Nord Europe (IMT)	12
Université Gustave Eiffel (Univ Eiffel)	4
<b>TOTAL</b>	<b>233</b>

# MADIS Institution

Institution	Contact
Université de Lille (ULille)	<a href="mailto:celine.gloanec-diot@univ-lille.fr">celine.gloanec-diot@univ-lille.fr</a>
Centrale Lille Institut (CLille)	V. Fleury and M. Baidan <a href="mailto:scolarite.phd@centralelille.fr">scolarite.phd@centralelille.fr</a>
Institut Mines Télécom Nord Europe (IMT)	<a href="mailto:christine.charlet@imt-lille-douai.fr">christine.charlet@imt-lille-douai.fr</a>
Université Gustave Eiffel (Univ Eiffel)	<a href="mailto:sebastien.gaglianone@univ-eiffel.fr">sebastien.gaglianone@univ-eiffel.fr</a>



# MADIS Doctorate speciality (233 students 2020-2021)

Disciplinary field	Doctorate speciality
Mathematics (MPMA) P. POPESCU-PAMPU (46)	Mathématiques et leurs interactions (46)
Computer science L. JOURDAN (116)	Informatique et applications (116)
Control science (AGITSI) L. BELKOURA (71)	Automatique, Productique (31) Traitement du signal et des images (18) Informatique, Automatique (22)

# MADIS Disciplinary field leader (DED)

## Disciplinary field

Mathematics (MPMA)

Patrick POPESCU-PAMPU

patrick.popescu-pampu@univ-lille.fr

Computer science

Laetitia JOURDAN

laetitia.jourdan@univ-lille.fr

Control science (AGITSI)

Lotfi BELKOURA

lotfi.belkoura@univ-lille.fr



# MADIS Research units (242 HDRs)

Disciplinary field	Research units
Mathematics P. POPESCU-PAMPU (98)	(3) — Painlevé (95)
Computer science L. JOURDAN (84)	INRIA (5) — (66) CRIS <sup>t</sup> AL (39) — (10) CERI SN (6) — (3) COSYS (5)
Control science L. BELKOURA (60)	(4) — GEMTEX (6)

— Double referencing of HDRs

# MADIS Contact

- Aurore SMETS : administrative leader
- Malika DEBUYSSCHERE : Administrative management
- [Sec-edmadis@univ-lille.fr](mailto:Sec-edmadis@univ-lille.fr)

# CRISAL Contact

- CRISAL contact : Benedicte.fievet@univ-lille.fr
- INRIA contact : gwenael.desfontaines@inria.fr
- Help for registration at MADIS (ADUM) and laboratory (APSI: CRISAL database)
- Professional referents (CV, jobs ...) : Jean-Yves Dieulot

# Main missions of MADIS Doctoral School

- Agreement for PhD registration in co-accredited institution (Centrale, ULille, IMT, U. G.Eiffel)
  - Documents needed for an application to doctoral studies (transcripts, motivations,...)
  - Funding (proof of funding for the PhD duration)
  - Support letter from the proposed supervisor and agreement of the laboratory director
- Agreement for the joint supervision and awarding of a double doctoral degree (cotutelle)

# Main missions of MADIS Doctoral School

- Individual Monitoring Committee (CSI) (end of D1 and D3)
- Doctoral trainings (with Doctoral College)
- International mobility grants for PhD students (with Doctoral College)
- Agreement for the PhD defence
  - Number of required CFDs
  - PhD committee and reviewers
  - Reports by reviewers before defence

# Not supported by Doctoral School

- PhD annual registration in the institution (Centrale, ULille, IMT, UGE)
- Mobility grants for participation to doctoral trainings or conferences
- Registration fees for MOOC
- Organisation of the PhD defence
- Doctoral degree printing

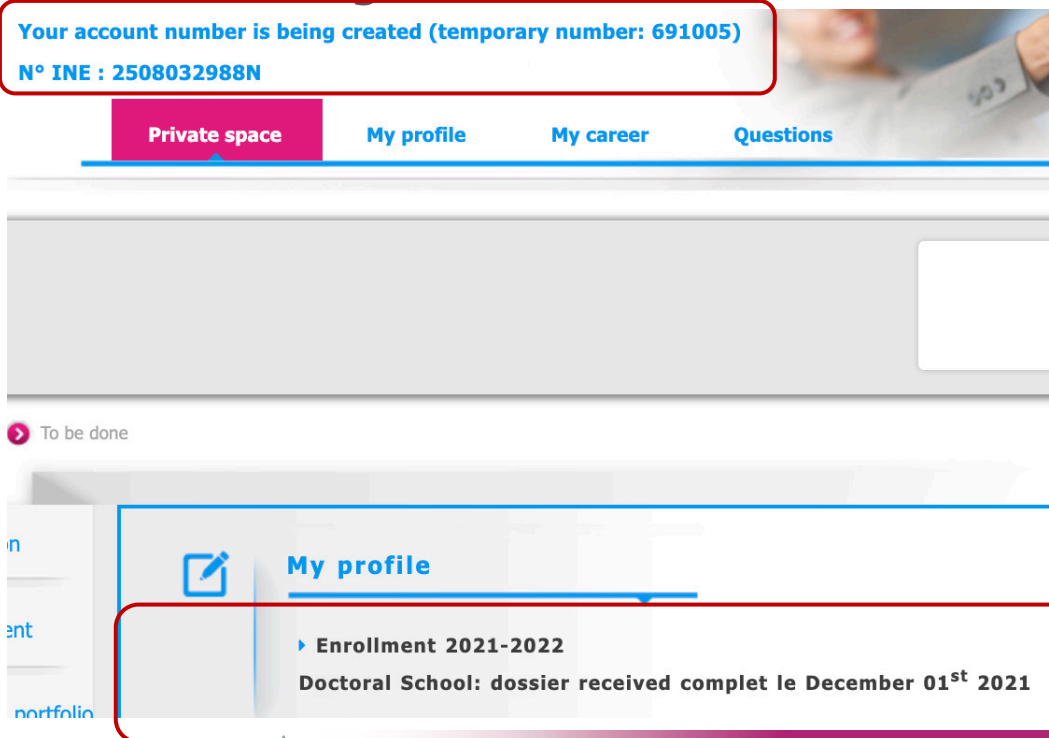
# MADIS admission rules

- Topic is defined by the supervisors and research unit
- Accredited supervisors (HDR) manage a limited number of doctoral students (4 supervised or 8 co-supervised students)
- Employment contract of 36 months for doctoral study is required
- Candidates are selected by MADIS through a well defined process and according to demanding academic criteria



# MADIS D1-planning-1

- Create a temporary ADUM ID for academic submission.
- Submit MADIS registration with original signed documents : 'demande d'autorisation d'inscription', 'la charte du doctorat' and 'la convention individuelle de formation'.
- Obtain MADIS agreement.



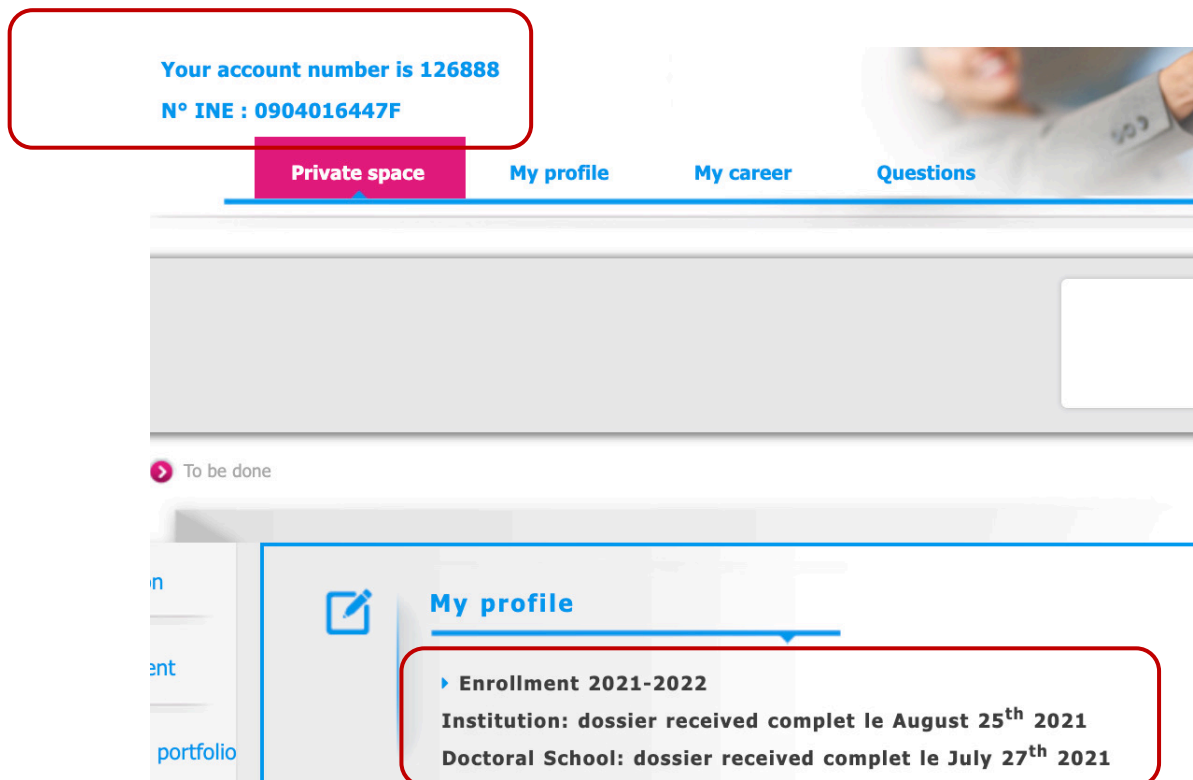
# MADIS D1-planning-2

- Register at your institution and obtain your student card.



# MADIS D1-planning-3

- Obtain your final ADUM ID from your institution.



# MADIS D1-planning

- Register at training courses available at ADUM.
- Add external training modules.
- Build your Portfolio (validated courses, teaching, PhD title...).
- Prepare your career : upload CV and scientific productions to be displayed via ADUM.

# MADIS D2-planning

- Obtain agreement of CSI-D1
- On line register at MADIS.
- Obtain your student card from your institution. Online registration via [ent.univ-lille.fr](http://ent.univ-lille.fr) for University of Lille.
- Register at training courses available at ADUM.
- Add external training modules.
- Build your Portfolio (validated courses, teaching, PhD title...).
- Prepare your career : upload CV and scientific productions to be displayed via ADUM.

# MADIS rules

- Before D2 : agreement of the individual monitoring committee (CSI)
- Before defence : a number of doctoral training credits (on thematic-methodology and language-professional skills) and training about ethics must be validated
- D4 registration is exceptional and needs a new CSI

# MADIS doctoral students

- Conduct training-by-doing research, under the scientific and personalized direction of supervisors within 36 months
- Are young researchers who are integrated in research units
- Develop skills beyond their area of scientific expertise

**Training courses to build  
your Portfolio**



# Training courses

- The number of credits (CFD) to be collected depends on the PhD type:
  - **60 CFD** including at least 20 CFD on professional training for a **full time** PhD student
  - **30 CFD** in three training areas for a PhD student with a joint supervision between two institutions of different countries (**co-agreement or cotutelle**)
  - **40 CFD** distributed in the area of thematic training and research methodology for **CIFRE** PhD Student
- **One course about ethics** must be followed

# Training courses

- All PhD students must collect a number of credits following their participation in doctoral training in the three areas :
  - Thematic training (summer schools, master classes, training courses organized by the laboratory or MADIS, technical courses)
  - Training related to language, research methodology or tools (organized by MADIS or Doctoral College)
  - Professional training (organized by Doctoral College)
- One course about **ethics** must be followed
- 2021 : 20 CFD can be obtained by **MOOC**
- 2 hours -> at least 1 CFD.

# Registration to training courses (ADUM)

You must have an ADUM account number!

The screenshot shows the ADUM user interface. At the top, there is a navigation bar with links: "Private space", "My profile", "My career", and "Questions". A search bar is on the right. Below the navigation bar, there is a section titled "ACTUALITÉS" (News) with three items: "PHD WELCOME", "STARTDOC 2019", and "Formation pour les doctorants BSL".

On the left side, there is a sidebar with a list of menu items: "Contact information", "Display management", "Competencies and portfolio", "Individual training contract", "Professional situation", and "Publications". Each item has a green checkmark icon next to it.

The main content area is divided into three sections:

- My profile**: This section contains a list of links and status updates:
  - > Enrollment 2019-2020, Institution: dossier received complet
  - > Enrollment 2019-2020, Doctoral School: dossier received complet
  - > Online Display
  - > I want to change my password
  - > Upload my CV
  - > MY PHOTO - Upload my photo
  - > See the Individual training contract written in 2018
  - > See the Individual training contract written in 2019
- Trainings**: This section is highlighted with a red box and contains a list of links:
  - > Training modules Catalogue
  - > Statement of the undergone training modules
  - > Training module
  - > External training modules
- Administrative documents**: This section contains a heading "Documents must be printed in portrait format." followed by a paragraph: "All documents and information required to follow the educational and administrative procedures for enrollment/re-enrollment must be downloaded below. The documents that require signatures must be signed and, when complete, they must be given to your Doctoral School, along with the additional documents required, for processing your dossier."

# Registration to training courses (ADUM)

- Training module list
  - Trainings courses offered by MADIS
    - French foreign language
    - English
    - Scientific trainings
  - Transversal training courses offered by Doctoral College
    - Doctors and companies
    - Training courses in English
- Your ongoing training modules of list
  - 3 states: Enrolment asked, Enrolment accepted, Registered and given credits.

# Registration to training courses (ADUM)

- Add an external training module
  - Master class, MOOC, summer or thematic school, Member of organization committee of conferences...
  - Give the title- category – university and city – topic
  - Add a PDF file with attendance certificate and detailed training program, so that MADIS can give credits (1 CFD/ 2 hours)
- Not validated as external training
  - Paper presentation at conference, workshop
  - Teaching

## **D1 Individual Monitoring Committee (CSI)**

# D1 Individual Monitoring Committee (CSI)

- For all D2 registration, an Individual Monitoring Committee (D1-CSI) is set up
- At minimum the committee includes
  - The supervisor and co-supervisors
  - A HDR member who is conducting research activities in the domain of the thesis but who is not a member of the host team, and who will be chosen by the supervisor.
  - A member of the Doctoral School MADIS (DED) who will be the chairman of the D3 CSI meeting
- At the end of the meeting, a collective report will be written under the authority of DED. This report is posted in ADUM

# D1 CSI paper

- The PhD student provides a paper on its work, two weeks before the meeting to all members of the CSI.
- This paper will include a minimum of 7 pages :
  - Brief description of the thesis subject and its goals (min 1/2 page);
  - Main references - state of the art (min 1 page);
  - Progress work in accordance with goals and key results (min 3 pages). A statement of policy regarding results dissemination in terms of publications and software production;
  - Roadmap for the next two years with the expected contributions and a schedule, (min 2 pages);
  - Doctoral Training modules achieved;
  - Professional project.



# D1 CSI meeting

- CSI meeting includes :
  - Presentation in 20 mn + questions.
  - Meeting between members of CSI and the supervisor (and co-supervisors).
  - Discussion between members of CSI (without the PhD supervision) and the PhD student.
  - At the end of the meeting, a collective report will be written under the authority of the CSI chairman. This report is sent to the DED by email to be posted in ADUM.

# D1 CSI template report

**Membres du Comité de Suivi Individuel extérieurs à l'encadrement (nom, prénom, email) :**

- 
- 
- 
- 

**Nombre sur ADUM de Crédits de Formations Doctorales (CFD) :**

	Très satisfaisant	Satisfaisant	Moyen	Pas satisfaisant
Maitrise sujet de thèse				
État d'avancement des travaux				
Politique de valorisation des résultats				
Identification des pistes de recherche				
Suivi de la formation doctorale				
Construction du projet professionnel				

**Difficultés éventuelles rencontrées et solutions préconisées :**

**Avis du CSI :**

# D1 CSI important dates

- Planning 2022
  - CSI constitution before June 15 th, 2022.
  - CSI paper has to be sent 15 days before the meeting.
  - CSI meeting before September 15th, 2022.

# PhD Defence

# Planning (important dates)

- D – 9 weeks : Student submits the committee to MADIS via ADUM
- D – 8 weeks : MADIS checks the required CFD, publications in ADUM and gives its agreement about committee
- D – 8 weeks : Student sends the thesis to the reviewers (and to committee members)
- D – 4 weeks : Reviewers send their review to the Institution and MADIS
- D – 3 weeks : MADIS Leader and Research President of the Institution give their agreement about PhD defence
- Defence : Committee President sends the defence report to the Institution
- D + XX : Student sends the final version of the thesis to the Institution

# Committee for full-time or CIFRE PhD

2 reviewers  
(minimum)

Must be accredited (HDR). A full professor or french research director is accredited. Foreign reviewer's CV is required.

Must be outside MADIS, IMT, ULille, Clille and UGE. Must be outside doctoral project. No work and paper with supervisors and PhD student during PhD duration.

From 4 to 8  
committee  
members

More than 50% of members are outside MADIS, IMT, ULille, Clille and UGE.  
More than 50% of members are outside doctoral project.  
All members must be PhD.

More than 50% of Full Professor or equivalent (Research Director in France).

Member categories: 1 or 2 supervisors (registered at ADUM), 2 reviewers and examiners

At least 1 member of each gender for a committee with 4, 5 or 6 members.  
At least 2 members of each gender for a committee with 7 or 8 members.

All the members can participate via video-meeting (specific agreement).

# Committee when co-agreement with foreign institution

2 reviewers  
(minimum)

Must be accredited (HDR). A full professor or french research director is accredited. Foreign reviewer's CV is required.

Must be outside MADIS IMT, Ulille, Clille, UGE **and the foreign institution**. Must be outside doctoral project. No work and paper with supervisors and PhD student during PhD duration.

From 4 to 8  
committee  
members

More than 50% of members are outside MADIS, IMT, Ulille, Clille, UGE **and the foreign institution**. All members must be PhD.

More than 50% of Full Professor or equivalent (Research Director in France).

Member categories: 1 or 2 supervisors (registered at ADUM), 2 reviewers and examiners

At least 1 member of each gender for a committee with 4, 5 or 6 members.  
At least 2 members of each gender for a committee with 7 or 8 members.

All the members can participate via video-meeting (specific agreement).

**After PhD**

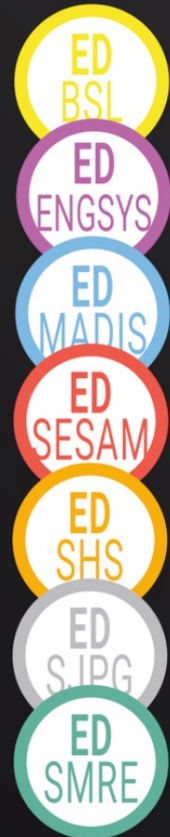


○ . . . .  
**Référents  
Parcours  
Professionnel**

**7** 2021  
DÉCEMBRE

**RENTRÉE  
DOCTORALE**

**LILLE**  
GRAND PALAIS



<https://edmadis.univ-lille.fr/apres-le-doctorat/poursuite-de-carriere>



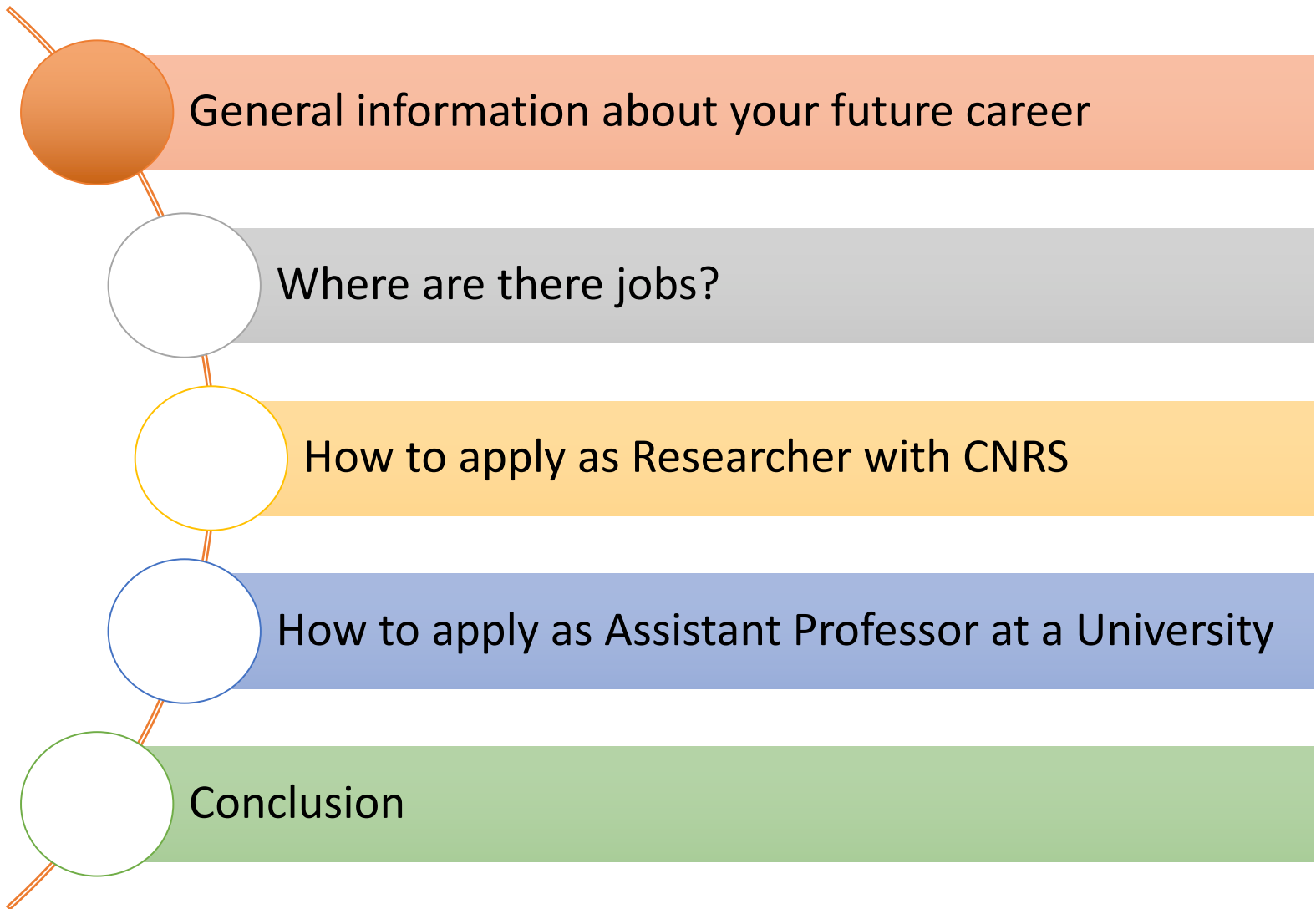
## Collective work of ENGSYS-MADIS team

Laetitia JOURDAN – Lotfi BELKOURA - Patrick POPESCU-PAMPU –

Henri Happy (ED ENGSYS-632)

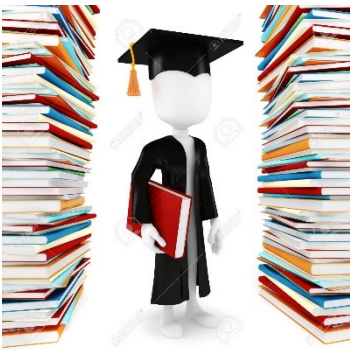
Ludovic MACAIRE (ED MADIS-631)

Les référents parcours professionnel



# Opportunity for PhD studies

Today



Tomorrow



The day after



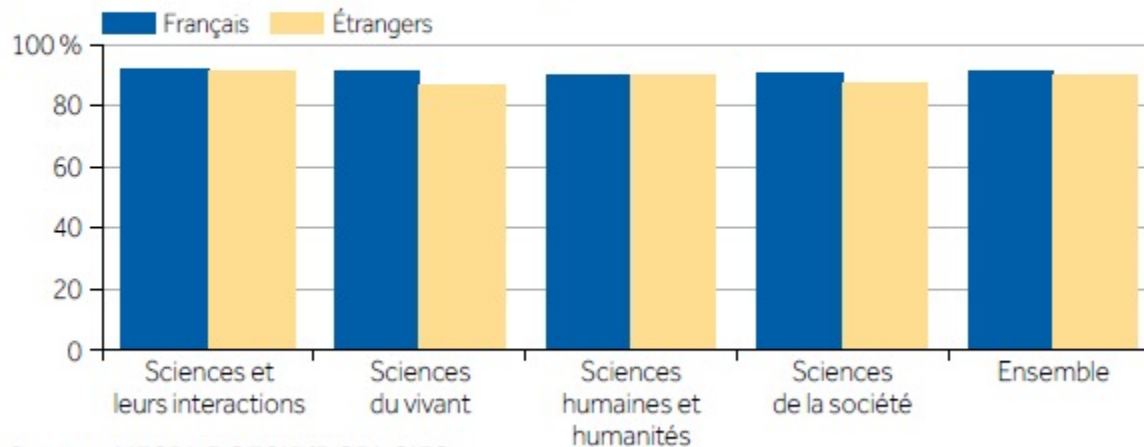
Get started  
Prepare

Inquiry

# Opportunity for PhD studies

## Professional integration rate

Taux d'insertion des docteurs de nationalité française et étrangère  
par discipline 36 mois après leur diplôme de doctorat (en %) France entière



Source : MESRI-DGESIP/DGRI-SIES.

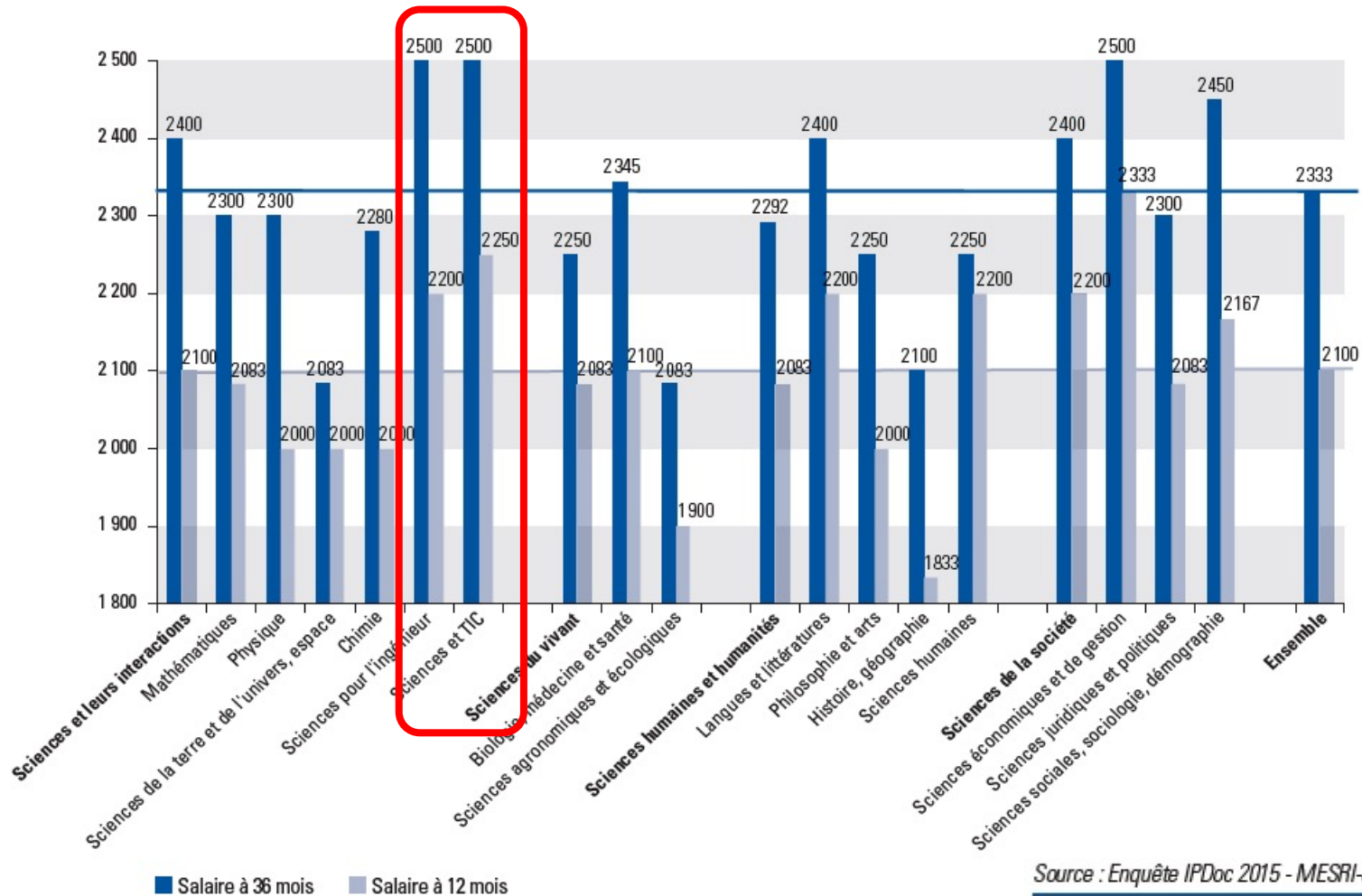
**1yr after thesis:**  
More than 85% are  
in employment

**3yrs after:**  
more than 90%

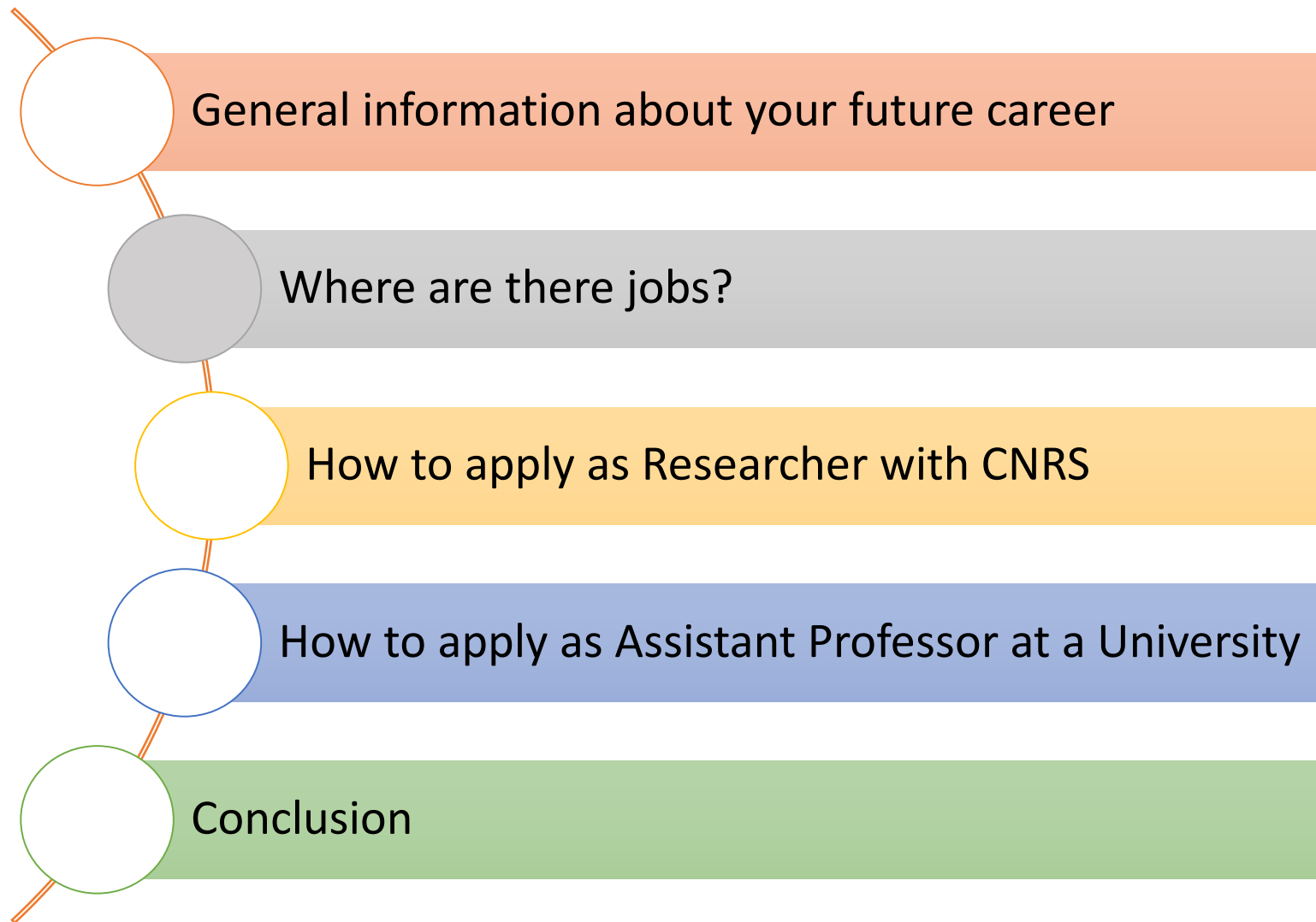
# Opportunity for PhD studies

Salary  
(without taxes)

Executive (senior) type job



Source : Enquête IPDoc 2015 - MESRI-SIES





# Where are there jobs for PhDs?

## Research in industrial sector

### 05) Chercheurs en entreprise : répartition par discipline d'activité de recherche, en 2015

*en personnes physiques au 31/12, doctorants inclus*

Discipline d'activité de recherche*	Effectifs	Part de la discipline** (%)
Mathématiques	44 038	20,1
Sciences physiques	6 404	2,9
Chimie	9 003	4,1
Sciences de l'ingénieur 1	70 469	32,1
Sciences de l'ingénieur 2	60 689	27,7
Sciences de la terre/Environnement	2 601	1,2
Sciences agricoles	5 111	2,3
Sciences biologiques	8 134	3,7
Sciences médicales	8 293	3,8
Sciences sociales	3 445	1,6
Sciences humaines	1 185	0,5
<i>Sous-total</i>	<i>219 372</i>	<i>100</i>
Gestion/encadrement de la R&D	6 364	
<b>Total chercheurs</b>	<b>225 736</b>	

\* Voir la Nomenclature et la table de correspondance section CNU/discipline en *Annexes*.

\*\* Hors gestion R&D

Source : MESRI-SIES (enquête R&D).

# Where are there jobs for PhDs?

## Research in industrial sector

Annonces d'embauche de docteurs dans le 'numérique'  
(site de REDOC-SPI : <https://www.docteurs-spi.org>)

- <https://www.profilsphd-numerique.com/>
- <https://www.gdr-isis.fr/index.php/proposition-de-postes/>

# Where are there jobs for PhDs?

## Public sector and research acronym

- Type **EPST** (Établissement public à caractère scientifique et technologique) : **CNRS** · INED · INRAE · **INRIA** · INSERM · IRD
- Type **EPA** (Établissement public à caractère administratif en France) : IGN · IHEST · Météo-France
- Type **EPIC** (Établissement public à caractère industriel et commercial en France): ADEME · BRGM · CEA · CIRAD · CNES · CSTB · Ifremer · LNE · ONERA
- Type **EPSCP** (Établissement public à caractère scientifique, culturel et professionnel): **Universités** · Ecoles ingénieur

# Where are there jobs for PhDs?

## Public sector MESRI

Evolution des emplois sous plafond des organismes sous tutelle du MESRI		2012	2019	Evolution 2012 / 2019	
				en effectifs	en %
4 EPIC hors CEA - 6 EPST :	Plafond d'emploi (ETP) *	56 504	56 430	-74	0%
	Exécution (ETPT)	52 670	48 906	-3 764	-7%
CNRS	Plafond d'emploi (ETP) *	28 638	28 597	-41	0%
	Exécution (ETPT)	26 911	24 791	-2 120	-8%
INRA + IRSTEA INRAE en 2020	Plafond d'emploi (ETP) *	11 055	11 019	-36	0%
	Exécution (ETPT)	9 966	8 658	-1 308	-13%
Autres : 4 EPIC - 4 EPST **	Plafond d'emploi (ETP) *	16 811	16 814	3	0%
	Exécution (ETPT)	15 793	15 457	-336	-2%
CEA ***	Plafond d'emploi (ETP) *	11 632	16 149	4 517	39%
	Exécution (ETPT)	11 497	16 083	4 586	40%
* inscrits en loi de finances initiale	** INED, INRIA, INSERM, IRD, BRGM, IFREMER, CIRAD et CNES				
*** à partir du PAP 2015, le CEA intègre dans ses effectifs la direction des applications militaires (DAM)					
Source : DGRI-PAP et RAP					

# Typical jobs in public sector

Non permanent position

A.T.E.R.

In relation with University – Research and teaching -  
**you can apply to the call during your 3<sup>rd</sup> year thesis**

Post-Doc

In relation with Research Lab- You can apply only  
after thesis defense – **Reply to job offers**

MDC

Assistant professor with University – Research and  
teaching

Gross Salary: from 2221 € to 4999 €

Permanent position

CR

Chargé de Recherche – Researcher with  
EPST/EPA/EPIC

Gross Salary: from 2300 € to 4740 €

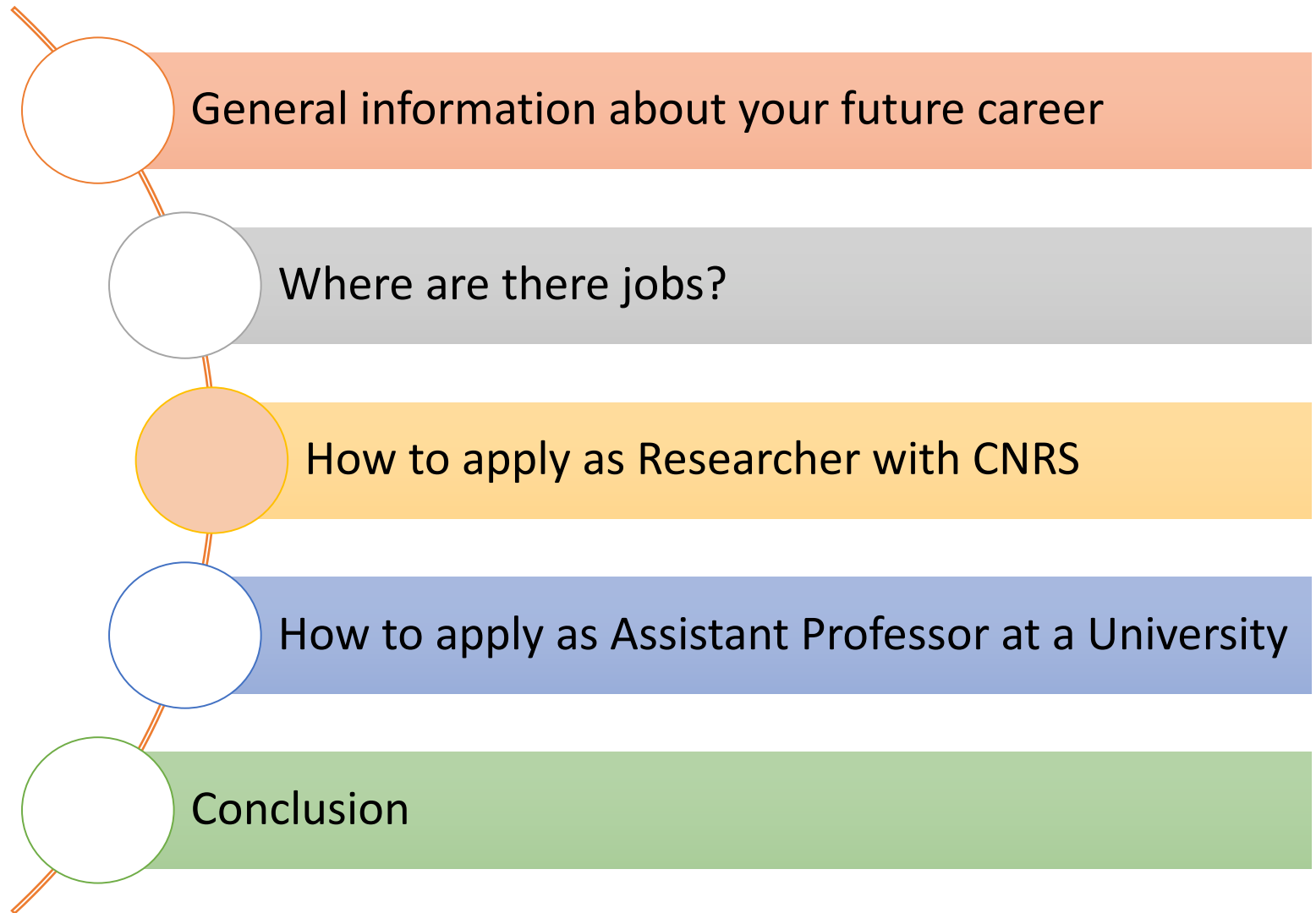
IR

Ingénieur de Recherche – R&D with EPST/EPA/EPIC

Gross Salary: from 2038 € to 4999 €

53





# Researchers at CNRS – Situation in France

Open position during the last 5 years

En 2010,  
le CNRS recrute **400**  
chercheurs (f/h)

dans tous les domaines scientifiques :

Mathématiques  
Physique  
Physique nucléaire  
et hautes énergies  
Sciences chimiques  
Sciences pour l'ingénieur  
Science et technologie de l'information  
et de la communication  
Sciences de la planète et de l'univers  
Sciences de l'environnement  
et développement durable  
Sciences du vivant  
Sciences de l'homme et de la société

En 2013  
le CNRS recrute **307** chercheur-e-s

• sciences biologiques  
• chimie  
• sciences de l'environnement et écologie  
• sciences humaines et sociales  
• sciences de l'information  
• sciences de l'ingénierie et des systèmes  
• mathématiques  
• physique  
• physique nucléaire et des hautes  
énergies  
• sciences de la planète et de l'univers

2019: 250 open  
positions

En 2012,  
le CNRS recrute **330**  
chercheur-e-s

dans tous les domaines scientifiques

• sciences biologiques  
• chimie  
• sciences de l'environnement et écologie  
• sciences humaines et sociales  
• sciences de l'information  
• sciences de l'ingénierie et des systèmes  
• mathématiques  
• physique  
• physique nucléaire et des hautes  
énergies  
• sciences de la planète et de l'univers

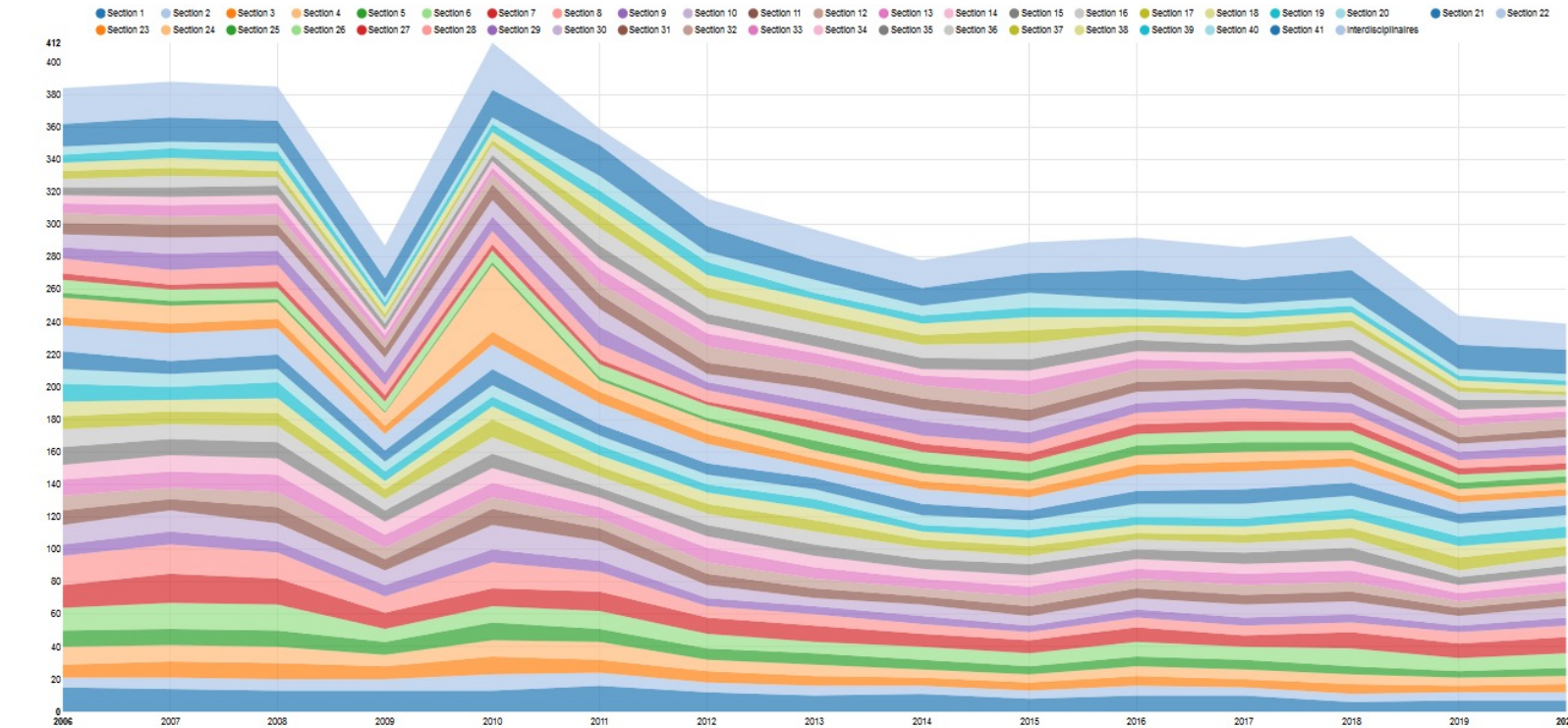
En 2014, le CNRS recrute  
**300** chercheurs (h/f)  
dans tous les domaines scientifiques

Biologie  
Chimie  
Écologie & Environnement  
Homme & Société  
Ingénierie & Systèmes  
Mathématiques  
Nucléaire & Particules

To be compared with more than 12 000  
thesis/year + open to international recruitment

# Researchers at CNRS – Situation in France

## Open position during the past years



Évolution de l'ouverture de postes aux concours de CR au CNRS (interne exclus)

About 4 to 6 positions /sector !!!

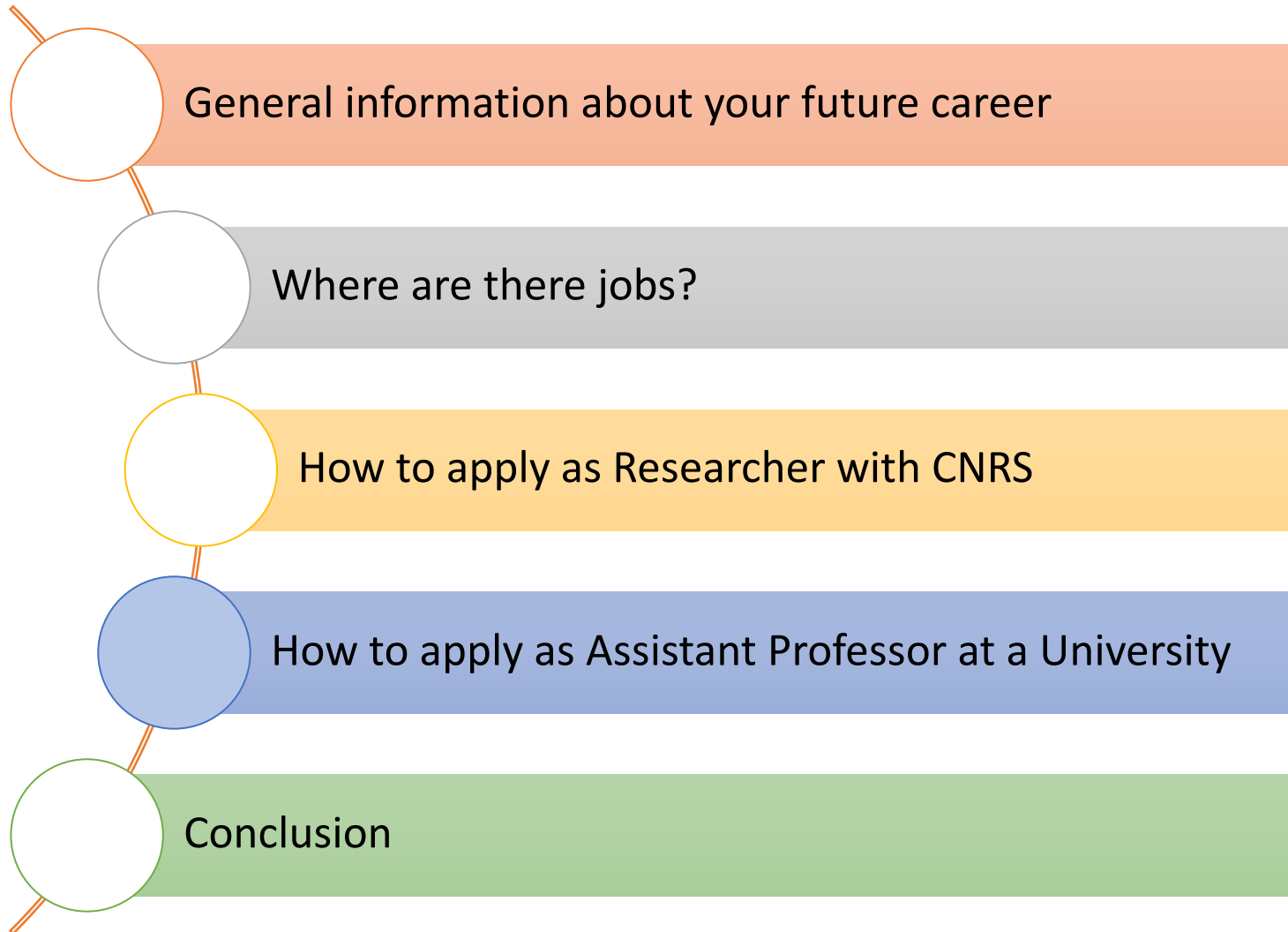


# Researchers at CNRS – How to apply

## How to apply to open positions ?

- **PhD and post-docs**
- **Publication requirements:**  
A high number, with high impact factor
- **Propose a Research project in relation with a Lab of CNRS**

Interview with a committee



# How to apply as Assistant Professor -

Focus on recruitment during the past years

– CNU Group 05 (Sections 25, 26) –

## Maîtres de conférences

	Année	Publiés (A)	Candidats (B)	% femmes	Ratio (B/A)	Pourvus	% femmes	% non pourvus
Section 25	2016	30	495	25,1%	16,5	30	20,0%	0,0%
	2017	25	437	20,6%	17,5	24	16,7%	4,0%
	2018	22	420	19,3%	19,1	22	9,1%	0,0%
	2019	22	338	21,9%	15,4	21	23,8%	4,5%
	2020	27	455	22,2%	16,9	27	22,2%	0,0%
Section 26	2016	50	577	32,6%	11,5	50	38,0%	0,0%
	2017	31	430	26,0%	13,9	30	36,7%	3,2%
	2018	30	457	27,8%	15,2	29	41,4%	3,3%
	2019	41	365	28,8%	8,9	39	35,9%	4,9%
	2020	42	422	26,8%	10,0	42	38,1%	0,0%

Section 25 Mathématiques

Section 26 Mathématiques appliquées et applications des mathématiques

# How to apply as Assistant Professor -

Focus on recruitment during the past years

– CNU Group 05 (Section 27) –

Maîtres de conférences								
		Publiés (A)	Candidats (B)	% <i>femmes</i>	Ratio (B/A)	Pourvus	% <i>femmes</i>	% non pourvus
Section 27	2016	73	564	23,2%	7,7	70	18,6%	4,1%
	2017	74	602	27,2%	8,1	73	26,0%	1,4%
	2018	68	558	29,2%	8,2	66	18,2%	2,9%
	2019	66	468	30,8%	7,1	64	29,7%	3,0%
	2020	70	446	26,5%	6,4	68	32,4%	2,9%

# How to apply as Assistant Professor -

Focus on recruitment during the past years

– CNU Group 09 (Section 61) –

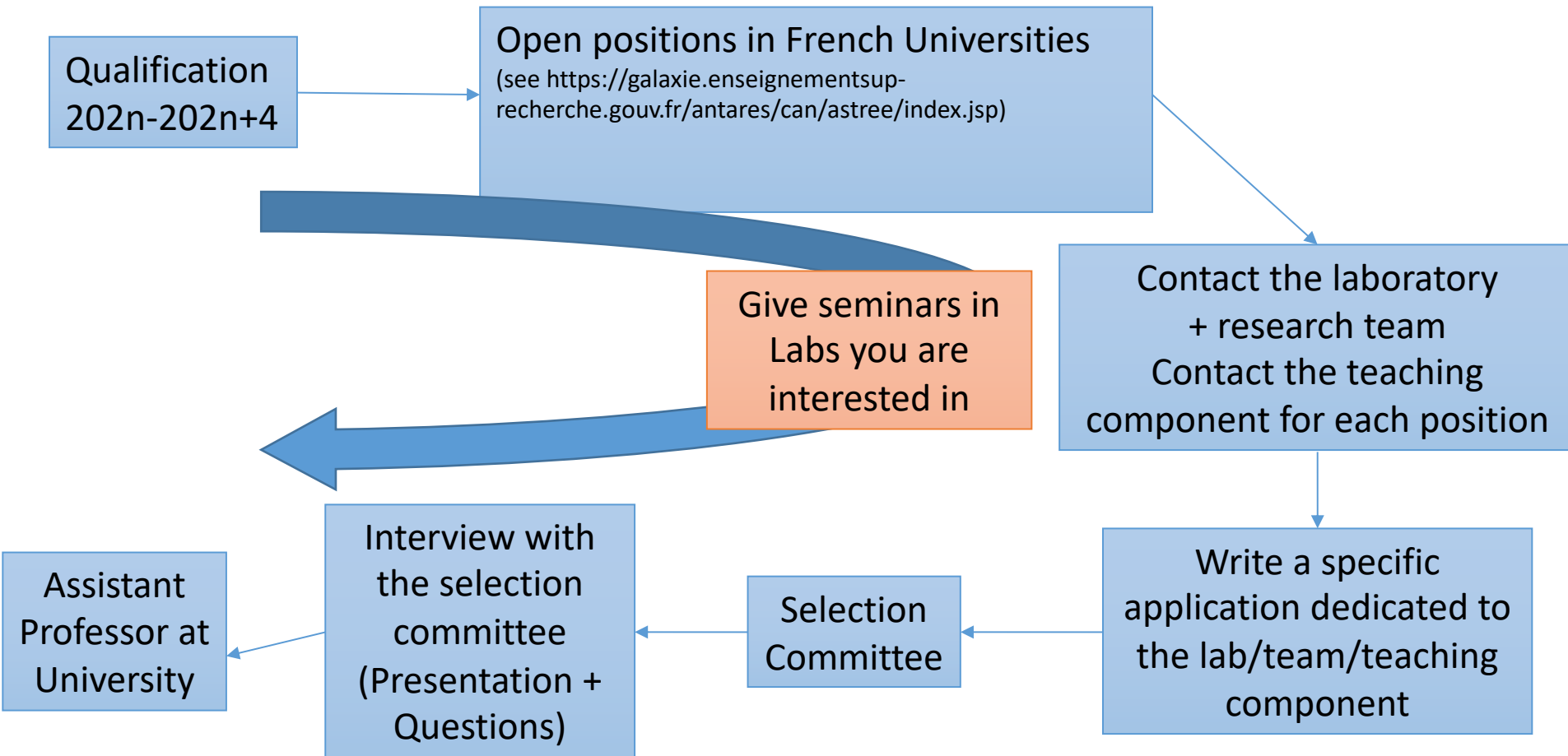
Maîtres de conférences								
		Publiés (A)	Candidats (B)	% femmes	Ratio (B/A)	Pourvus	% femmes	% non pourvus
Section 61	2016	30	366	27,9%	12,2	30	23,3%	0,0%
	2017	33	258	25,2%	7,8	31	25,8%	6,1%
	2018	27	239	27,6%	8,9	23	13,0%	14,8%
	2019	33	291	27,8%	8,8	30	33,3%	9,1%
	2020	35	377	32,4%	10,8	31	38,7%	11,4%

Section 61 Génie informatique, automatique et traitement du signal

# How to apply as Assistant Professor

## Practical information about recruiting process

**A long process ...**



# How to apply as Assistant Professor

## Qualification MCF CNU27

Maîtres de conférences						
		Candidats (A)	% femmes	Qualifiés (B)	% femmes	Ratio (B/A)
	Année					
Ensemble des sections	2016	8 472	46,4%	6 426	45,7%	75,8%
	2017	8 143	46,9%	6 122	46,5%	75,2%
	2018	8 148	46,5%	6 042	46,6%	74,2%
	2019	8 359	46,0%	6 141	45,6%	73,5%
	2020	8 387	46,3%	5 998	46,1%	71,5%
Sciences	2016	4 165	38,2%	3 474	37,0%	83,4%
	2017	3 778	38,0%	3 163	37,8%	83,7%
	2018	3 730	37,4%	3 128	37,9%	83,9%
	2019	3 871	36,6%	3 151	36,3%	81,4%
	2020	3 714	36,3%	2 905	35,6%	78,2%
Groupe 05 <i>Mathématiques et informatique</i>	2016	1 102	27,0%	841	25,7%	76,3%
	2017	998	26,9%	749	25,2%	75,1%
	2018	959	29,6%	721	29,4%	75,2%
	2019	1 065	28,0%	751	27,4%	70,5%
	2020	1 075	29,0%	762	27,4%	70,9%
Section 27	2016	607	26,0%	406	24,6%	66,9%
	2017	553	26,8%	365	23,6%	66,0%
	2018	566	29,7%	382	29,6%	67,5%
	2019	570	28,8%	327	26,9%	57,4%
	2020	579	30,4%	353	27,5%	61,0%

## Qualification MCF CNU25

Maîtres de conférences						
		Candidats (A)	% femmes	Qualifiés (B)	% femmes	Ratio (B/A)
	Année					
Ensemble des sections	2016	8 472	46,4%	6 426	45,7%	75,8%
	2017	8 143	46,9%	6 122	46,5%	75,2%
	2018	8 148	46,5%	6 042	46,6%	74,2%
	2019	8 359	46,0%	6 141	45,6%	73,5%
	2020	8 387	46,3%	5 998	46,1%	71,5%
Sciences	2016	4 165	38,2%	3 474	37,0%	83,4%
	2017	3 778	38,0%	3 163	37,8%	83,7%
	2018	3 730	37,4%	3 128	37,9%	83,9%
	2019	3 871	36,6%	3 151	36,3%	81,4%
	2020	3 714	36,3%	2 905	35,6%	78,2%
Groupe 05 <i>Mathématiques et informatique</i>	2016	1 102	27,0%	841	25,7%	76,3%
	2017	998	26,9%	749	25,2%	75,1%
	2018	959	29,6%	721	29,4%	75,2%
	2019	1 065	28,0%	751	27,4%	70,5%
	2020	1 075	29,0%	762	27,4%	70,9%
Section 25	2016	296	22,0%	256	20,7%	86,5%
	2017	230	18,3%	203	15,3%	88,3%
	2018	222	22,5%	197	21,8%	88,7%
	2019	280	22,5%	248	22,6%	88,6%
	2020	259	24,3%	230	23,0%	88,8%



# How to apply as Assistant Professor

## Qualification MCF CNU61

Maîtres de conférences						
	Année	Candidats (A)	% femmes	Qualifiés (B)	% femmes	Ratio (B/A)
Ensemble des sections	2016	8 472	46,4%	6 426	45,7%	75,8%
	2017	8 143	46,9%	6 122	46,5%	75,2%
	2018	8 148	46,5%	6 042	46,6%	74,2%
	2019	8 359	46,0%	6 141	45,6%	73,5%
	2020	8 387	46,3%	5 998	46,1%	71,5%
Sciences	2016	4 165	38,2%	3 474	37,0%	83,4%
	2017	3 778	38,0%	3 163	37,8%	83,7%
	2018	3 730	37,4%	3 128	37,9%	83,9%
	2019	3 871	36,6%	3 151	36,3%	81,4%
	2020	3 714	36,3%	2 905	35,6%	78,2%
Groupe 09 <i>Mécanique, génie mécanique, génie informatique, énergétique</i>	2016	1 089	28,7%	809	27,4%	74,3%
	2017	1 035	28,8%	771	28,4%	74,5%
	2018	1 007	26,6%	784	26,7%	77,9%
	2019	1 123	27,2%	838	28,5%	74,6%
	2020	1 154	29,7%	787	28,7%	68,2%
Section 61	2016	372	31,5%	230	32,2%	61,8%
	2017	372	28,8%	228	27,2%	61,3%
	2018	367	26,4%	242	27,7%	65,9%
	2019	386	25,6%	261	27,6%	67,6%
	2020	369	33,1%	219	34,2%	59,3%



# How to apply as Assistant Professor

## Practical information about qualification

### Example of section 27

- **PhD**
- **Publications requirements** (minimum):
  - 1 international publication in journal with review (RICL)  
and good ranking
  - or 1 international ranked conference with proceedings
- **Teaching experience**
  - Minimum 64H with students



**Validity of the qualification: 4 years**

# How to apply as Assistant Professor

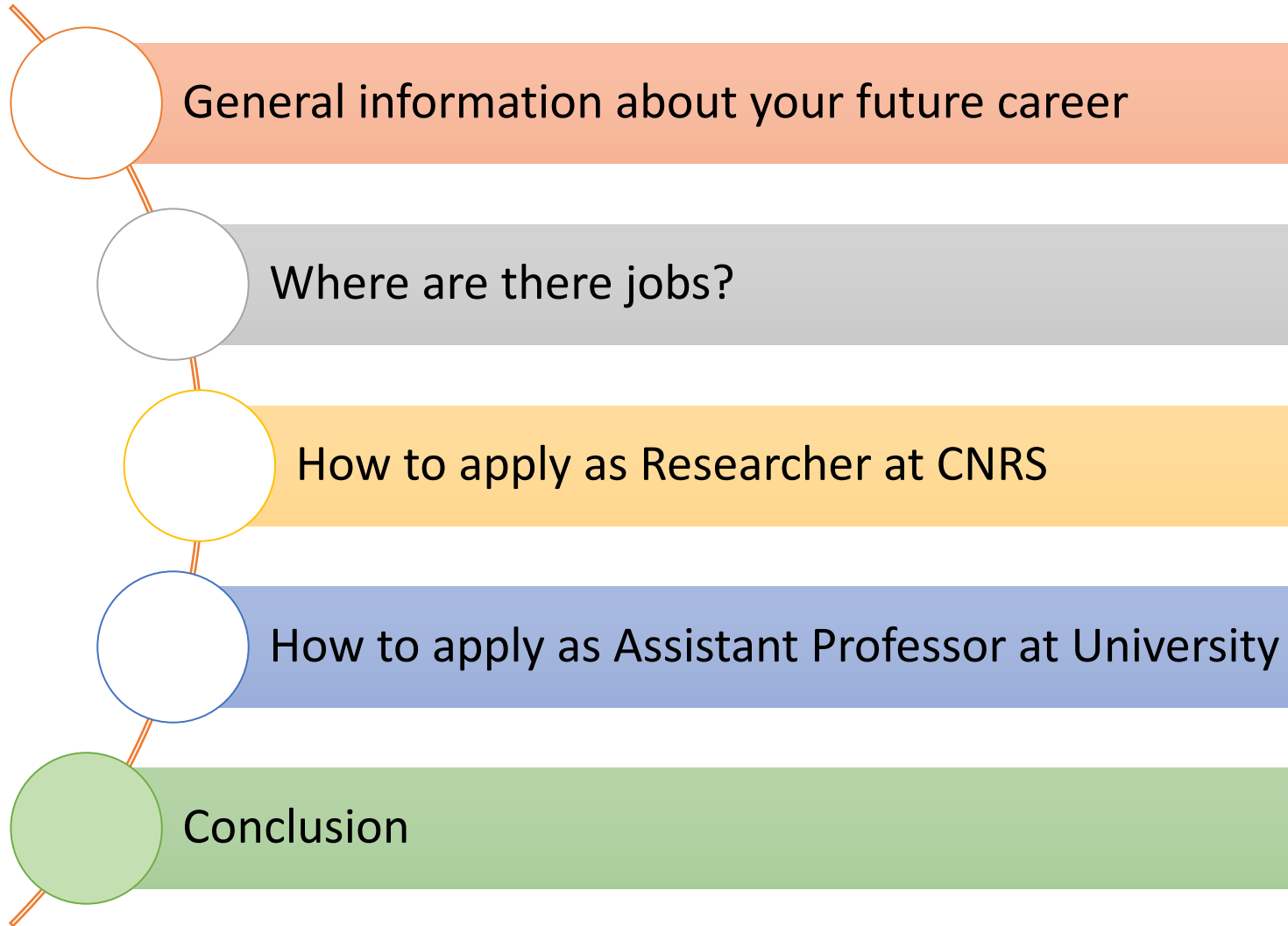
## Practical information about qualification

### Example of section 61

- **PhD with very good reviews**
- **Publication** (minimum):  
1 paper as first author in a good international journal referenced by Journal Citation Report (JCR)
- **Teaching experience in higher education**  
Minimum 64H with students

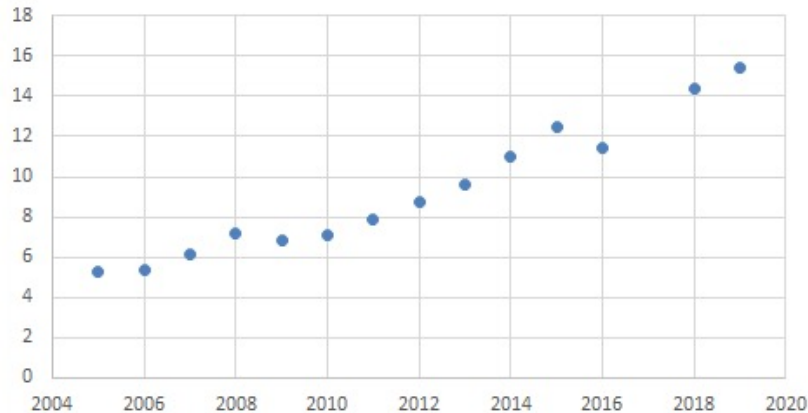


**Validity of the qualification: 4 years**

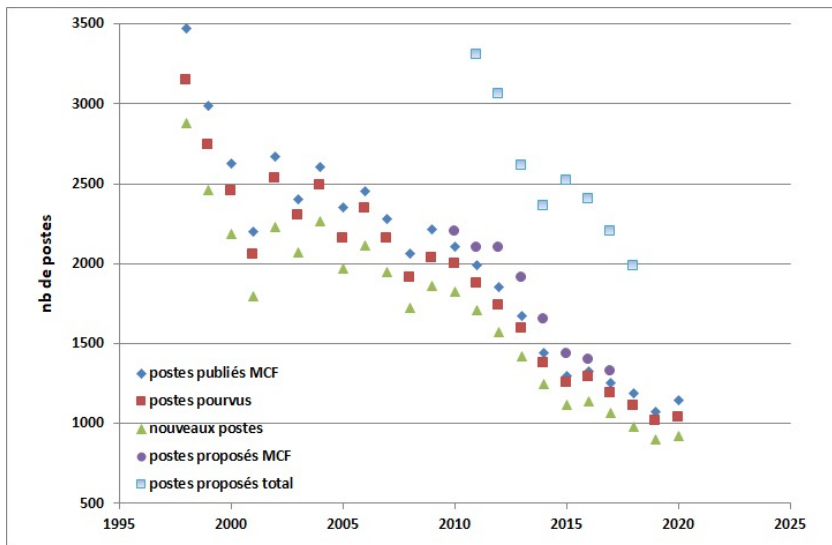


# Conclusion

nombre de docteurs par nouveau poste MCF



Source : ESR/Guillaume Miquelard



Maximize chances by having contacts previously to the hiring phase.

Have a look at **all** the positions, not only Assistant professor in Universities (EPST, EPIC, EPA...).

Do not neglect doctoral training to open up more job opportunities.

Develop your professional skills to find the job of your dream

# Find your job after PhD

## Success

- Strategies **before, during and after PhD**
- Develop Project A and Project B
- **Professional Network**
- Show what you know to do
- Results showing
  - Publications,
  - Exhibit,
  - Conferences,
  - Web site

## Failure

- **Good marks**
- No strategy
- Not understand rules of the game
- Strong personal constraints (mobility)

# Develop your skills



# To prepare your career after PhD

- Create your LinkedIn account and post your CV
- Join LinkedIn group of MADIS and ENGSYS PhD students (> 700 members)
- <https://www.linkedin.com/groups/12416555/>

---

# Enjoy your PhD!