

WHICH EMPLOYER?

Before launching the recruitment procedure, it is important to identify who will be the employer, depending on the nature of the thesis funding.

The institution managing the funds determines the employer of the future doctoral student (Ulille, CNRS, other, etc.). In particular, in the case of co-financing involving ANR or European projects, the institution managing these specific funds will recruit the doctoral student. Expenses related to remuneration are not eligible if the project leader is not the employer (e.g.: a thesis co-funded by Ulille/ANR and managed by CNRS ==> employer: CNRS).

Access to ZRRs and Protected Units: **the date of recruitment cannot be prior to the SDF's opinion**

WHAT TYPE OF RECRUITMENT?

TYPE OF CONTRACT	CONDITIONS	FILE TO USE	CONTACT HR DEPARTMENT
PUBLIC LAW DOCTORAL CONTRACT	Gross remuneration is equal to the amount set by the decree of 26 12 22 The financing period is 3 years Whatever the type of funding: Ulille, Research Contract, ANR, Interreg, ITN, I-SITE...	HR Teacher recruitment file	HR Department Teachers
PUBLIC LAW FIXED-TERM CONTRACT	Gross remuneration is equal to the amount set by the decree of 26 12 22 The duration of funding is less than 3 years (this condition includes funding of 18 months for co-supervision of theses) Whatever the type of funding: Ulille, Research Contract, ANR, Interreg...	BIATSS HR recruitment file	BIATSS HR Department

WHAT IS THE REMUNERATION?

The minimum remuneration for doctoral contracts is set by the decree of 26 December 2022 and is indexed to that of the civil service. Decree no. 2023-519 of 28 June 2023 provides for a 1.5% increase in the index point from 1 July 2023. On the basis of these elements, the remuneration of doctoral students breaks down as follows: €2,074.78 gross on 1/07/23 - €2,131.50 gross on 1/01/24 - €2,233.00 gross on 1/01/25 - €2,334.50 gross on 1/01/2026

As indicated, these provisions concern doctoral contracts, but the University of Lille has chosen to apply these regulations to fixed-term contracts as well. Finally, this remuneration is also indexed to changes in civil service remuneration and will therefore be adjusted in the event of an increase in the index point.

NB: for funding not covered by an employment contract (e.g. grants), the minimum resources required by the doctoral school apply (check with the doctoral school).

INFORMATION NOTICE CONCERNING THE RECRUITMENT OF DOCTORAL STUDENTS

HOW MUCH DOES IT COST TO FINANCE A THESE?

As indicated above, remuneration changes each year, so calculating a cost over 3 years will depend on the start date of the contract. The corresponding number of months should be counted for each reference year. For example, for a doctoral contract starting on 1/10/2023 :

2023: 3 months (€2,899.50 charged/month) = €8,698.50

2024: 12 months (€2,978.78 charged/month) = €35,745.36

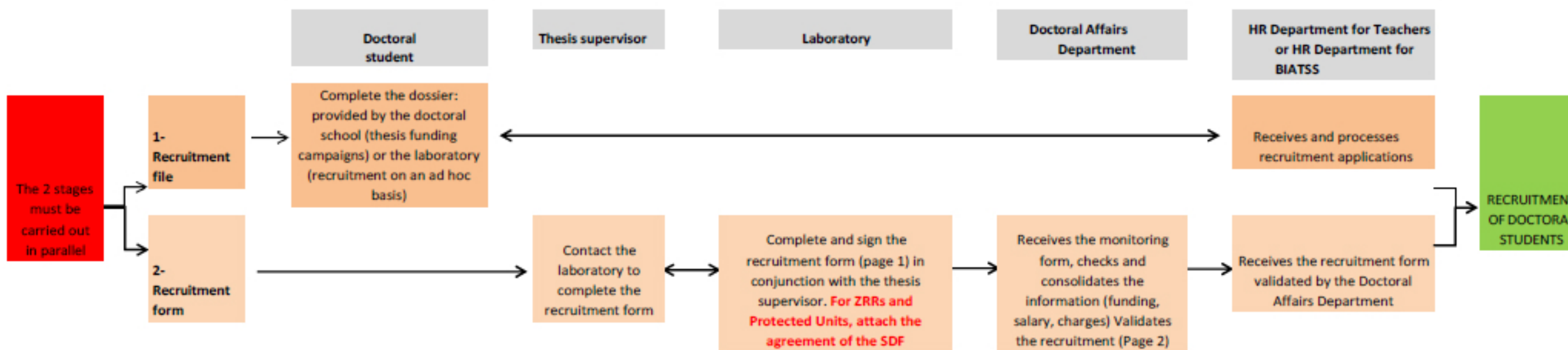
2025: 12 months (€3,120.62 charged/month) = €37,447.44

2026: 9 months (€3,262.46 charged/month) =
€29,362.14 i.e. a total charge for 36 months of
€111,253.44

NB: Funding from outside the University of Lille: credits must be open and available at the time of recruitment WHO

DOES WHAT?

Once the type of recruitment has been defined, **it can only be finalised after validation of the 2 steps below**, which must be carried out in parallel. The 1st concerns the recruitment file and the 2nd concerns the recruitment form which accompanies the file:



Whether it's the recruitment form or the HR file, it takes a certain amount of time to process applications, so **it's essential to take the necessary steps as far in advance as possible**. A late submission would delay the signing of the employment contract and the payment of wages.

CONTACT :

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