

CRCN Selection Campaigns at Inria

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Inria

Who? When? Where?

Is there a typical “profile” for Inria?

- theory vs applications?
- software artifacts?
- technology transfer?
- multi-disciplinarity?

Inria wishes to recruit diverse profiles in computer science and applied maths

→ do not try to tick all the boxes

Main criteria:

quality, originality and scientific solidity of the contributions (i.e., results, publications, artifacts...)

When should I apply?

- There is no “optimal” number of years of post-doctorate before applying
- $\simeq 50\%$ of the recruitments occur within ≤ 2 years after the PhD defense.
- Evaluation relative to the number of years after the PhD (minus career breaks)
<https://parite.inria.fr/en/charte-parite-et-egalite-des-chances/>

For which campaign should I apply?

Selection campaigns by center.

- 9 centers: Bordeaux, Grenoble, Lille, Lyon, Nancy, Paris, Rennes, Saclay, Sophia-Antipolis.
- 9 **independent** selection campaigns.

National selection campaign.

for all research centers, generally intended for more senior candidates (typically at least 4 years after the PhD defense).

For which campaign should I apply?

In the vast majority of cases:

CRCN applications **target a specific project-team** (or a few teams).

→ **contact the head of the team** (discussions and advice on the research project, integration within the team...)

It is also possible

to apply **“outside of a team”**

→ **contact the directorate of the center**, i.e. director of the research center and head of science (délégué scientifique).

The head of the team (resp. the director of the center) is requested by the committee to submit an opinion on the application.

How does the hiring procedure proceed?

Similar to the CNRS procedure.

- **Recevabilité** : Check the eligibility of applications.
- **Admissibilité** :
 - Selection of the applicants to be invited for interviews.
 - Interviews.→ (partially) ordered list of the admissible candidates
- **Admission** : Final selection by the admission committee.
→ main list of successful candidates and a complementary list.

Admissibility committees for the local campaigns:

≈ 15 members, at least 1/3 from the Inria Evaluation Committee

<https://www.inria.fr/fr/commission-devaluation-dinria>

Admissibility committee for the national campaign:

≈ 25-30 members, most of them from the Inria Evaluation Committee.

Their compositions are public, available on the Inria website.

Expectations of the admissibility committees

Expectations of the committees

- Quality, scientific solidity and originality of the contributions.
- Scientific autonomy.
- Broad vision of the research domain and capacity to identify ambitious lines of research.
- Capacity for integration into the team or the research center, complementarity with already existing lines of research.

The application file

Basic principles

Standard application file

- **Do not modify it!** Do not change the layout and the font.
- Same standard application file as for DR2 (except the page limits)
→ some sections may be not relevant for CRCN.
- **It is not a problem if some sections are empty.**

Who will read your application file?

- (at least) 2 reviewers
- other members of the admissibility committee, whose expertise lies in neighbor domains

→ **Be clear and didactic.**

Basic principles (2)

Be honest!

- precisely indicate your **personal contributions** (in joint works, in joint supervision...)
- **avoid confusions** between informal discussions with a student and supervision, between a conference and its satellite workshops...

Put yourself in the reader's shoes!

- carefully **select the items you wish to put forward**: important elements should not be submerged among minor items.
- **provide URL whenever possible** (to conferences when you served on the committee, to the websites of the projects you are involved in....).
- for all responsibilities, mention your exact role, the time devoted to them...
- remember that terminology and practice may **vary between different communities**.

Read the [“Guide for Applicants for a Young Graduate Scientist Position at Inria”](#)

Technology development (software and other artifacts)

- development of an ambitious and original artifact \simeq important scientific result.
- no application is penalized in principle because it does not include any development activity.

How to present development activities?

- **characterize the artifact**; define the category within which you want the artifact to be evaluated: research software/support to your research/transfer software/utility...
- give **tangible elements** that allow it to be evaluated (**source code**, reference letter from users...)
- indicate your **personal contribution** (writing the source code, testing / providing documentation and examples...). Supervision of engineers and students should be included within supervision activities.

Use the **new version of the “Self-assessment software criteria”** (and the corresponding guidelines for the committee).

The reference letters

At most 5.

How to choose the recommenders?

- letters serve to **attest the recognition**, especially at an international level, and the quality of the contributions.
→ some of them should **not come from close collaborators** (supervisor, coauthors...)
- if relevant, they should cover several aspects of your work.
- don't solicit the head of the team in which you are applying.

How to collect the letters?

- The candidate provides the names and email addresses of the recommenders. The recommenders are **solicited by an automatic email sent by Inria's HR**.
- It is **preferable to contact the recommenders before submitting** the application.

The interview

The interview

Aims: better know the candidate + elucidate some questions that the committee may have about the application.

Presentation:

- Format determined by the committee for each campaign (usually 12-20-min).
 - Imperative to respect the maximum duration.
 - Target of the interview = the whole committee, i.e. researchers from all areas in computer science and applied maths.
 - Don't spend time on your academic CV and factual information.
 - Present in depth one or two representative contributions.
 - Present your research proposal (\simeq 1/3 presentation).
- Give a practice talk in front of colleagues (if possible, also in front of researchers not from your domain)

The interview (2)

Questions:

- **Very important.**
- Duration determined by the committee for each campaign.
- Give **precise and short answers.**
- Feel free to ask for the jury member to clarify or rephrase a question.

In brief

- The committees evaluate the **originality and scientific solidity** of your contributions and of your research proposal.
- **Avoid bibliometrics**, citation counts...
- Do not try to tick all the boxes.
- Be **honest** and ambitious.
- Put yourself in our shoes!