

ANDRÉE SURSOCK

ACADEMIC CAREER PATHWAYS IN FRANCE



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Some facts and figures

- Three French characteristics:
 - The elite part of the HE system is in the “grandes écoles”, specialised in business and engineering for the most part:
 - Their students exit with a masters and get the best job offers
 - Private R&D: 55% hold a master in engineering
 - But grandes écoles and universities are intertwined: many grandes écoles academic staff have a university doctorate – 56% of doctoral students in 2014 come from a grande école
 - Research: coexistence of NROs and universities
 - The CNU (Conseil national des universités): national body that plays a role in recruitment and promotion
- Doctoral enrolment:
 - In 2014, 4% of students were enrolled in a doctoral programme
 - 48% are women (lower than for the Bachelor and Master)
 - 41% are international students (12% international students overall), the bulk of whom hold a French Bachelor and Master degree

Employment patterns for doctorate holders (first five years)

- Academic jobs (60%): more likely to be short-term contracts for the first two years
- Non-academic jobs: more likely to be permanent than academic jobs
 - After five years, they compete successfully with grandes écoles graduates for managerial positions
 - After five years (STE fields), their salaries are ≈ 2500 EUR (vs. 2000 EUR for university master students and ≈ 3000 for medical PhD)

ON EN EST
TRÈS FIER.

MAIS ON NE SAIT
PAS TROP COMMENT
S'EN SERVIR DANS
LA BOÎTE!!!



Employment of doctorate holders in the private sector

- Students who have done their doctorate with private funding or co-funding find good jobs in the private sector
- Students who have done their doctorate with public funding tend to seek short-term academic jobs. They will have more problems securing long-term contracts in the private sector
- Doctorate holders in math/physics/chemistry are the one encountering most challenges (43% are in academic jobs)

Academic employment: Phase 1

Doctoral researcher (3 years)

Funding: research grant

Doctoral researcher (3 years)

Funding: industry (collaborative doctorate)

Academic employment: Phase 2

Temporary

1-4 year contract in a university

Junior researcher
2-4 year research contract with a NRO

Permanent

Associate professor (MCF)
University (junior grade)

Researcher (CR2 grade)
NRO

Academic employment: Phase 3

Associate professor (MCF)

Senior associate professor (MCF)

Researcher (CR1 grade)

Academic employment: Phase 4

Full professor (professor second and first class)

Senior research

Scientific director

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