Université Grenoble Alpes



Which Career Paths with a PhD in Earth, Environmental and Planetary Sciences?

Tuesday November 3, 2026

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Academic paths

Academic paths : Associate professor

- **Qualification**
  - Obtaining the “Qualification” is necessary to apply on an Associate professor position
  - Upload your files on Galaxy: CV + Diploma + Rapport de soutenance + 3 papers

https://www.galaxie.enseignementsup-recherche.gouv.fr/ensup/cand_recrutement.htm

  - You can apply for the qualification on several CNU sections, for example:

26 Mathématiques appliquées et applications des mathématiques	31 Chimie théorique, physique, analytique
32 Chimie organique, minérale, industrielle	33 Chimie des matériaux
35 Structure et évolution de la Terre et des autres planètes	36 Terre solide : géodynamique des enveloppes supérieures, paléo-biosphère
37 Météorologie, océanographie physique et physique de l'environnement	60 Mécanique, génie mécanique, génie civil

  - After being qualified in one section, you can apply to any Associate professor position, whatever the CNU section
  - The qualification campaign for Associate professor usually starts in December. There will be a webinaire given on July 4th by RNCD and CP-CNU. Informations to come.

Academic paths

Academic paths : Associate professor

- **Associate professor recruitment competition**
  - After having the qualification, you can apply for an Associate professor position on Galaxy (**https://www.galaxie.enseignementsup-recherche.gouv.fr/ensup/cand_recrutement.htm**)
  - Associate professor file (February-March):
    - Research (past and future), future integration in the lab, publications, conferences, etc
    - Teaching (past and future), future integration in the teaching department, recommendation letters, etc
    - Collective responsibilities (past and future)
  - If you are « admissible » on the base of your written file then you will be convened to an oral interview (April-May)
  - The jury is composed of minimum 8 people, a mix between external/internal, research/teaching, men/women
  - The interview is generally about 30 minutes (15 minutes of presentation + 15 minutes of discussion)
  - A ranking among the candidates is transmitted to the teaching department then to the Academic Council of the University for validation, with final results before summer

Academic paths

CNAP (Conseil National des Astronomes et Physiciens)

- **CNAP recruitment (Astronomes et Physiciens adjoints)**
  - CNAP missions: research, observations, teaching
  - They organise their own recruitment (**https://cnap.obspm.fr/**)
  - CNAP recruitment (February-May, written application + oral presentation):
    - Research (past and future), future integration in the lab, publications, conferences, etc
    - Teaching (past and future), future integration in the teaching department, recommendation letters, etc
    - Suitability of the candidate's profile and skills for the service tasks proposed within the framework of the National Observation Services labelled by the INSU
- **IRD (Institut de Recherche pour le Développement)**
  - **Internationally recognised multidisciplinary organisation, working mainly in partnership with Mediterranean and intertropical countries**
- **CNRS (Centre National de la Recherche Scientifique)**
- **INRAE (Institut National de Recherche pour l'Agriculture et l'Environnement)**

Academic paths

Work in an EPST (Etablissement Public à caractère Scientifique et Technique)

CNRS, IRD, INRAE etc. are EPSTs

Permanent jobs : state employees

Permanent positions frequently recruiting doctors:
researchers and research engineers

- **Researchers:**
  liberty in terms of career (re)orientation
  responsibility to find good research subjects, money etc.
  Recruitment: competition on *pre-determined profiles* or on *projects designed by the candidates*



- **Research engineers:**
  development of complex instruments, scientific programming etc.
  less liberty (more directions given by the hierarchy)
  may also lead to high level management responsibilities
  Recruitment : competition on *pre-determined profiles*



Academic paths and administrations

Statuses and other French institutions employing STEP doctors

New status: **chaire professeur junior** *(CPJ, not intended for young doctors but youth is temporary…)*

3 years CDD "pré-titularisation"
then possible permanent senior scientist position
in place at least at CNRS, IRD, INRAE, many universities including UGA ; ***pre-defined profiles***

CDDs (post-docs on contracts…) time limit of 6 years with the same employer.
CDI de mission scientifique should last more than 6 years but has a term related to a project, it is not a permanent job

For long term academic employment, apply to competitions (previous slide) or CPJ!

There are also interesting jobs in **EPICs = Etablissement Public Industriel et Commercial**

- Examples : ADEME, CNES, CEA, IFREMER, BRGM, ONF, IGN…
- Private law employments (not state employees)

There are also interesting jobs in other public institutions – examples of STEP doctors employers:

- Administrations : Météo-France, CEREMA (Climat & territoires de demain), Ministry of Environment
- Local administrations : DREAL (Dir. Region. Environ. Amenag. Logement), town halls

Academic paths

How to apply for a job in an EPST? *Look at their websites*

Annual competition, EPST-dependent calendar
Information on the EPST websites:

CNRS:
CR CNRS: https://www.dgdr.cnrs.fr/drhchercheurs/concoursch/default-fr.htm
IR CNRS: https://carrieres.cnrs.fr/concours-externes-des-ingenieurs-et-techniciens-h-f/
Handicap: https://carrieres.cnrs.fr/recrutement-handicap/

Researchers competition is organized in disciplinary "sections":
https://www.cnrs.fr/comitenational/evaluation/CritEval.htm

A number of sections have officious websites with interesting informations:
(to view things with the point of view of panel members)
Section 18 (Earth, Planets…) https://morpho.ipgp.fr/cn18/
Section 19 (Earth superficial envelopes) https://sites.google.com/view/section-19-du-cnrs

Websites likely to change soon
20 next fall
21 next fall

IRD (researchers): https://www.ird.fr/concours-chercheurs

INRAE: https://jobs.inrae.fr/concours

Building your file: **together with colleagues from the lab…**
People will generally help you, if you ask!

Academic paths

How to apply for a job in an EPST?

Annual competition, EPST-dependent calendar

Example : CNRS researcher positions

From décember 11, 2024 13 :00	**OPENING OF ACCESS TO CONSULT THE COMPETITION OFFERS** Carrieres.cnrs.fr
Until January 10 2025 13 :00	**SUBMIT YOUR APPLICATION FILE**
February 2025	JURY OF ADMISSIBILITY ON FILE
February – May 2025	**HEARINGS**
May – July 2025	ADMISSION PANEL
Starting from October 2025	TAKING UP A POSITION

Number of open positions in 2025 (external)

Higher education (Univ + etc…)
- MdC up to **1546** allowed (government decree)
- CPJ **124** new + some republished
- IR **70** (research engineers)

CNRS
- CR 255 - CPJ 59 - IR 92

INRAE
- CR 58 - CPJ 11 - IR 36

IRD
- CR 25 - CPJ 4 - IR 4

Academic paths

How to apply for a job in an EPST? People with disabilities

- **Modified competition conditions may be requested**

- **Additional specific recruitment possibilities (at least at CNRS and IRD)**

1 year contract, then (usually) continued as a permanent position (titularisation)

A specific position should be requested by the lab.

Needs for specific adaptations are taken into account

Need to anticipate

Specific information may be hard to find…

https://carrieres.cnrs.fr/recrutement-handicap/

https://sites.google.com/view/section-19-du-cnrs/recrutement-handicap

Round table discussion 1

Mohamad Nasr
Doctor-Engineer - Burgeap

Hugo Rousseau
Associate professor - LEGI

Ugo Nanni
Researcher - IGE

Feel free to ask questions !

Domaine | ALLSHS | STS | ED | STEP/TUE | Labo | Sélectionner... | Genre | F | M | Soutenance | 2020 | 2022 | 2024

Université Grenoble Alpes

Enquête de suivi de carrière des docteur.es 2020-22-24



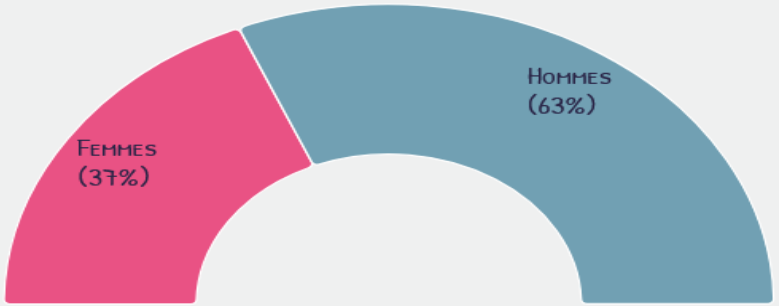
SOMMAIRE

Introduction, méthodologie
Profil général des répondants
Situation professionnelle
Fonction occupée
Analyse géographique
Focus international
Focus territorial
Attractivité rayonnement
Compétences
Echelles de satisfaction
Verbatim

Répartition des docteur.es par genre

Réponses effectives : 51

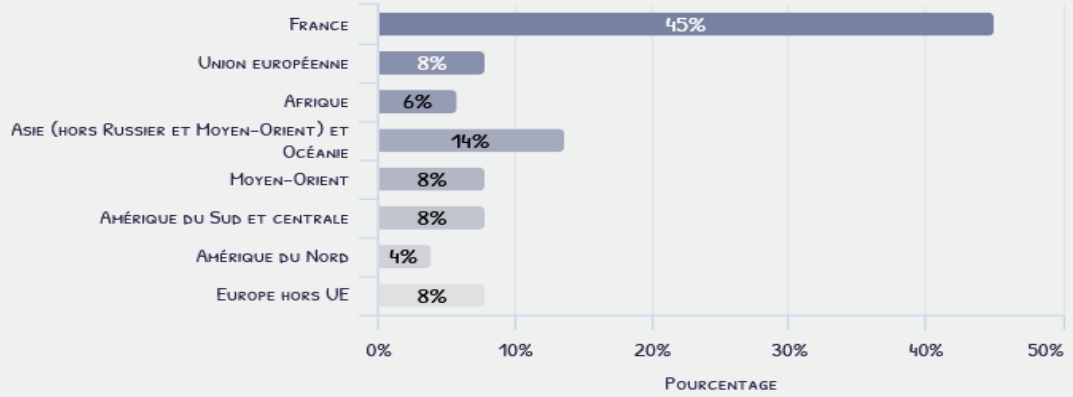
Taux de réponse : 100%



Répartition des docteur.es par nationalité

Réponses effectives : 51

Taux de réponse : 100%



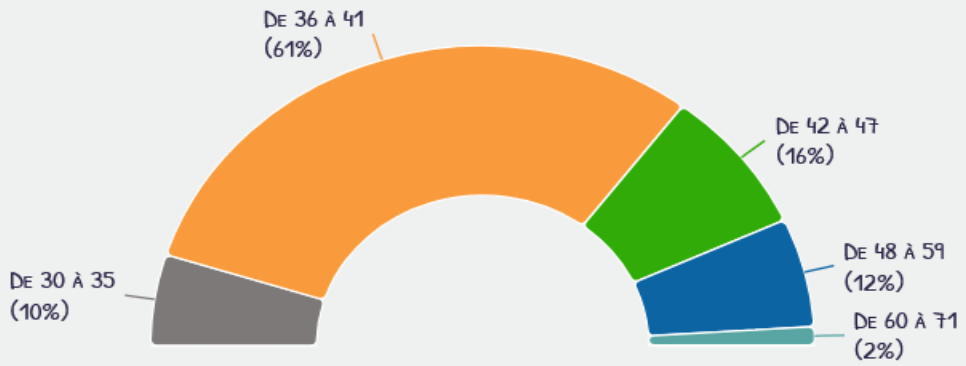
Durée de la thèse (en mois)

Réponses effectives : 51

Moyenne : 40,6

Taux de réponse : 100%

Médiane : 39,0



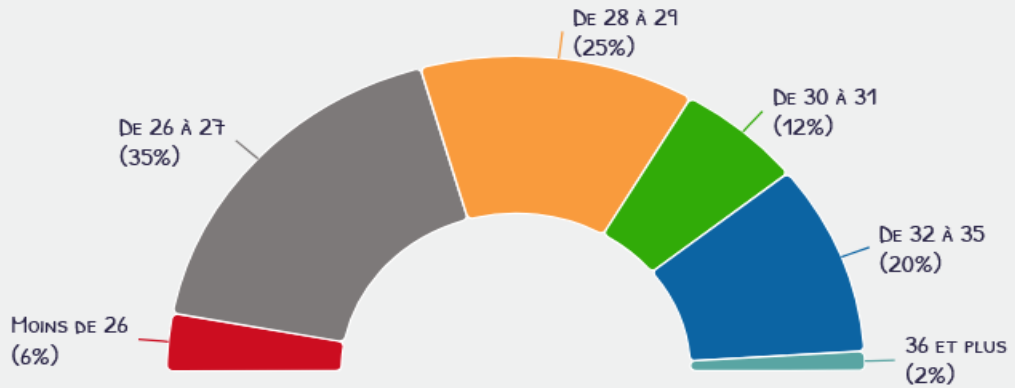
Age des docteur.es (le jour de la soutenance)

Réponses effectives : 51

Moyenne : 28,8

Taux de réponse : 100%

Médiane : 28,0



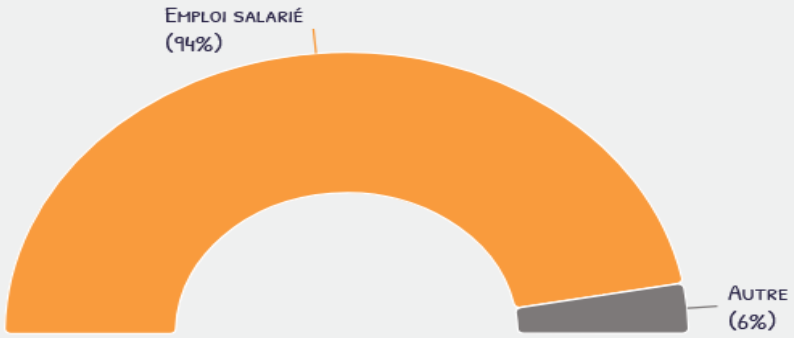
77,8%

Taux d'insertion professionnelle des docteurs

Situation professionnelle des docteur.es en emploi

Réponses effectives : 35

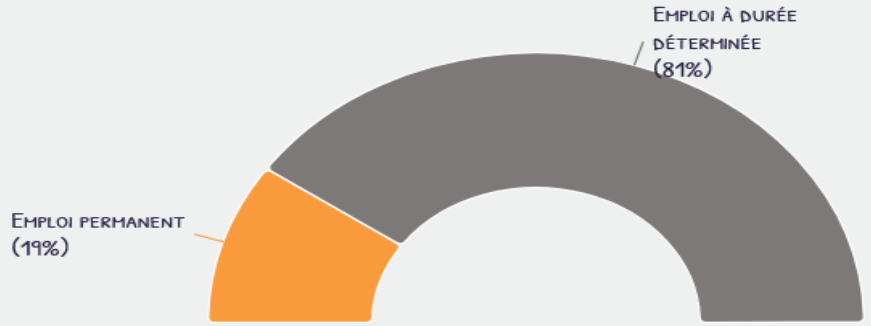
Taux de réponse : 88%



Quel type de contrat ?

Réponses effectives : 31

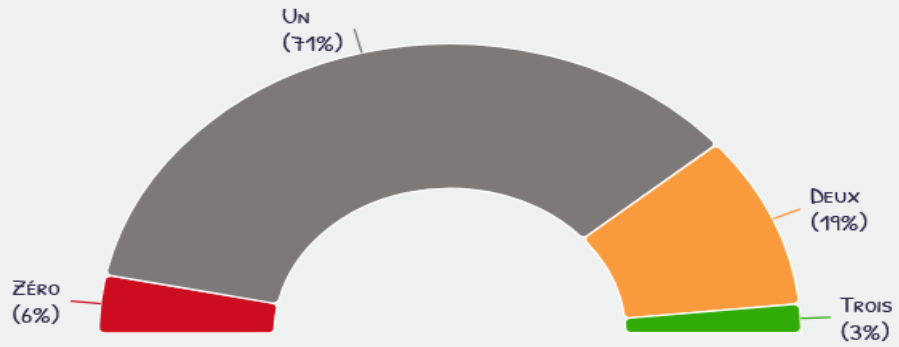
Taux de réponse : 61%



Nombre d'emplois occupés en 3 ans

Réponses effectives : 31

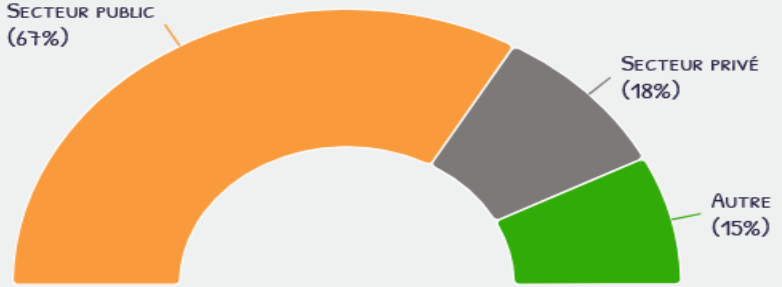
Taux de réponse : 61%



Quel secteur d'emploi ?

Réponses effectives : 33

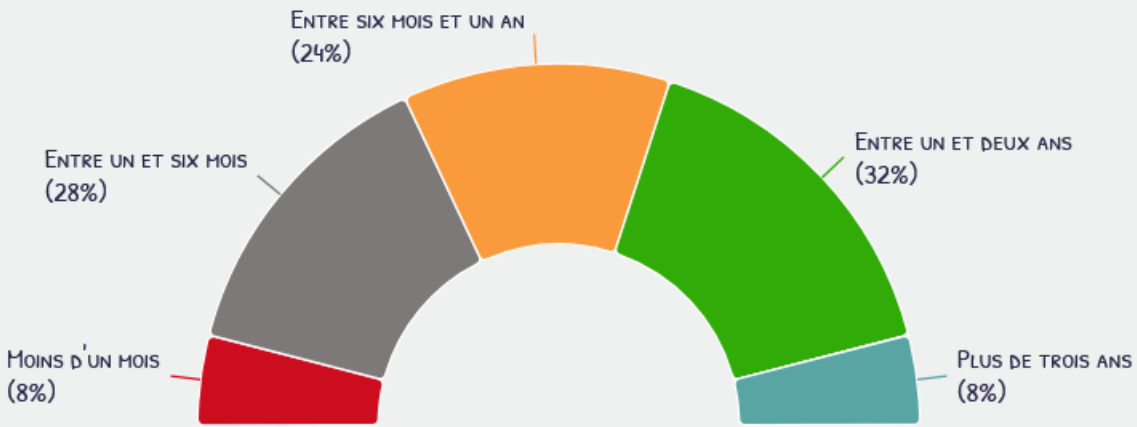
Taux de réponse : 65%



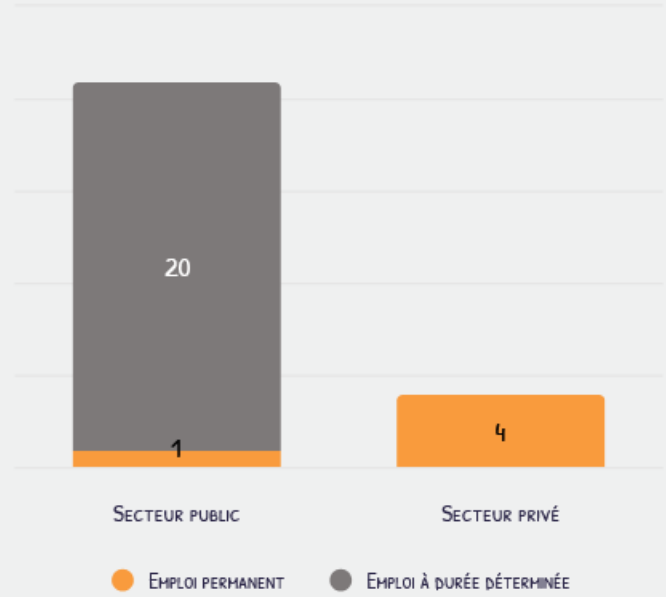
Durée de l'emploi actuel

Réponses effectives : 25

Taux de réponse : 49%

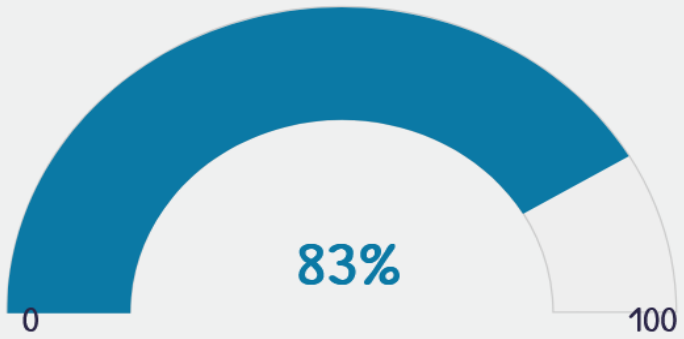


Croisement Secteur d'emploi et type de contrat



La relation est très significative. p-value = < 0,01 ; Kh2 = 19,0 ; ddl = 1.

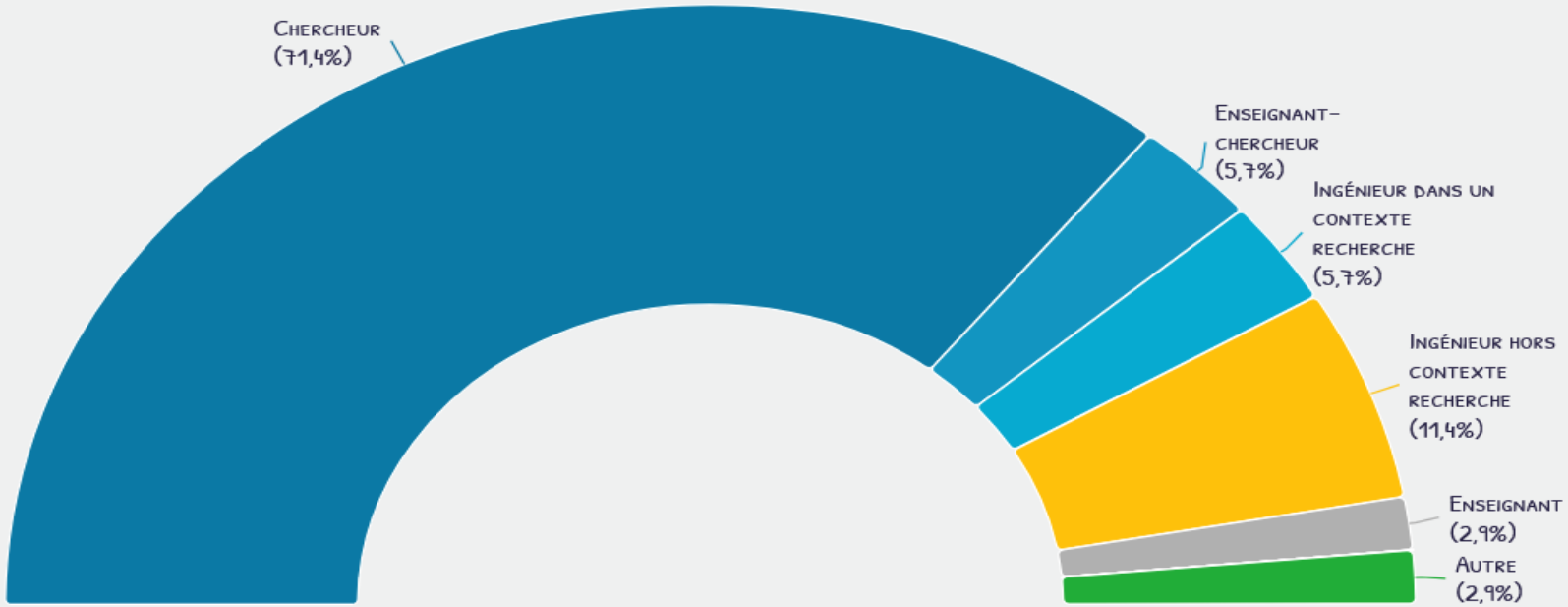
Part d'emplois dans la recherche



Quelle fonction occupée ?

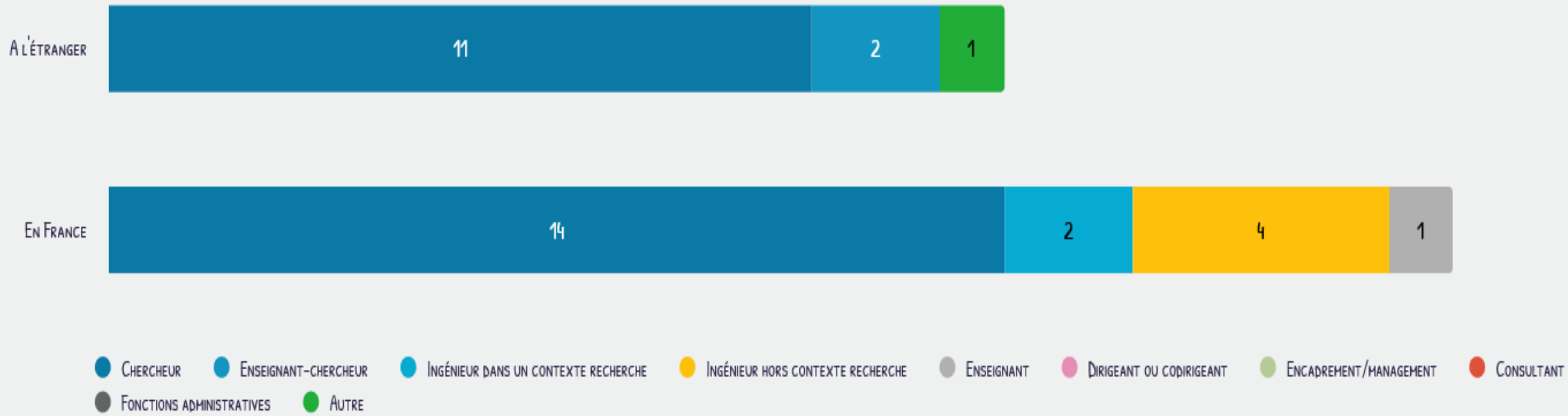
Réponses effectives : 35

Taux de réponse : 68,6%



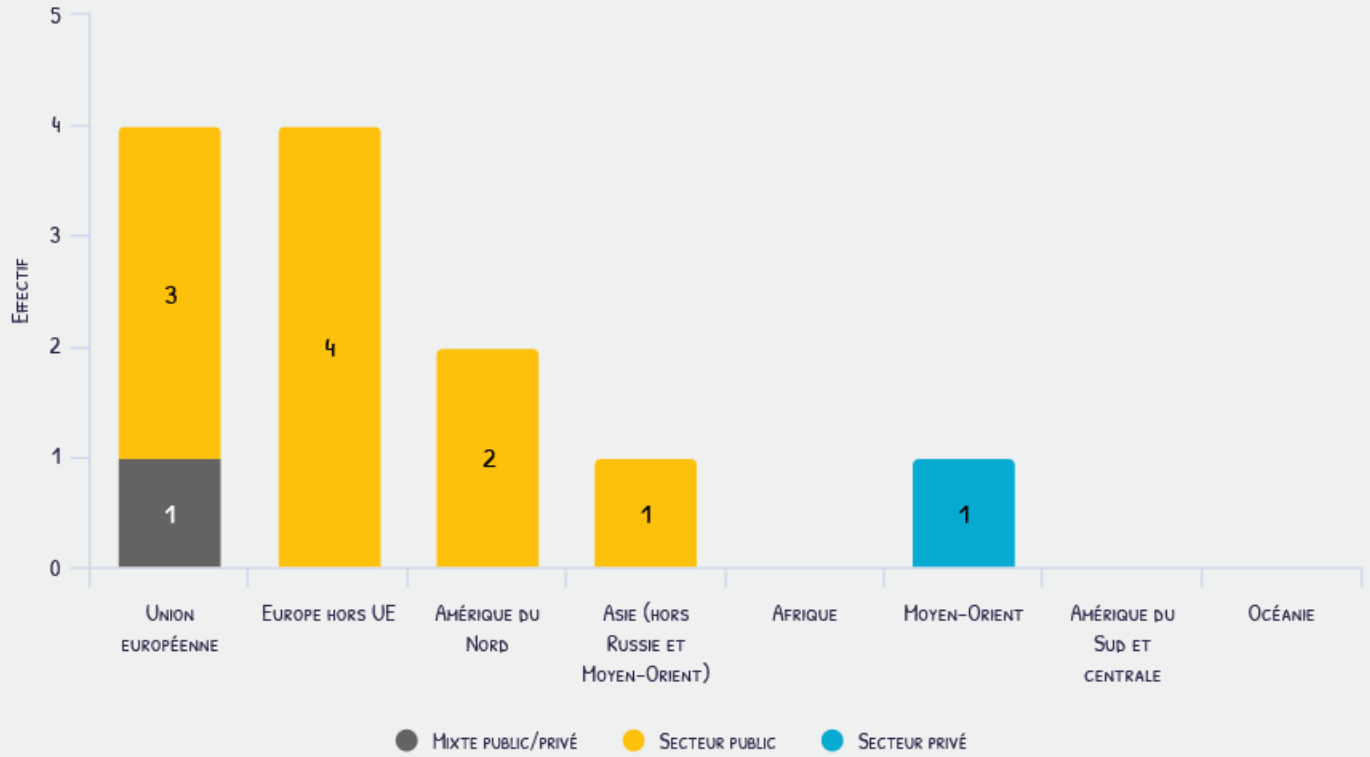
Fonction occupée
ZOOM FRANCE/INTERNATIONAL

Retour



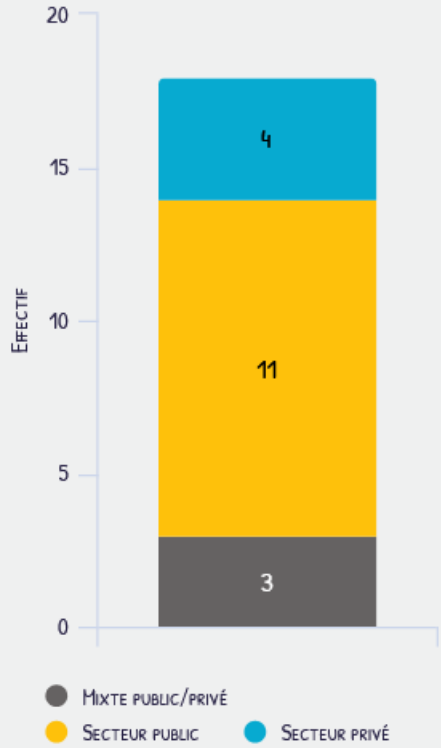
La relation est peu significative. p-value = 0,1 ; Khi2 = 9,3 ; ddl = 5.

SECTEUR D'EMPLOI ET ZONE GEOGRAPHIQUE D'EMPLOI (International)

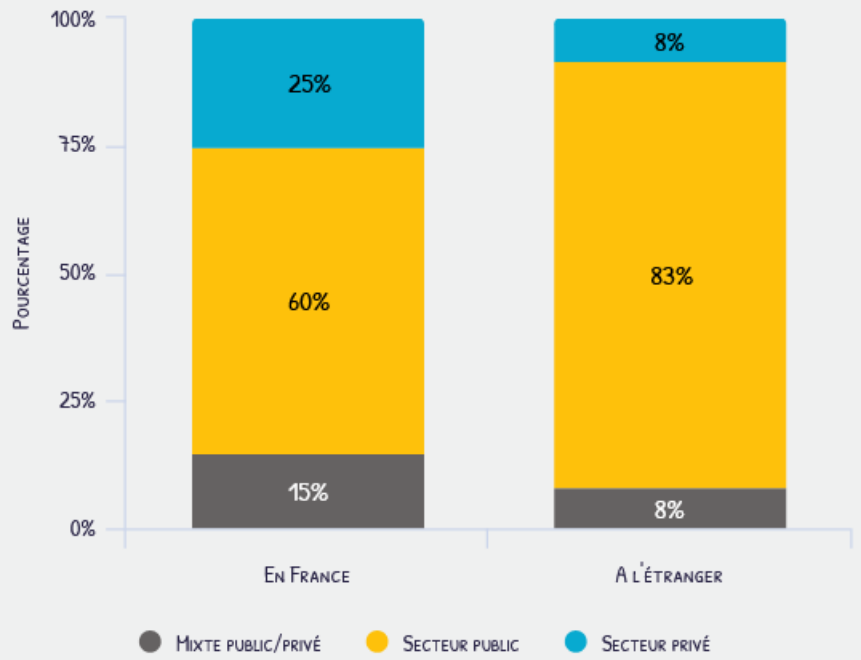


La relation est peu significative. p-value = 0,1 ; Khi2 = 14,1 ; ddl = 8.

SECTEUR D'EMPLOI ET ZONE GEOGRAPHIQUE D'EMPLOI (France)

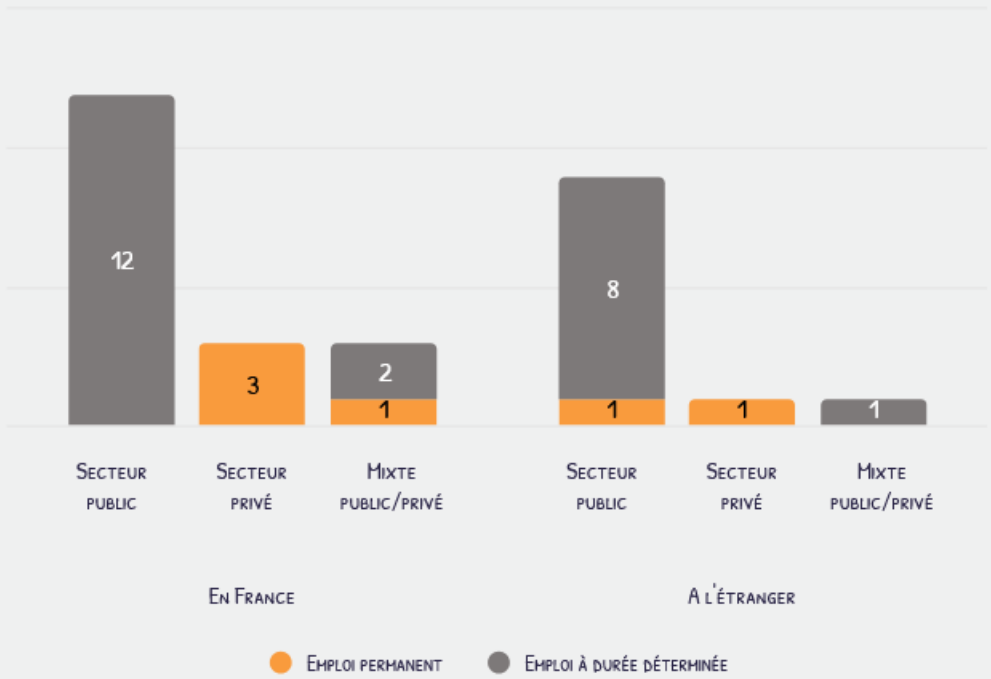


Croisement : Secteur d'emploi et Zone d'emploi
FOCUS FRANCE/INTERNATIONAL



La relation n'est pas significative. p-value = 0,4 ; Khi2 = 2,0 ; ddl = 2.

Croisement Secteur d'emploi et type de contrat
ZOOM FRANCE/INTERNATIONAL



Online statistics:

List of Employers (in Verbatim section)

Nb	Employers (2019-2023 compilation at n+3)
11	Universities, France (UGA: 2, G-INP: 1)
42	Universities, Other countries
21	Research centre, France (EPST: CNRS, INRAE, IRD, research labs)
14	Research Centre, Other countries
17	Other public sector, France (EPIC, Admin, Educ Nat, Local Community)
4	Other public sector, Internat. (WMO, School district USA, ABEN Columbia, Federal Inst Hydrology)
4	Private sector, former EPIC with R&D (EDF, SNCF)
17	Private sector, Environmental engineering/consulting
19	Private sector, innovation
7	Associative/foundation/communication sector, France



Emerging jobs in artificial Intelligence applications, Including environmental

Other public sector, France: CEA, ONF, CNES, IGN, BRGM, Météo-France, CEREMA (Climat & territoires de demain), Ministère Environ., Régie des pistes, Mairie, DREAL-AURA

Private sector, Environmental: ARTELIA, Envisol, NGE-MIRE, SITES, CADAX TOPO-DETECTION, Compagnie Nat. du Rhône, France maccaferri, Steadysun, Tractebel-Engie, Amphos21, Chevron, ELICHENS, GINGER Burgeap, GEOLITHE, SISPROBE, Schneider Electric

Private sector, innovation: Inventhys, Safran-colibrys, Hymag'in (co-founded by a STEP PhD), Openfield Live, STII, Materialtechnik, ABYSSENS, ALTEN, Bosh, Ecopetrol, eineda io, Protisvalor, TotalEnergies, SIXENCE, Akkodis, idhev, talend, webu

Associative/foundation sector: Scènes et Territoires, Office for Climate Education, Atmo Nouvelle-Aquitaine, Atmo Normandie, Compagnie des Guides, ESAIP, médiation climat

PhD Alumni Network+
Université Grenoble Alpes

PHD CAREER CENTER

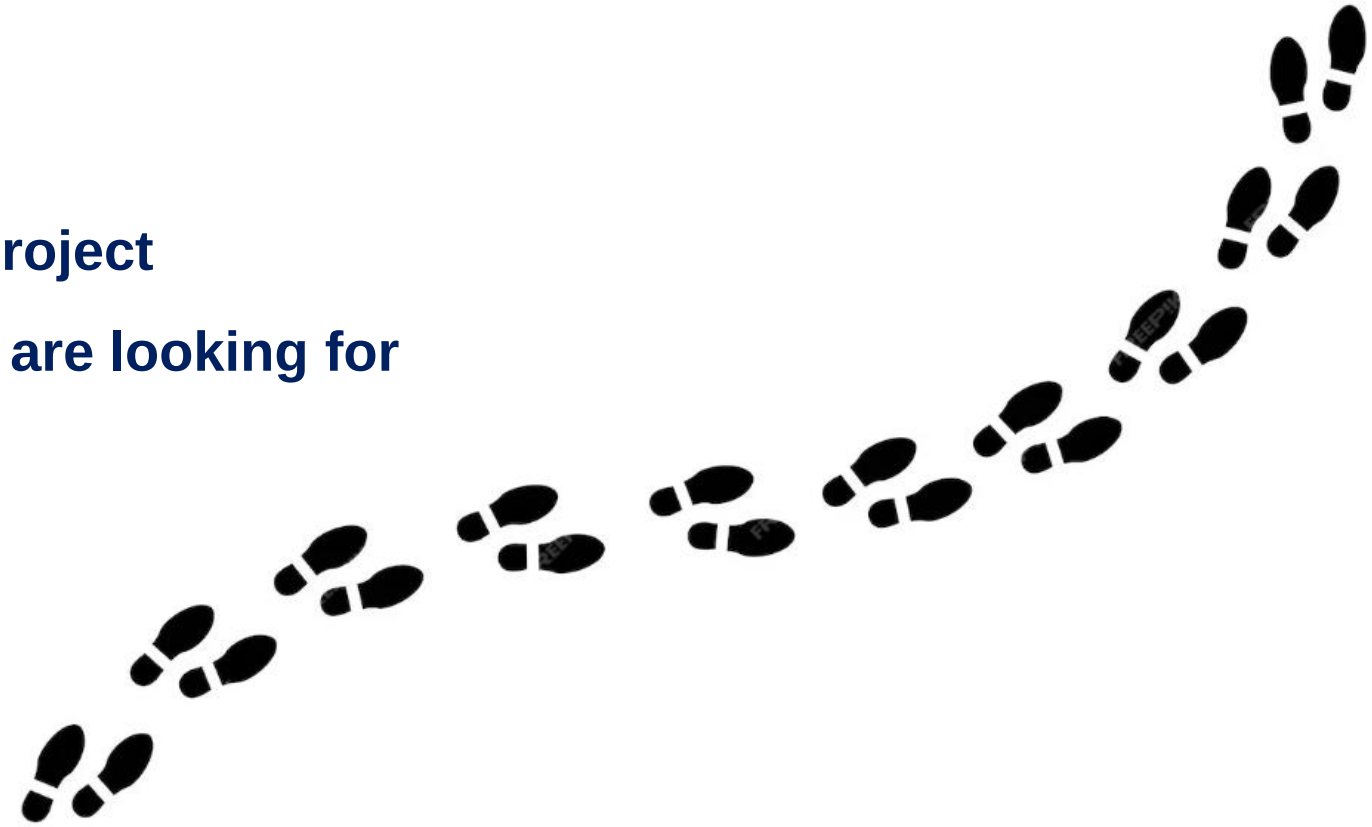
Alexander HOLMES
Alumni Relations Officer

Marie BOONE
Career Paths Advisor

PhD Career Center: How to make the most of your PhD?

Several steps :

1. Build your professional project
2. Know what the recruiters are looking for
3. Talk about your skills



PhD Career Center: Training courses (FR-EN)

1. Project management
2. Leadership
3. Entrepreneurship and innovation
4. MOOC PhD and career development
5. Support in job search
6. Job search techniques
7. …

Email: ced-formations@univ-grenoble-alpes.fr

More information on the Doctoral college website

PhD Career Center: Workshops (FR-EN)

- **A half-day to advance on your professional project**

- **Workshops on competencies (PhD and RNCP)**
  - My PhD, my skills, my portfolio
- **Recurring workshops**
  - A job position in Data science? From dream to reality
  - Define your personal strategy to integrate higher education or academic research
  - Design offices, business model and career strategy
  - Discover emerging job market trends for PhD graduates
  - How to make a success of my international professional mobility project? (En)
  - Pitching your application
  - Professional network: a springboard for my future! How to communicate effectively on social media?
  - Travailler dans l'Économie Sociale et Solidaire, pourquoi et comment ? (FR)
  - Which soft skills for PhD students? How to highlight them?

Schedule on Adum

PhD Career Center: Webinars

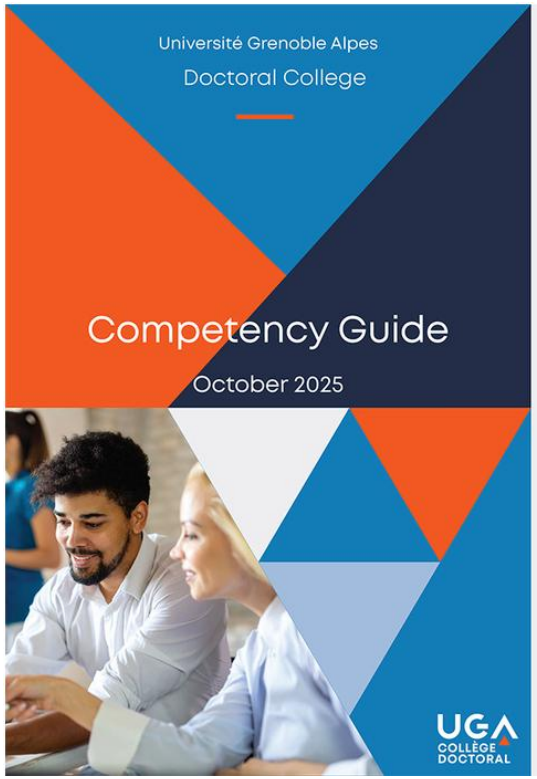
1. **Format between 1h and 1h30**
2. **Interventions by professionals in recruitment, human resources, employers, experts in a particular field of activity**
3. **Examples :**
    1. UGA employeur vous parle
    2. Doctorat et entrepreneuriat
    3. RD2 conseil vous parle
    4. A fellowship for my postdoc
4. **Available on demand**



Schedule and information: www.phdalumni-uga.fr

Doctoral skills

1. Supporting ressources to help you to identify your skills





https://doctorat.univ-grenoble-alpes.fr/pendant-la-these/competences-du-doctorat/

https://doctorat.univ-grenoble-alpes.fr/thesis/phd-competencies/

PhD Alumni Network - the key figures

1. **5038 PhDs and 3077 PhD students – 62 recruiters**
   - 301 PhDs and 167 PhD students

2. **1 Contact: phd-alumni@univ-grenoble-alpes.fr**

3. **2 dedicated platforms PhD Alumni network**
   1. PhD Alumni Network
   2. PhD Alumni UGA on LinkedIn

PhD Alumni Network - the Advantages

The PhD Alumni UGA platform offers information specifically for PhDs and PhD students:

- **News**, event **schedule** and access to the **network events**;
- the **Career Centre**, with specific job offers for PhDs;
- **easy access** to the PhDs and PhD students who are members of the network;
- **Mentoring**, where you can be meet PhDs who are Mentors,

Please note: all members of the network have **given their agreement** to be on the platform and are therefore open to being contacted!

Why sign-up on the platform ?

- **Make yourself visible** to the UGA's doctoral communities, in France and abroad
- Make your work and areas of interest **visible** to potential employers,
- **Interact with** the community on scientific or career-related issues.

Please note: as a member of the network, you can also post news, events and job offers on the platform free of charge.

PhD Alumni Network - Schedule

The Schedule page has all the upcoming events :

- **Seminars**
- **Webinars**
- **Career Fairs**
- **Information Fairs**

PhD Alumni Network Events

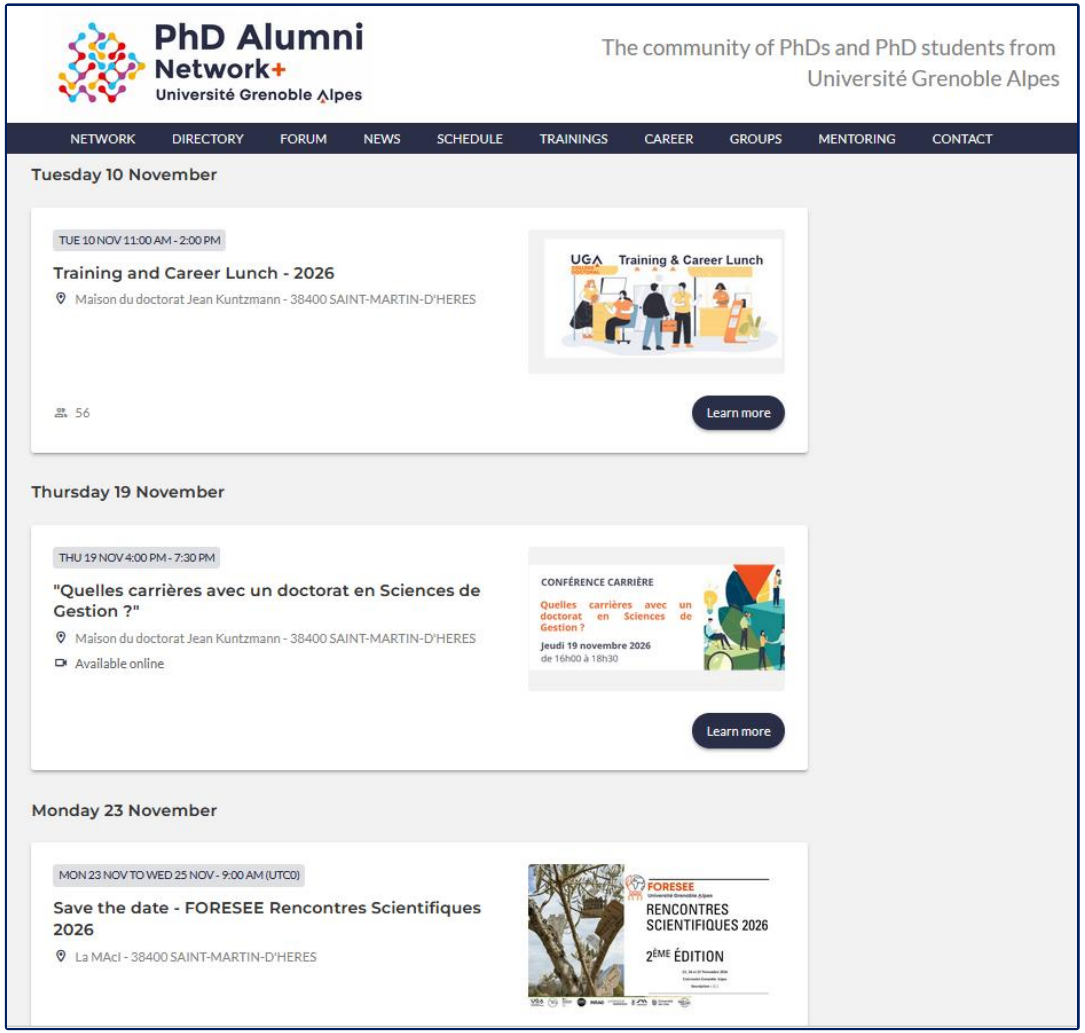
Network Café

Chœur de Docteurs

Meeting Doc'

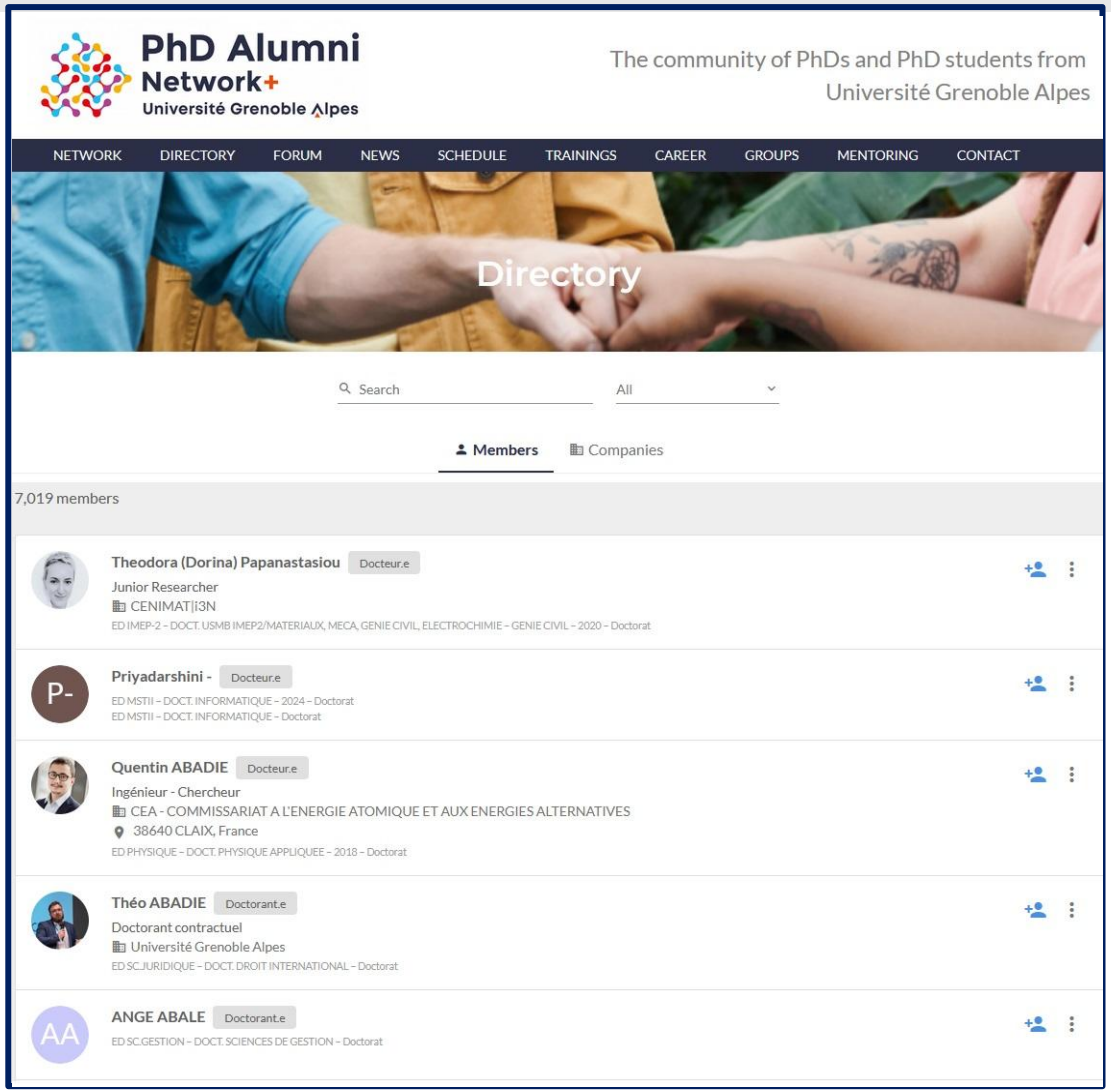
PhD Symposium

PhD Team Running



Keep an eye on the calendar and register for the events

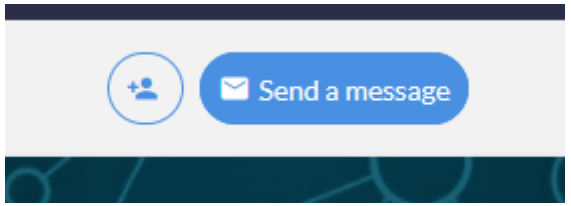
PhD Alumni Network - Directory



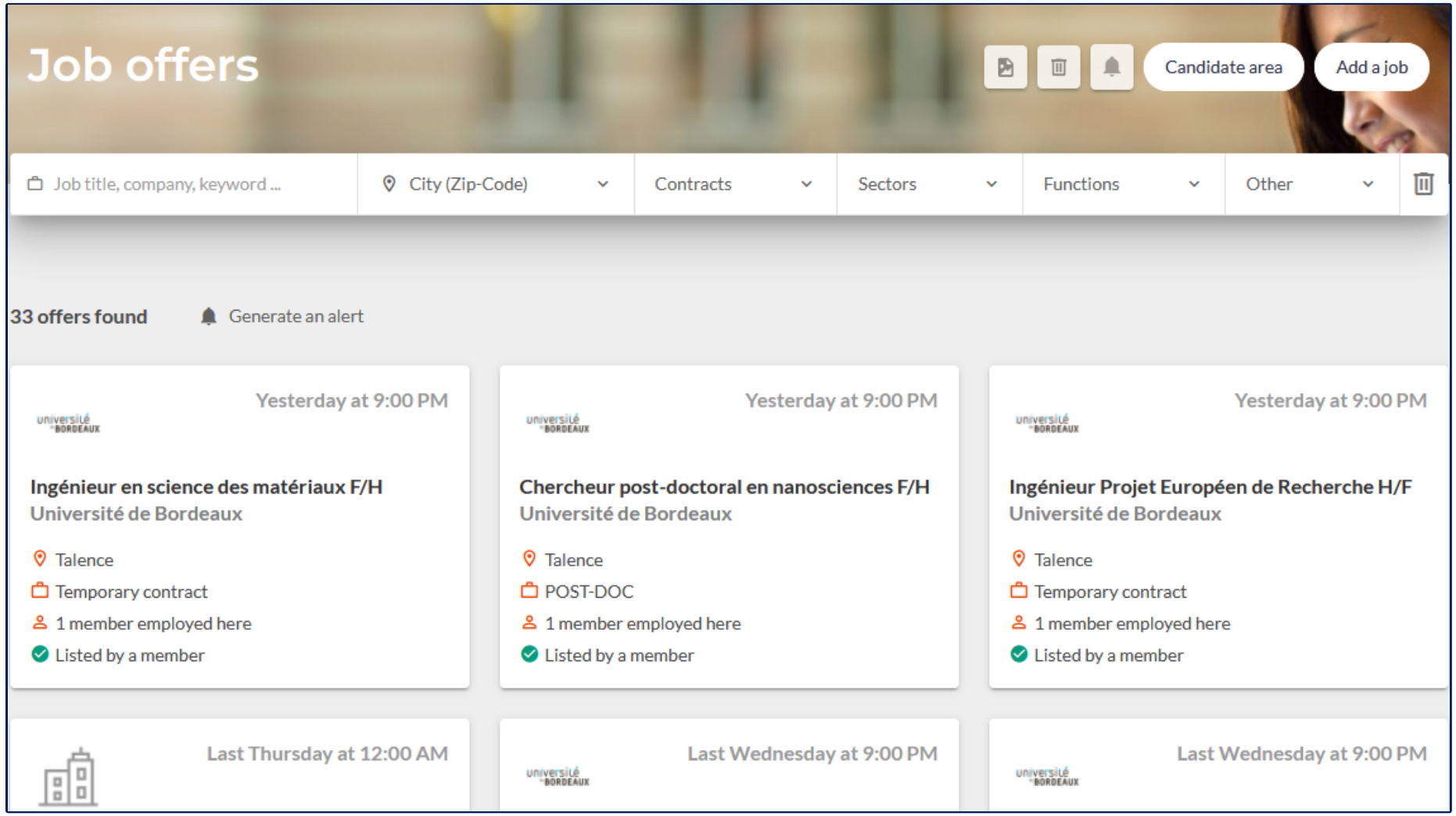
You are looking for
a profile,
a lab, a company
or a position?

Use the filters and contact the Alumni !

On the Alumni's Profile:
Add them to your personal network and send them a message



PhD Alumni Network - Job offers



Job offers, in French and English

In France and abroad

Permanent contracts fixed-term contracts, post-docs and Missions Doctorantes

PhD Alumni Network - **Mentoring**



MENTORING

Become a Mentee or a Mentor

And exchange with the network members on the following topics :

- Post-thesis career development
- Enjoying my thesis (in France or abroad)



Find all the services on your mobile

PhD Alumni Network Mobile

Google Play

AppStore

Round table discussion 2

Open debate on this issue: “What’s new with IA? ”

Thanks for your participation !