

Post-doctoral position Call for applications 2013

INED is organizing a competitive examination to recruit a post-doctoral researcher for a one-year period, renewable for one further year. The research projects presented by applicants must correspond to the research themes and methodological approaches of INED (see the INED website: <http://www.ined.fr/en/>).

Conditions of eligibility

- Applicants must hold a PhD awarded between 15/03/2008 and 15/03/2013 in a discipline related to the population sciences (demography, economics, epidemiology, history, sociology, etc.).¹
- To promote the mobility of young researchers, priority will be given to PhD students from outside INED.
- There are no nationality or age requirements. However, if the applicant is over 35, proof of an atypical professional career must be provided.
- The application must be supported by an INED researcher (see list in Appendix)
- The application must be submitted electronically by 15 March at the latest. No late or incomplete applications will be considered by the selection committee.

Post-doctoral activities

INED's post-doctoral contracts enable young researchers to complete their training and provide a springboard for their future academic career. The main activity of the recruited post-doctoral researcher will be to follow up on his/her thesis and to pursue the research project for which he/she has been selected.

He/she will take part in the collective scientific activities of INED. He/she will attend seminars held to present and discuss ongoing research work. He/she may also contribute to research activities of collective interest (e.g. preparing workshops, seminars, conferences, etc.). The time devoted to these activities should not exceed one-fifth of his/her working time.

The postdoctoral researcher will have a mentor among the researchers in his/her host unit. The mentor's role is to advise the postdoctoral researcher from the time of his/her arrival and to help him/her define a detailed work programme. The mentor will then support the post-doctoral researcher in his/her various activities. The mentor and postdoctoral researcher may collaborate on one or more research projects.

All postdoctoral researchers must perform their work in compliance with the European Charter for Researchers, which can be found at http://ec.europa.eu/eracareers/pdf/am509774CEE_EN_E4.pdf.

Conditions of contract

The postdoctoral researcher is hired under a fixed-term contract of one year, renewable once, except in cases of serious misconduct.

The gross monthly salary is €2,336 (€1,901 net). For a postdoctoral researcher with at least three years' experience in research since their PhD, the salary may be raised, up to a gross salary of €2,584 (€2,103 net).

¹ PhD holders who defended their thesis before 15/03/2008 may be eligible to apply if they provide proof of an interruption of their research activities (for childbirth, paternity leave or health reasons) between the date of their thesis defence and the date of application (15/03/2013).

At his/her request, the researcher may receive special financial support for missions connected with their research or their participation in science events.

Recruitment calendar

→ Application/file submission deadline: 15 March 2013

→ Results

- Announcement of results: 30 April 2013
- Personal replies to unsuccessful eligible applicants: 30 May 2013

→ Contract start date: negotiable, depending on the successful applicant's obligations.

Selection procedure

The files of applicants for the post-doctoral position will be examined by a recruitment and assessment committee comprising 10 eminent scientists.

RECRUITMENT AND ASSESSMENT COMMITTEE MEMBERS (2013-2015)

INED committee members	Non-INED committee members
Aline Désesquelles	Philippe Bocquier (University of Louvain-la-Neuve)
Annabel Desgrées du Loû	Didier Breton (University of Strasbourg)
Pascale Dietrich-Ragon	Virginie De Luca Barrusse (University of Picardie)
Lidia Panico	Nathalie Mondain (University of Ottawa)
Christine Théré	Maria Letizia Tanturri (University of Padua)
Alternates	Alternates
Delphine Rémillon	Eva Beaujouan (Vienna Institute of Demography)
Virginie Ringa	Alice Debauche (University of Strasbourg)

The selection procedure is based on a detailed examination of each file by two committee members who then fill in an assessment form (see Appendix). During the committee meeting, these two assessors present the application to all committee members.

Selection criteria. The decision of the selection committee is based on the following criteria:

- the quality and originality of the research project, its relevance to the themes covered by INED and its feasibility within the post-doctoral contract period;
- the applicant's profile and aptitudes (scientific skills, research experience, publications);
- research experience outside the home country (periods of study abroad, publications, language skills).

The forms used to assess the applicants (see Appendix) give more detailed information on the selection criteria.

Ethics. The members of the selection committee undertake to comply with the principles of transparency and equality of treatment, in accordance with the provisions of the European Charter for Researchers. They undertake to guarantee the confidentiality of all files submitted by applicants. Before making an

assessment, the assessors ensure that they are not disqualified from doing so by a conflict of interest.² During the selection committee meeting, assessors leave the room when they are in a situation of conflict of interest. The INED director is guarantor of the quality of the selection process. If necessary, she may consult the INED ethics committee.

EXCERPT FROM THE EUROPEAN CHARTER FOR RESEARCHERS
(THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS)

Judging merit. The selection process should take into consideration the whole range of experience of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered. This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions.

Variations in the chronological order of CVs. Career breaks or variations in the chronological order of CVs should not be penalised, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should therefore be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.

Recognition of mobility experience. Any mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher.

Recognition of qualifications. Employers and/or funders should provide for appropriate assessment and evaluation of the academic and professional qualifications, including nonformal qualifications, of all researchers, in particular within the context of international and professional mobility. They should inform themselves and gain a full understanding of rules, procedures and standards governing the recognition of such qualifications and, consequently, explore existing national law, conventions and specific rules on the recognition of these qualifications through all available channels.

Seniority. The levels of qualifications required should be in line with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a long career, the pattern of lifelong professional development should also be recognised.

If you have any questions, please contact:

info-postdocs@ined.fr

² An assessor has a conflict of interest in cases of:

- Active collaboration with an applicant
- A hierarchical relationship with an applicant (more senior or subordinate position)
- Any situation which casts doubt upon the assessor's capacity to examine the application in an impartial manner or which, in the eyes of an external third party, may reasonably give this impression.

The application file must include the following items:

1. An application form (downloadable from the INED website, to be completed in the original MS Word format) including a summary sheet;
2. A covering letter addressed to the selection committee members;
3. A curriculum vitae including a list of publications / achievements;
4. A significant publication (pdf) selected by the applicant;
5. If applicable, proof of publications that have been accepted but are not yet published (letter from the editor);
6. A copy of the PhD certificate (pdf);
7. The thesis defence report (obligatory for theses defended in France and countries where these documents are produced);
8. Two letters of recommendation (at most) from established scientists familiar with the applicant's work;
9. A letter of support from the applicant's future mentor in the host research unit (see appended list of researchers);
10. A research project (5 pages maximum), written in French or English. It must include the following information:
 - identification of the applicant and their host research unit;
 - A short, clearly worded title describing the main purpose of the applicant's research;
 - presentation of the research project comprising:
 - A presentation of the research topic, objectives and hypotheses, based on a review of the state of the art;
 - Presentation of methods;
 - A work plan: research plan, work schedule, collaboration (if applicable). The work plan may include activities to promote the applicant's thesis;
 - Bibliography (one page at most).

Send the complete file by 15 March 2013 at the latest to
info-postdocs@ined.fr

Applicants should contact directly the researcher(s) with whom they wish to work. Their contact details are available on the INED website.³ Before contacting a researcher, applicants should carefully read the INED website pages describing the researchers³ ongoing projects to identify those which are closest to their centres of interest. Researchers should be contacted as quickly as possible. It is strongly recommended to send a CV and a research project with the request.

The list below includes all researchers, senior researchers, researchers with joint INED-university affiliation, and associate researchers at INED.

ANDRO	Armelle
ATTANE	Isabelle
BARBIERI	Magali
BEAUCHEMIN	Cris
BELLIS	Gil
BLIDON-ESNAULT	Marianne
BLUM	Alain
BONNET	Carole
BONNEUIL	Noël
BONVALET	Catherine
BOZON	Michel
BRETON	Didier
BRIAN	Eric
BRINBAUM	Yaël
BROUARD	Nicolas
BUCHET	Luc
CAMARDA	Carlo-Giovanni
CAMBOIS	Emmanuelle
CAZES-MARAIS	Marie-Hélène
CHARLES	Loïc
CLEMENT	Céline
CONDON	Stéphanie
CROMER	Sylvie
D'ALBIS	Hippolyte
DEBAUCHE	Alice
DE LA ROCHEBROCHARD	Elise
DESEQUELLES	Aline
DIETRICH-RAGON	Pascale
DUTHE	Géraldine
EKERT-JAFFE	Olivia
FILHON	Alexandra
FRECHON	Isabelle
GAYMU	Joëlle
GOBILLON	Laurent
GOLAZ	Valérie
GUERIN-PACE	France

³ http://www.ined.fr/en/current_research/researchers/

HAMEL	Christelle
HERAN	François
HERTRICH	Véronique
HOURRIEZ	Jean-Michel
JUSOT	Florence
KABBANJI	Lama
KESZTENBAUM	Lionel
KHLAT	Myriam
LALLEMANT-LE COEUR	Sophie
LE BOUTEILLEC	Nathalie
LELIEVRE	Eva
LESCLINGAND	Marie
LESSAULT	David
MAILLOCHON	Florence
MARQUET	Lucy
MASQUELIER	Bruno
MARTIN	Claude
MAZUY	Magali
MESLE	France
MEURS	Dominique
MOGUEROU	Laure
ORAIN	Renaud
OUADAH-BEDIDI	Zahia
PAILHE	Ariane
PANICO-ARMITAGE	Lidia
PARANT	Alain
PENNEC	Sophie
PISON	Gilles
PONTONE	Silvia
RAPOPORT	Benoît
RAULT	Wilfried
REGNIER-LOILIER	Arnaud
REMILLON	Delphine
ROBETTE	Nicolas
ROBINE	Jean-Marie
ROHRBASSER	Jean-Marc
ROSENTAL	Paul-André
ROSSIER	Clémentine
SALLES	Anne
SAMUEL	Olivia
SANTELLI	Emmanuelle
SCODELLARO	Claire
SEBILLE	Pascal
SEGUY	Isabelle
SIMON	Patrick
SOLAZ	Anne
THERE	Christine
THEVENON	Olivier
THIERRY	Xavier
TOULEMON	Laurent
TRIBALAT	Michèle
VERON	Jacques
WALTISPERGER	Dominique
WOLFF	François-Charles



Appendix: Post-doctoral position Application form 2013

NB: This form should be completed in Word format (separate file available on INED website) and submitted by e-mail.

Applicant's personal details

Name First name	
Address	
Telephone E-mail	
Nationality	<input type="checkbox"/> French Other, please specify:

Information on the PhD

University	
Research centre /Laboratory	
Discipline(s)	
For doctors who defended their PhD in France	Name of doctoral school: No. of doctoral school: ED
Thesis title	
Thesis supervisor(s)	
Exact date of thesis defence	

Project hosted at INED

INED mentor	NAME: First name:
Which INED research unit do you wish to join?	<u>select a unit</u>
Preferred start date	

Publication of results

The list of successful applicants will be posted on the Internet. If you are successful, do you give consent for your name and first name to be posted on the INED website? Yes No

Optional information

How did you find out about the INED call for applications?

Please indicate here any additional information that you would like to communicate to the administration and/or the selection committee.



Post-doctoral position Summary sheet 2013

NB: This summary sheet provides an overview of your application. Fill it in carefully as it will be used by all committee members during the selection committee meeting.

Applicant's personal details

Name	
First name	
Year of birth	
Project title	
Mentor	
Requested research unit	

Qualifications, titles

Specify: year obtained, nature and title of qualification, university, discipline (5 lines maximum)

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Summary of current or previous employment (since start of PhD studies)

Specify the years and the duration of positions held (5 lines maximum)

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Main publications and papers

Specify the type (thesis, book, journal article, book chapter, paper, etc.) and the state of progress (submitted, accepted, accepted subject to revision, published) (10 lines maximum).

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Summary of research work (15 lines maximum)

FOR INFORMATION ONLY

Summary of research project (15 lines maximum)

FOR INFORMATION ONLY



Appendix: Post-doctoral position 2013 Assessment form

Before assessing an application, the assessor must ensure that he/she is not disqualified from doing so by a conflict of interest.

Excluding the parts indicated by "NB: this information may be communicated to the applicant" this form is strictly confidential and will be seen only by members of the selection committee.

APPLICANT'S PERSONAL DETAILS

First name and surname:
Requested host research unit:
Project title:

ASSESSOR'S DETAILS

First name and surname:

SECTION 1 - SUMMARY - TO BE COMPLETED AFTER FILLING IN SECTION 2

General assessment					
Out of scope	A (accept)	B	C	D	E (reject)

Summary of project assessment (tick one box per line, preferably after completing the rest of the form)				
NB: this information may be communicated to the applicant				
	Excellent	Good	Fair	Poor
Scientific interest and originality				
Quality of the approach (method)				
Feasibility (goals can be achieved in imparted time)				
Applicant profile				
Suitability of the requested host research unit				

General remarks
NB: this information may be communicated to the applicant
Positive aspects of the application:
Negative aspects of the application:

SECTION 2 – DETAILED ASSESSMENT OF THE APPLICATION

Research project objectives:
Scientific interest of the project (in particular, originality of work presented):
Feasibility: suitability of the method for achieving the scientific objectives; feasibility of the work programme within the contract period (one year, renewable once)
Assessment of the applicant's quality, notably regarding his/her international experience (training, study periods, publications, language skills)
Suitability of the host research unit (relevance of the project to the interests of the requested research unit / of INED, opportunities for collaboration, etc.)
Other remarks