

Doctoral School Biology & Health

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UNIVERSITE / BIOLOGIE
BRETAGNE / SANTE
LOIRE

Terms and conditions of the 2020 competition

Roles of a Doctoral School

- Setting up of an **admission policy** for doctoral students, based on explicit and public criteria (Rules of Procedure: https://ed-bs.u-bretagne.fr/fr/4_documents-de-reference)
- **Organises a selection** for the allocation of fundings from Universities (« University Doctoral Contract », or CDE)
- Organises **scientific exchanges** between PhD students and with the scientific community
- Offers **training activities** (including ethics of research and scientific integrity) to PhD students.
- Ensures a **quality control to doctoral training** by setting up annual « individual monitoring committees » or « CSI »
- Contributes to European or International perspectives
- Provides advice to the University on the applications from research units or teams for being part of the Doctoral School

Contrat Doctoral d'Etablissement (CDE)

- Decree signed on 29/08/2016 which replaces previous forms of contracts.
- The CDE defines the rights and duties of the enrolment and host institutions and the rights and duties of PhD students.
- The CDE is an employment contract in accordance with French public law with a financial commitment over 3 years. The PhD thesis is a professional experience
- The CDE shows a minimum allocation of €1779.80/month gross (as of 1 January 2018).

Doctoral school competition = 36 CDE = 3.6 M€

Allocation of a CDE: steps and timetable for 2020

- *Submission of a thesis subject on the TEBL portal by a researcher (end 15 March 2020)*
- *Review of the topics by the ED administration and Site Selection Committee (CSS+) (scientific review)*
- *Topics online (from 1st April 2020) and application by students (until 4 June 2020)*
- **Assessment of the administrative admissibility**
- **Evaluation of applications** by the CSS+ (curriculum assessment)
- **Validation** of the candidates list for jury interviews by the ED Research Committee (**22 June**) - Dispatch of convocation mails for the interview
- **Oral interview (Monday 29/Tuesday 30 June 2020)** and **final ranking** (curriculum + oral) of candidates in order of merit
- **Validation of the final ranking** by the ED Council (**2 July 2020**)
- **Allocation of the CDE** by the Universities

Evaluation and selection of applications (slight variations from sites to sites)

Necessary conditions:

- Validation of the application by the thesis director
- File completed
- Maximum 1 applicant/subject

Review of the files by the CSS+ and validation by the Research Committee:

- Ranking in the M2 promotion
- *Research experience*
- *Competence in line with the chosen subject*
- *Complementary informations*

Number of candidates auditioned during the interview:

- Twice as many as the number of CDEs (variable according to the sites; e.g. in Nantes: 13 CDEs / 26 candidates auditioned)

Organisation of the oral interview

- The ED competition is organized on the 4 geographical sites of the ED, on the same day, with common rules
- The 4 juries are each composed of 8 researchers/teacher-researchers
- Of the 8 jurors, 4 are external to the geographical site, 4 are local.
- All the jurors have signed a deontology charter (code of ethics)
- The precise rules concerning the composition of the juries and the conduct of the oral interviews are available on the ED or TEBL websites: https://ed-bs.doctorat-bretagneloire.fr/sites/default/files/u46/procedure_depots_de_sujets_et_candidatures_20202021.pdf

Practical arrangements

Practical arrangements (common each year)

- **Place:** on site, room and time communicated at the time of the official invitation by e-mail.
- **Total duration of interview:** 25 minutes. Behind closed doors
- **Presentation:** 10 minutes precisely. You are asked to introduce yourself and present your subject and M2 course (approx. 3-4 min), then present your research project (approx. 5-6 min).
- **Discussion-questions:** 15 minutes precisely, moderated by a moderator
- **Videoconferencing:** possible, on the condition that you signal and carry out a technical test beforehand. In the event of a technical malfunction on the day of the hearing, the ED cannot be held responsible.
- **Language:** French or English
- **Support:** ppt/pptx (mac or PC) AND pdf (if problem with ppt/pptx)

Practical arrangements (specific to 2020)

- **Presentation:** must be sent by e-mail to the ED of the corresponding site before Sunday 28/06 6pm.
- **Experimental results of M2:** they are not evaluated as such. The M2 part is evaluated on the general mastery of the subject, the approach envisaged, the results that were expected.
- **Covid barrier gestures:** absolute obligation to respect them - disqualification if not (see slide 8)

Covid-19 – Barrier gestures

- **The jury is divided into two parts:** local jurors are present (unless they personally wish otherwise), external jurors are present by videoconference
- **The maximum number of people** present in the room is 7 (together with an adapted room size)
- Candidates are called to the audition room **at a specific time**, which they are required to respect precisely. It is forbidden for them to be present BEFORE this time. If the candidate is early, he or she is obliged to wait outside the building.
- **Wearing a mask is mandatory** until entering the audition room. It can be removed on the moderator's proposal if/when the conditions are met. The candidate may choose to keep it on.
- The candidate will have at his disposal a computer (which she/he will not touch) controlled by a **pointer** at her/his disposal.
- She/he will be asked to **wear gloves** (nitrile ones, provided).
- The audition process has been modified so that the candidates do not cross each other (arrival and departure staggered by 5 minutes).
- **Failure to respect the barrier gestures will result in the immediate cancellation of the application.**

Evaluation by the oral interview jury

Nature of the issue

- Application is for a **3-year employment contract** for which the PhD student will be entrusted with work of fundamental importance for the research teams.
- Candidates are therefore evaluated on this basis: **it is a job interview**, leading to 3 years of salary and a commitment of trust

Critères évalués lors de l'audition

Jurors are instructed to assess the following points:

1- **Research experience**, particularly :


- Motivation (scientific curiosity, wealth of training...)
- the adequacy of the candidate's technical profile with the disciplinary and technical skills required for the subject matter

2- **The ability to analyze and lead the chosen subject**, particularly :

- the ability to justify the choice of the project and to conduct one's own self-evaluation
- understanding of the subject, the proposed approach and possible difficulties

3- Her/his **pedagogical abilities** to explain his subject very clearly and to defend it.

.The candidate will also be asked what vision he/she has of his/her professional project.

 **This oral interview is not an M2 oral. Its purpose is to assess the candidate's capacities (scientific, human, pedagogical), motivations and suitability for the proposed project, with a view to recruitment. The audition counts for 60% of the final score, the candidate's curriculum being taken into account for 40%.**

Calculation of the candidate's score

Curriculum

- The curriculum score is based on the ranking in the M2 promotion. This score is weighted 40% in the final result.

Oral interview

- Each juror independently assesses each candidate according to the criteria outlined on the previous slide.
- At the end of the interviews, and in the presence of the members of the jury, the scores of all the jurors are compiled and a ranking by order of merit is established.
- The oral interview ranking is weighted 60% in the final score.

Calculation example

- Student « A », good everywhere : ranked 5th out of 54 at the M2, classé 3^{ème} sur 26 at the oral interview
- Student « B », oral interview better than curriculum: ranked 12th out of 32 at the M2, ranked 1st out of 26 at the oral interview
- Student « C », curriculum better than oral interview: ranked 1st out of 41 at the M2, ranked 7th out of 26 at the oral interview

- Student « A » = $[5/54 \times 0.4] + [3/26 \times 0.6] = 0.106$
- Student « B » = $[12/32 \times 0.4] + [1/26 \times 0.6] = 0.173$
- Student « C » = $[1/41 \times 0.4] + [7/26 \times 0.6] = 0.171$

- Final ranking by order of merit: A, C, B

Questions?

If you have any questions, please contact your site manager first.
If she cannot answer, she will relay your question to
Xavier Le Goff or myself.

Site managers

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Good luck!