Institutional doctoral contracts
Doctorate school EGAAL : start of new term 2020

Rules for the recruitment competition

PREAMBLE

The award of a institutional doctoral contract (IDC) is the subject to a recruitment competition by candidates assigned to research units that are identified as priority in terms of scientific policy by the institutions financing the doctoral contracts.

In the doctorate school (DS) EGAAL, a project leader proposing an Ph.D. thesis funded by other means than a IDC may also delegate the recruitment of the doctoral student to the DS jury using the rules of the present recruitment competition.

The number and origin of IDC and other thesis fundings offered for the 2020 academic year are shown in Annex I.

The schedule of DS recruitment competition is set each year by the DS Council (Annex II).

Article I. Registration procedures

I.1. Submission of the thesis project and management of the applications

The number of thesis projects proposed by a research unit may not exceed twice the number of IDC’s allocated to the said unit. The thesis project is uploaded on the "Theses in Brittany Loire" web platform by the thesis director, after approval by the research unit director, in compliance with the instructions described on the platform and the calendar published annually by the DS EGAAL (Annex II).

If the thesis project complies with the DS EGAAL’s internal regulations and funding conditions, DS council validates the thesis offer and makes it public on the platform.

Candidates for a thesis project submit their application form on the "Theses in Brittany Loire" platform, following the instructions described on the platform. The file must be submitted during the application period (Annex II). **No derogation to the rules will be granted, including extra time to apply.**

After the submission of applications on the platform, the DS EGAAL examines the administrative admissibility of the applications. The list of candidates, satisfying administrative compliance, is sent to the promotor of the thesis project who first marks each candidate for motivation and suitability and then selects two candidates for an audition in front of a jury. Details of the calculation of the eligibility score are presented in Table 1.

**Table 1 : the criteria for calculating the eligibility score**

<table>
<thead>
<tr>
<th>Criteria for assessing the application file</th>
<th>coefficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>mark /10 related to the M1 ranking</td>
<td>1</td>
</tr>
<tr>
<td>mark /10 related to the M2 ranking</td>
<td>3</td>
</tr>
<tr>
<td>mark /10 related to motivation</td>
<td>1</td>
</tr>
<tr>
<td>mark /10 related to adequacy to the subject</td>
<td>2</td>
</tr>
</tbody>
</table>

A candidate is considered eligible if he/she obtains a mean score greater than 5/10.
The DS EGAAL publishes the list of candidates eligible for the audition. At this point, no addition or deletion of candidates can be made by the promoter of the thesis project, excepted in the event of a candidate's withdrawal. In this case, the addition of a new candidate may be made until the day after the deadline for the response (June 17, Appendix II) by the selected candidates, i.e. June 18, 2019. Any preparation of selected candidates by the thesis director towards the audition must be fair between candidates applying with the same thesis projects.

An individual may apply for several thesis projects submitted for an IDC within the DS EGAAL. If a candidate applies for several projects, he/she will be audited as many times as he/she was declared eligible for them. If he is declared admitted on all the subjects on which he has applied, then it is up to him to choose the subject on which he is going to work.

Article II. The competition proceedings.

II.1. Summons for the audition in front of the jury

A provisional timetable for the conduct of the recruitment competition will be made available to candidates when they submit their application with DS EGAAL (Annex II).

The candidate will be summoned exclusively by electronic means only, at least 10 days before the date of the audition. The summons gives the following information:

- The date and place of the audition
- The title of the thesis project for which he/she will be audited
- The audition process
- The competition audition schedule with the running orders
- Any missing documents to be given before the audition

The candidate must acknowledge receipt of the summons by registered e-mail within 7 days after receipt by the DS.

Following the health events linked to the Covid-19 epidemic, the auditions of the ED EGAAL 2020 competition will be held in distance for all candidates and jury members. The candidate is required to make all arrangements to connect at the date and time indicated on his/her convocation, on the ZOOM videoconference application. The connection link will be communicated a few days before the audition. A connection test will be carried out on Monday 22 June for all candidates. Each candidate will have to bring a photo ID (National Identity Card, passport, driver's license) that he will present to the jury members before the beginning of his presentation.

Candidates who are unable to prove their identity or present those documents that were requested on the summons will not be allowed to take part of the audition and excluded from the competition.

II.2. The Jury

Composition of the Jury

The Jury is composed of researchers, associate professors and professors who are members of the DS EGAAL Council or of the three DS EGAAL commissions of the ED and associate professors and professors of the research units/teams attached to the DS EGAAL.

Considering the different award procedures set by the funding institutions, the Jury is split into five judging panels that convene on June 23 and 24 June 2019 in Rennes. A panel acting as the Jury, is
composed of 6 persons representing the range of research fields and disciplines within the DS EGAAL, with the exclusion of the promotores of thesis project that is allocated to the said panel.

A member of the DS direction team (the director or one of the members of the DS bureau) and a doctoral student from the DS Council or one of the three DS commissions will be invited as external observers in each panel. The promoter of thesis project (future director and co-supervisors) is not allowed to attend the audition of the candidates selected for his/her project.

The composition of the five committees forming the Jury is presented in Annex III.

**Functioning of the Jury**

Each judging panel appoints a chairman and sits in full for the duration of the hearings. The distribution of candidates within the four panel is proposed by the Thesis Committee. For each candidate, 2 members of the panels are appointed as reporter by the Thesis Committee prior to the auditions.

The DS direction prepares the necessary elements for the competition. It informs the Jury and judging panels of the framework and rules of the competition. During the hearings, the observer representative of the DS direction informs candidates about the conduct of the hearing and reminds them of the criteria taken into account for the ranking. He attends the candidates' presentations during the audition, but do not take part to question session or deliberations of the jury. Its role is to ensure that all candidates are respected and treated fairly by the members of the Jury, particularly with regard to the length of the hearing.

**II.3. The audition**

The Director of the DS is responsible for the proper conduct of the audition.

**Conditions**

Through the videoconference link transmitted by the ED, the audition can be conducted in English or French and lasts 30 minutes. It includes:

- Installation: 2 min
- Presentation: 7 min to present him/herself and his/her second curriculum, + 6 min to present both the research project chosen among the thesis project proposed by DS EGAAL and his/her professional project.
- Exchange and questions: 12-13 min initiated by the reporters
- Deliberation: 2 min

The judging panel only evaluates the oral performance as it does not have prior information regarding the academic results of the auditioned candidate (ranking, marks).

**WARNING**: given the impact of the health crisis on the development of M2 internships in 2020, the content of the M2 internship will not be a criterion for evaluating an application (i.e. the same will apply to candidates who have obtained their M2 in 2019).

**Candidate’s behaviour**

The candidate must make sure that he or she respects the connection schedule communicated to him or her so as not to disrupt the smooth running of the previous candidate’s audition. The chairman of the Jury, in agreement with the Director of the ED, may decide to exclude a candidate whose behaviour is likely to disrupt the conduct of the test or to compromise the equal treatment of candidates.
Minutes of the audition
Any incident reported or encountered by the candidates or any person authorised to be present during the competition will be duly mentioned in the audition minutes by the chairman of the judging panel at the end of the competition. For the purpose of further examination by the Council of the Doctoral School, any complaint from a candidate, must be recorded in these minutes by the said candidate under his/her signature by specifying, the subject and reasons for the complaint and his/her identity (to be reported immediately to ed-EGAAL@u-bretagneloire.fr). No appeal will be taken receivable without prior indication in the audition minutes.

The judging panels evaluates the candidates according to different criteria presented in Table 2.

Table 2 : the criteria for calculating the audition score

<table>
<thead>
<tr>
<th>Criteria for assessing the audition</th>
<th>Capacity</th>
<th>coefficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality of the experience in research (Excluded M2 internship)</td>
<td>Otivation</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>Disciplinary skills</td>
<td>20</td>
</tr>
<tr>
<td>Ability to analyse and lead the chosen subject</td>
<td>Justification of choice</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>Capacity to comprehend the research proposal</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td>Capacity to demonstrate a good fit between own’s experience and thesis project</td>
<td>5</td>
</tr>
<tr>
<td>Impact of oral communication</td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>Quality of the professional project</td>
<td></td>
<td>5</td>
</tr>
</tbody>
</table>

Deliberations
For each judging panels, confidential deliberations are planned at the time of the half-day breaks and during the lunch break before the final deliberations. Each member of the jury awards an audition mark according to an evaluation grid presented in Table 2.

Article III. Résults

III.1. Ranking and validation

After deliberation, the judging panel gives an each candidate and an appreciation of the candidate’s performance justifying the mark. These elements are communicated to the DS direction.

The DS direction calculates the final score to a scale taking into account the candidate’s eligibility score of the academic results (40% of the final score) and the audition score (60% of the final score), and establishes:
- a main list of successful candidates who are awarded a doctoral contract, ranked in order of merit.
- a complementary list, in order of merit.

The proceeding functioning and results of the competition are presented each year and discussed with the ED Council, which will validate the results on 26 June 2020.

The doctoral contract is awarded to a candidate for each thesis proposal that he/she choose to defend. The awarded candidate cannot change proposal after the competition, otherwise he/she loses the award. If the awarded candidate decides not to accept the IDC, his/her decision is firm and definitive. Then the proposal is awarded to first candidate on the complementary list who may choose to accept or not.
III.2. Diffusion

The list of awarded candidates will be published on the Doctoral School’s website on 26 June 2020 before 7 pm. No results will be communicated by telephone.

In the event of a dispute or request for further information regarding the outcome of the competition, the candidate and the promoter may request any comments that do not contain any personal elements or value judgments, from the chairman of the judging panel, the director of the DS or the doctoral student representative. As the deliberations are a confidential, only the final results and words of appreciation may be disclosed.

Following the publication of the results of the competition, the admitted candidates have until 6 July 8 am to send their decision on their admission by e-mail or post to the ED: doctoral contract accepted or abandoned. Beyond this period, the award of the doctoral contract is cancelled, this contract is awarded to the first candidate on the complementary list.

If an admitted candidate is in the process of obtaining an M2 level degree, he or she will be required to confirm that an M2 level degree has been obtained before the start date of the thesis project (i.e. a prerequisite for doctoral registration). Otherwise, the award of the doctoral contract will be cancelled.

III.3. Appeal

The Jury is sovereign. No appeal is admissible against the decisions it has taken in respect with the present regulations. Only irregularities due to legal or material errors can be rectified. Thus, only report, validation or non-validation errors can be corrected.

III.4. Recruitment operations schedule - Acceptance and withdrawal of candidates

For the institutional doctoral contracts, the final decision on the award of IDC rests with the heads of the institutions that finance the said contracts. This decision is taken as soon as possible following the DS notification of the list of awardees. As soon as the results of the competition are validated by the heads of the institutions that are relevant to the thesis project, the research units will be informed of the results.
ANNEX I. NUMBER OF INSTITUTIONAL DOCTORAL CONTRACTS

**Competition Agrocampus Ouest : 1,5 IDC (3 thesis projects)**
- 0.5 CDE (+0.5 Région) attributed to UMR BAGAP : 1 thesis project, IDC to the best of the candidates
- 0.5 CDE (+0.5 Région) attributed to UMR SAS : 1 thesis project, IDC to the best of the candidates
- 0.5 CDE (+0.5 INRAE) attributed to UMR IGEPP : 1 thesis project, IDC to the best of the candidates

**Competition UBO : 1.5 IDC (2 thesis projects)**
- 0.5 IDC (+0.5 other funding) attributed to LUBEM : 1 thesis project, IDC to the best of the candidates
- 1 CDE attributed to LUBEM : 1 thesis project, IDC to the best of the candidates

**Competition Université de Rennes I: 9 IDC (12 thesis projects)**
- 3 IDC for UMR ECOBIO: 6 thesis projects, ranking of candidates and allocation of the 3 IDCs to the best candidates according to the ranking,
- 2 IDC to UMR Géosciences: 4 thesis projects, ranking of candidates and allocation of the 2 IDCs to the best candidates according to the ranking,
- 1 IDC for UMR Géosciences (establishment policy): 1 thesis project, IDC to the best of the candidates.
- 0.5 CDE (+0.5 ARED) to UMR IGEPP: 1 thesis project, IDC to the best of the candidates

**Competition Université de Nantes : 2 IDC (3 thesis projects)**
- 2 IDC attributed to UMR LPG : 3 thesis projects, ranking of candidates and allocation of the 2 IDCs to the best candidates according to the ranking,

**Competition Université Le Mans : 1 IDC (1 thesis project)**
- 1 IDC attributed to LPG: 1 thesis project, IDC to the best of the candidates

**Competition Université d’Angers : 3 IDC (6 thesis projects)**
- 3 IDC attributed to UMR IRHS + EA Sonas + EA SIFCIR: 4 thesis projects proposed by UMR IRHS, 1 thesis project proposed by EA SONAS, 1 thesis project proposed by EA SIFCIR; ranking of candidates and allocation of the 3 IDCs to the best candidates according to the ranking,

+ 1 other Ph.D. fellowships linked to a thesis project, with another method of financing but switched to competition by the project leaders. Award the fellowship to the best candidate.
ANNEX II. CALENDAR OF THE COMPETITION 2020

Calendar of the competition DS EGAAL - 2020

Composition of the jury

- Call for experts to constitute the Jury: March 10
- Establishment of EGAAL judging panels (14-20 members): after April 10

Organization of the competition

- **February 24 to March 27:** Submission of thesis projects to be entered in the competition on the "Thesis in Brittany Loire" platform
- **March 31:** thesis projects online after validation by DS EGAAL
- **March 31 to May 28:** Submission of applications on the "Thesis in Brittany Loire" platform.
- **After June 3:** Sending the list of candidates to the respective promotor of the thesis project to select maximum 2 candidates (if only one or two candidates, the project holder accepts or not the application(s))
- **June 11:** invitation mailing to admitted candidates with an expected response by 17 June at 12 pm Paris time.
- **June 18 to June 19:** appointment of rapporteurs and preparation of the audition schedule
- **June 23 and June 24:** Oral test of the competition - deliberation of the judging panel towards the final rankings
- **June 26:** at 10 am Paris time: EGAAL Council meets to validate results
- **June 26:** around 6pm Paris time: Posting of results on DS EGAAL plateform
# ANNEX III. COMPOSITION OF THE JURYS

<table>
<thead>
<tr>
<th>23-JUNE</th>
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<tbody>
<tr>
<td>GOUESBET Gwenola</td>
<td>ALIGNIER Audrey</td>
<td>AMIT Hagay</td>
</tr>
<tr>
<td>LEMOSQUET Sophie</td>
<td>LEDUC Nathalie</td>
<td>BERKOVA Nadjeda</td>
</tr>
<tr>
<td>LUCCHESI Marie Elisabeth</td>
<td>ROUSSEAU-GEUTIN Mathieu</td>
<td>CHOBLET Gaël</td>
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<tr>
<td>MONARD Cécile</td>
<td>SALMON Armel</td>
<td>JAN Gwenaël</td>
</tr>
<tr>
<td>PICOUET Pierre</td>
<td>VIDAL-BEAUDET Laure</td>
<td>RONDEAU Benjamin</td>
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<tr>
<td>SIMIER Philippe</td>
<td>WIEGAND Claudia</td>
<td>RUBAN Véronique</td>
</tr>
<tr>
<td><strong>Observers</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>OUTREMAN Yannick ou PREVOST Hervé ou VIAN Alain</td>
<td>OUTREMAN Yannick ou PREVOST Hervé ou VIAN Alain</td>
<td>OUTREMAN Yannick ou PREVOST Hervé ou VIAN Alain</td>
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</table>

<table>
<thead>
<tr>
<th>24-JUNE</th>
<th></th>
<th>Jury 5 Biochemistry and Earth sciences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jury 1 Ecobiology</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FUSTEC Joëlle</td>
<td>AINOUCHE Malika</td>
<td></td>
</tr>
<tr>
<td>LOTHIER Jérémy</td>
<td>DAUTEUIL Olivier</td>
<td></td>
</tr>
<tr>
<td>OFFMANN Bernard</td>
<td>LUCCHESI Marie Elisabeth</td>
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<td>PILET Marie-France</td>
<td>MARSAC Rémi</td>
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<td>RENOU Jean Pierre</td>
<td>MARTINEZ Mathieu</td>
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<td>PIERSON-WICKMANN Anne-Catherine</td>
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<tr>
<td><strong>Observers</strong></td>
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<td>OUTREMAN Yannick ou VIDAL-BEAUDET Laure</td>
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