Institutional doctoral contracts
Doctorate school EGAAL : 2022 campaign

Rules for the recruitment competition

Preamble

The award of an 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 (i.e. High Schools and Universities). In the doctoral school (DS) EGAAL, a project leader proposing a Ph.D. thesis funded by other means than an 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 offered for the 2022 academic year are shown in Annex I. The schedule of recruitment competition is set each year by the DS Council (Annex II).

Article 1: Registration procedures

Article 1.1: Submission of the thesis project and management of the applications

The number of thesis projects proposed by a given research unit may not exceed twice the number of IDC's allocated to this unit. The thesis project is uploaded on the "Theses in Brittany Loire - TEBL" 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 TEBL platform.

Candidates for a thesis project submit their application form on the TEBL platform, following the instructions described on that platform. The application file must be submitted during the application period (Annex II). No derogation to the rules will be granted, including extra time for application. After the submission of applications on the TEBL platform, the DS EGAAL examines their administrative admissibility. The list of candidates, satisfying administrative compliance, is sent to the thesis project supervisor who completes calculation of the eligibility score: he/she first marks each candidate for motivation and suitability to the PhD offer and then selects two candidates for an audition by a jury. The eligibility score calculation is presented in Table 1.

Table 1: the criteria for calculating the eligibility score of an application

<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>

An application is considered as eligible if the applicant has an eligibility score greater than 5/10.
The DS EGAAL publishes the list of the eligible candidates and selected for the audition by PhD offer’s supervisor. At this point, no addition or deletion of candidates can be made by the supervisor of the thesis project, except 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 16th Appendix II) by the selected candidates, i.e. June 17th 2022. 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 2: The competition proceedings.

Article 2.1: Summons for the audition by 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.

Auditions of the DS EGAAL 2022 competition will be held at distance for all candidates. 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 20th June for all candidates. Each candidate will have to bring a photo ID (National Identity Card, passport, driver’s license) that she/he will present to the jury members before the beginning of his/her 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.

Article 2.2: The Jury

➢ Composition of the Jury

The Jury is composed of scientists who are members of the DS EGAAL’s council or commissions or members of research units attached to DS EGAAL. Considering the different award procedures set by the funding institutions, the Jury is split into four judging panels that convene on June 21st and 22nd June 2022. A panel acting as the jury, is composed of 5 or 6 persons representing the range of disciplines within DS EGAAL, with the exclusion of the promotors of thesis project that is allocated to the said panel. A member of the DS direction team (head or deputy head) and a PhD student of the DS are invited as external observers within each panel. The promotors of thesis project (future director and co-supervisors) are not allowed to attend the audition of the candidates selected for his/her project. Composition of the 4 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 auditions. The distribution of candidates within the four panel is proposed by the Thesis Commission of the DS EGAAL. For each candidate, two members of the panels are appointed as reviewer by the Thesis commission prior to the auditions.

The DS EGAAL 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 audition, the observers (i.e. representative of the DS direction and one PhD student) inform candidates about the conduct of the audition and remind them of the criteria taken into account for ranking. They attend the candidates’ presentations during the audition, but do not take part to question session or deliberations of the jury. Their role is to ensure that all candidates are respected and treated fairly by the members of the Jury, particularly with regard to duration of the interview.

Article 2.3: 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 mn

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).

Candidate’s behaviour

The candidate must make sure that he/she respects the connection schedule communicated to him/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 DS EGAAL, 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 edegaal@doctorat-bretagne-loire.fr). No appeal will be taken receivable without prior indication in the audition minutes.

Judging panels evaluates the candidates according to different criteria detailed 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>Motivation</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 panel, 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 3: Results

Article 3.1: 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’s Council, which will validate results on 24th June 2022. 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.

Article 3.2: Diffusion

The list of awarded candidates will be published on the DS's website on 24th June 2022 before 5 pm. No results will be communicated by phone.

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 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 6th July 8.00 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.

Article 3.3: 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.

Article 3.4 : Recruitment 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 UBO : 1 IDC (1 thesis project)*
- 1 IDC attributed to LUBEM: 1 thesis project, IDC to the best of the candidates

*Competition Institut Agro Rennes- Angers*
- 0.5 IDC (+0.5 INRAE) attributed to UMR PEGASE: 1 thesis project, IDC to the best of the candidates

*Competition Université de Rennes I: 6.5 IDC (13 thesis projects)*
- 2 IDC for UMR ECOBIO: 4 thesis projects, ranking of candidates and allocation of the 2 IDCs to the best candidates according to the ranking,
- 3 IDC to UMR Géosciences: 6 thesis projects, ranking of candidates and allocation of the 3 IDCs to the best candidates according to the ranking,
- 0.5 (+0.5 ARED) IDC for UMR Géosciences: 1 thesis project, IDC to the best of the candidates.
- 0.5 CDE (+0.5 ARED) to UMR ECOBIO: 1 thesis project, IDC to the best of the candidates
- UMR IGEPP: 1 thesis project, IDC to the best of the candidates

*Competition Université de Nantes : 3.25 IDC (4 thesis projects)*
- 0.75 (+0.25 Unit) IDC attributed to UMR LPG: 1 thesis project, IDC to the best of the candidates
- 0.5 IDC attributed to LPG, 1 thesis project, IDC to the best of the candidates.
- 2 IDC for UMR LPG: 2 thesis projects, ranking of candidates and allocation of the 2 IDCs to the best candidates according to the ranking

*Competition Université d’Angers : 2 IDC (4 thesis projects)*
- 2 IDC attributed to UMR IRHS 4 thesis projects, ranking of candidates and allocation of the 2 IDCs to the best candidates according to the ranking,
- 1 IDC attributed to UMR SONAS or SIFCIR 2 thesis projects, ranking of candidates and allocation of the 1 IDC to the best candidates according to the ranking,
## ANNEX II. CALENDAR OF THE COMPETITION 2021

## ANNEX III. COMPOSITION OF THE JURYS

### Tuesday June 21

<table>
<thead>
<tr>
<th>Jury 1 Ecobiology</th>
<th>Jury 2 Ecology/Geology</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALIGNIER Audrey</td>
<td>DIA Aline</td>
</tr>
<tr>
<td>BERKOVA Nadejda</td>
<td>EL AMRANI Abdelhak</td>
</tr>
<tr>
<td>LUCCHESI Marie-Elisabeth</td>
<td>DESRIAC Noémie</td>
</tr>
<tr>
<td>RONDEAU Benjamin</td>
<td>MARTINEZ Mathieu</td>
</tr>
<tr>
<td>VIDAL-BEAUDET Laure</td>
<td>NALPAS Thierry</td>
</tr>
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**Observers**

| PREVOST Hervé          | OUTREMAN Yannick       |
| HAUTEFEUILLE Sophie    | LIGONNIERE Sébastien   |

### Wednesday June 22nd

<table>
<thead>
<tr>
<th>Jury 3 Biology</th>
<th>Jury 4 Géosciences</th>
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</thead>
<tbody>
<tr>
<td>ALIGNIER Audrey</td>
<td>RONDEAU Benjamin</td>
</tr>
<tr>
<td>CABELLO-HURTADO Francisco</td>
<td>SALMON Armel</td>
</tr>
<tr>
<td>LUCCHESI Marie Elisabeth</td>
<td>THOMAS Zahra</td>
</tr>
<tr>
<td>MARSAC Rémi</td>
<td>VIDAL-BEAUDET Laure</td>
</tr>
<tr>
<td>MARTINEZ Mathieu</td>
<td>WIEGAND Claudia</td>
</tr>
</tbody>
</table>

**Observers**

| OUTREMAN Yannick | VIAN Alain            |
| ZARIF Mhammad    | LIGONNIERE Sébastien  |