

## POST-DOCTORAL CONTRACT

Positions reserved for people with disabilities

2023

Call for applications

Guide for applicants

**Deadline for applications: *September 30<sup>st</sup> 2023***

<https://www.univ-amu.fr/en/public/call-applications-post-doc-disability-contract>

July 2023

## 1. Who can apply?

Researchers, teachers and professors wishing to join [Aix-Marseille Université's](#) research and teaching site. The program is opened to all fields and disciplines. Applicants *must* meet the following criteria (incomplete applications and those that do not meet the eligibility criteria will not be evaluated):

- possession of a doctoral degree at the start of the project, received **no earlier than July 1<sup>st</sup> 2021**
- only researchers with disabilities, status will be verified during the selection process
- from the entire world, in all fields of research
- Applicants must not have held a position at AMU, with the exception of doctoral contracts or short contracts, depending on their duration. Excluding doctoral contracts, the total period of presence at AMU may not exceed 4 years. The duration of the proposed post-doc contract may be between 1 and 3 years.

## 2. Call for application deadline

Applications should be submitted before **September 30, 2023**.

## 3. How to apply?

### Identify collaborations and local integration

Applicants must identify and get the support from a research unit or structure with which they wish to collaborate before sending their application (see information about the Aix-Marseille research and teaching site below).

### Prepare your research and integration project

The research and integration plan must briefly present your most important work and achievements and propose a research plan as well as a description of the integration of your project within the research units, faculties, infrastructures, etc. of Aix-Marseille and information about your expected scientific career.

Maximum 4 pages (excluding references), in English or French. There is no formal model for this document. It should include:

- Research Proposal and expected results (research questions, methodology ...)
- Integration of the project into the laboratories and research environment of the Aix-Marseille University research and teaching site.
- Possibly short work plan and description of needed resources
- Expected impact of the project on the candidate's career and career perspectives

### Update your online profiles to provide us with:

- Updated **online ORCID public profile** (compulsory) including: previous employment, education, fundings, works .... Your ORCID profile should have all the needed information to evaluate your profile

- At least one of the following **publications list** (compulsory): GoogleScholarID (strongly recommended) and/or PublonsResearcherID (recommended), or ScopusID (recommended)

## Submit your application online, answer a few questions and send your documents

Where? ➡ <https://formulaire.univ-amu.fr/fr/public/application-post-doc-2023-amidex>

Questions and information you will be asked to provide (in English or French):

- Links to online profiles (ORCID and GoogleScholar, Publons, Scopus)
- Identification: last name, first name, gender, nationality, year of birth
- Current status: current position, country, employer
- Date of phd
- Main disciplinary field
- Identified Aix-Marseille structure (research unit, faculty etc.)
- Disabled status
- Previous employment
- Information about the project (title, abstract, discipline ...)

Documents:

- Mandatory: Research and integration project (in English or French)
- Mandatory: Letter(s) of support from one or more structures on the Aix-Marseille site (research unit, research and teaching institutes, faculties, etc.)
- Optional: Letter(s) of recommendation, or other supporting documents.
- Diploma, or optionally a certified letter from the appropriate university or research institute official stating that they have completed all of the requirements for their degree including the completion of their final thesis and defense – This document can be submitted later in the selection process if the candidate doctorate studies are still currently ongoing. It will be mandatory before any work contract can be established.
- Mandatory: Proof of status as a beneficiary of the French employment obligation (BOE), or proof that you have applied to the *Maison Départementale pour les Personnes Handicapées* (MDPH) for recognition as a disabled worker, or if you are not resident in France, an administrative document recognizing your disability status (in this case, confirmation of compatibility of status will be assessed later in the selection process). Do not share personal or medical information.<sup>1</sup>

<sup>1</sup> France: List of beneficiaries of the employment obligation (BOE). You are eligible to benefit from the obligation to employ disabled workers if you are:

- recognized as disabled (RQTH) by the Commission des droits et de l'autonomie des personnes handicapées;
- Holder of the disabled adult allowance (AAH);
- Victim of an industrial accident or occupational disease resulting in permanent disability of at least 10%;
- Holder of a disability pension, provided that the disability reduces their capacity to work or earn a living by at least two-thirds;
- Recipients of military disability and war victims' pensions;
- Holder of a disability allowance or pension awarded to volunteer firefighters in the event of an accident or illness contracted in the line of duty;
- Holder of a mobility and inclusion card marked "invalid".

## 4. In short: Post-doc program to support people with disabilities in academic careers

### Objectives:

- to attract and retain scientific talents on the Aix-Marseille research and teaching site;
- Promote the academic career of excellent scientists with disabilities;
- Amplify the long-term impact by encouraging subsequent stabilization (permanent positions);
- Identify Aix-Marseille-Université in the national landscape as an inclusive site, committed to the theme of disability and to promoting research careers for people with disabilities.
- Increase the number of disabled teachers, researchers and scientists (IGE/IGR) on the Aix-Marseille site.

### Program in short

- A\*Midex cover the salary of the laureate for 36 months maximum as well as a support package for the project of up to €15 000 maximum for 3 years.
- Profile of the laureate: excellent junior scientist, reserved for the disabled.
- The call is open from July to September 30, 2023;
- Recruitment and start of the projects expected between February 2024 and June 2024 (to be determined);
- Annual call: up to 5 laureates selected for this call

## 5. The post-doc disabled program offers:

### Working environment

A\*Midex Foundation offers project funding (operating expenses related to research, missions, equipment, in accordance with eligible IdEX expenses<sup>2</sup>) up to 15000€ per laureate

### Mentoring

Support will be provided to help them find a permanent position.

### Salary and employment

- Gross salary determined according to experience and profile: about 30k€ for the first year, then 34k€
- 3 years maximum post-doc contract, a teaching component may be included as part of the position

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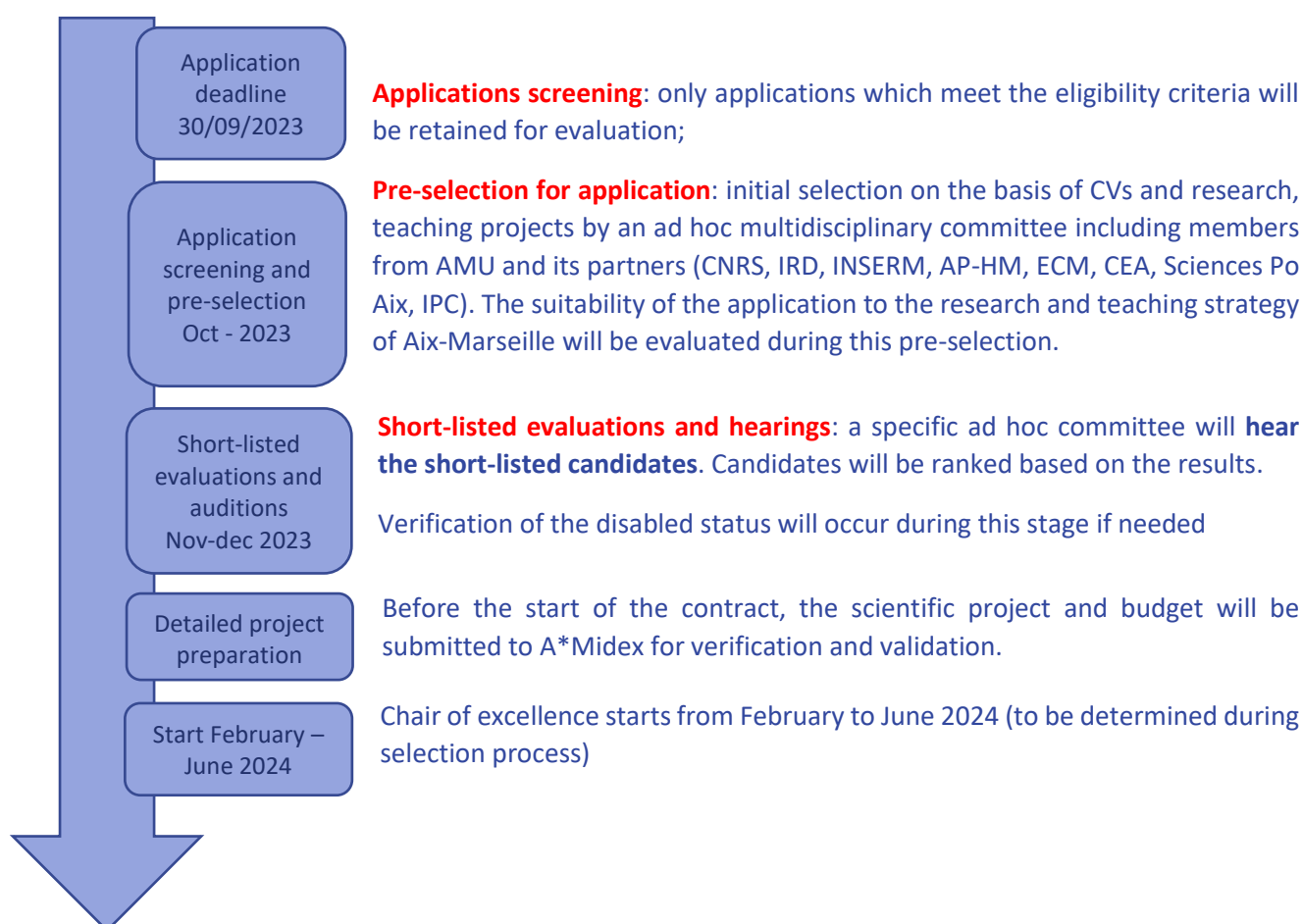
<sup>2</sup> Selected chair holder will have to prepare (after selection) a detailed budget according to the A\*Midex rules

Aix-Marseille Université is an **Euraxess centre**<sup>3</sup> that helps researchers prepare for a successful stay in France and provides information on housing, banking, visas, health insurance, work and family benefits in France.

## 6. Selection criteria and process

A competitive multi-stage selection process, consistent with French employment laws and with A\*Midex requirements for excellence, will be observed. Candidates will be informed at each stage of the process.

### 6.1. Selection process – indicative timetable



### 6.2. Evaluation criteria (indicatives)

#### Scientific excellence

- Scientific quality, level of novelty of the research project;
- Project reinforcing the scientific and professional independence of the candidate;

<sup>3</sup> <https://euraxess.univ-amu.fr/en/welcome-aix-marseille-university>

- Scientific background and production (bibliometric, quality criteria) evaluated according to the discipline of the candidate

## Relevance of the integration project

- Integration into the Aix-Marseille ecosystem (Aix-Marseille Université institutes, faculties, research units, technological platforms, etc.)
- Coherence of career perspectives and ambition
- Fluency in French appreciated

The profiles will be evaluated by experts trained on gender-based bias in selection according to Aix-Marseille Université gender equality and anti-discrimination policy.

## 7. About Aix-Marseille Université and A\*Midex university foundation

**Aix-Marseille Université (AMU)** is the largest multidisciplinary French-speaking university. AMU welcomes 80,000 students and nearly 8,000 staff on 5 large campuses that meet international standards. AMU is a research-intensive university that has forged partnerships around the world, and affirmed its territorial anchorage and integration and which ranks among the very first French universities in the Shanghai ranking.

AMU and its partners (CNRS, CEA, INSERM, IRD, Ecole Centrale, Sciences-po Aix, AP-HM, IPC) have obtained the national label Initiative of Excellence within the framework of the national PROGRAMME INVESTMENTS D'AVENIR. The objective of **A\*Midex university foundation** is to enhance and develop the exceptional potential of the Aix-Marseille site, by providing it with world-class research and higher education. A\*Midex experiments with new actions and functions as a strategic growth lever for the territory.

**Specific disability support at Aix-Marseille Université (AMU):** In accordance with the law of August 6, 2019 on the transformation of the civil service, Aix-Marseille Université's disability unit offers specific disability support.<sup>4</sup>

The disability referent requests accommodations and technical, human and organizational aids to compensate for the consequences of disability. His/her missions are:

- Identify specific needs;
- Propose solutions adapted to your situation, and ensure their implementation;
- Help in applying for recognition as a disabled worker (RQTH).
- Help in finding solutions if you find yourself in a situation where you are no longer fit for work.

<sup>4</sup> French law recognizes the right of all disabled civil servants to consult a referent, who is responsible for supporting the employee throughout his or her career and coordinating the actions taken by the employer to welcome, integrate and maintain disabled people in employment (art. L.131-9 of the General Civil Service Code).

The university has been awarded with the European **HRS4R label for human resources excellence in research** and implements the principles of the European Charter for Researchers and the Code of Conduct:

- Improve individual research conditions;
- Strengthen respect for ethical principles and professional responsibilities;
- Ensure greater transparency in recruitment, career development and mobility;
- Reaffirm a commitment to working and safety conditions and the professional environment;
- Reaffirm a training policy.



HR EXCELLENCE IN RESEARCH

**Gender Equality** is a priority for Aix-Marseille Université (AMU). The fight against inequalities between women and men in the academic field is implemented through a gender equality policy based on scientific research on gender bias and their influences. Aix-Marseille Université has implemented numerous actions to raise awareness of discrimination such as actions to make evaluators ware of the existence of gender bias and their influences on recruitment decisions.

## 8. Information about the Aix-Marseille research and teaching site

### A\*MIDEX Partners

- **Aix-Marseille Université (coordinator)** <https://www.univ-amu.fr/en>
- **CNRS - Centre national de la recherche scientifique - French National Centre for Scientific Research** : <https://www.cnrs.fr/en> , regional delegation <https://www.provence-corse.cnrs.fr/fr>
- **Inserm - Institut national de la santé et de la recherche médicale** ; <https://www.inserm.fr/en>;
- **IRD Institut de recherche pour le développement – French National Research Institute for Sustainable Development** <https://en.ird.fr/> IRD regional delegation South-East <https://sud-est.ird.fr/>
- **CEA Commissariat à l'énergie atomique et aux énergies alternatives - French Alternative Energies and Atomic Energy Commission** <https://www.cea.fr/english>; <https://cadarache.cea.fr/cad>
- **AP-HM - Assistance Publique – Hôpitaux de Marseille**  
**Marseille Public University Hospital System** - <http://fr.ap-hm.fr/presentation-ap-hm-anglais>
- **Sciences-Po Aix** <https://www.sciencespo-aix.fr/>
- **Centrale Marseille** <https://www.centrale-marseille.fr/>
- **Institut Paoli Calmette** <https://www.institutpaolicalmettes.fr/>

### Research Units

Aix-Marseille Université has 113 research units spread across the 5 major teaching and research sectors of Aix-Marseille Université : Arts, languages and humanities, Law and political science, Economics and management, Health, and Science and technology. <https://www.univ-amu.fr/en/public/research-units>



## Faculties, schools

Aix-Marseille faculties and schools: <https://www.univ-amu.fr/en/public/components-faculties-schools-institutes>

## Aix-Marseille Université institutes

The Aix-Marseille Université institutes are the result of an interdisciplinary approach that relies on the university's research units and faculties, as well as on its socio-economic partners, to strengthen its international outreach. <https://www.univ-amu.fr/en/public/amu-institutes>

## Technology platforms and infrastructures

The technological platforms are state-of-the-art infrastructures backed by a laboratory or a research federation in Aix-Marseille with high-level scientific and technological skills. They are open to a community of public and private users. <http://plateformesam.mmsh.univ-aix.fr/>

## 9. Contacts and information

### Questions about the application process:

Solène Tyrlik, project officer for Attractiveness and Internationalization - A\*Midex Foundation  
[Solene.tyrlik@univ-amu.fr](mailto:Solene.tyrlik@univ-amu.fr)

### Practical information and contact about living in France

Euraxess <https://euraxess.univ-amu.fr/en/welcome-aix-marseille-university>

### Aix-Marseille University Human Resources Department, Disability Unit

Contact Aix-Marseille Université: [drh-gpeec-handicap@univ-amu.fr](mailto:drh-gpeec-handicap@univ-amu.fr)

### Useful links

A\*Midex university foundation: <https://www.univ-amu.fr/fr/public/initiative-dexcellence>

A\*Midex current calls: <https://www.univ-amu.fr/fr/public/appels-projets-en-cours-amidex>

Aix-Marseille Université Gender Equality & Anti-discrimination: <https://www.univ-amu.fr/en/public/gender-equality-anti-discrimination>

HRS4R at Aix-Marseille Université : <https://www.univ-amu.fr/en/public/hrs4r-amu-approach>

How to update and optimize your ORCID profile: <https://info.orcid.org/researchers/#optimize>