

How to get a (French) academic position

Pascal Lafourcade



REDOCS

October 2025

Several choices

- ▶ Full teacher (PRAG)
- ▶ MCF or similar
- ▶ Full time resarchers CR/IR (INRIA/CNRS/CEA/ANSSI ...)

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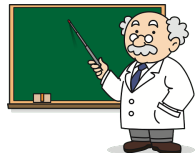
But for freedom !



During your PhD



- ▶ Publishing
- ▶ Teaching
- ▶ Collaborations



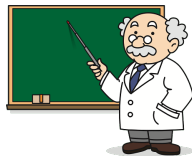
After your PhD

Qualification (CNU 27), Post-doc, ATER, CDI ...

⚠ Deadline: 15 december 2026 for everyone!



- ▶ Publishing
- ▶ Teaching
- ▶ Collaborations
- ▶ Supervising
- ▶ Managing projects
- ▶ Designing projects



Schedule of Applications



- ▶ CNRS deadline: January/February
- ▶ INRIA deadline: February
- ▶ Universities deadline: March

Note: there are specific campaigns for researchers with disabilities.
⇒ do not hesitate!

3 Advices

1. Chose only places where you want to go !



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2. INTERNAL SUPPORT \Rightarrow Contact !



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3. Do not be SHY !



Content of the applications

- ▶ Highlight of the main contributions
- ▶ Publications list
- ▶ Recommendations letters
- ▶ Research project
- ▶ Administration task
- ▶ Teaching

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Advice: have a look to Inria's template **before** start writing!

How much ?



- ▶ High Publications Records = QUALITY AND QUANTITY
- ▶ Recommendations letters = ENOUGH
- ▶ Research project = AMBITIOUS, REALISTIC, ADAPTED
- ▶ Administration task = DYNAMISM
- ▶ Teaching = NOT NULL

Interviews

- ▶ Seminar before
- ▶ Publications
- ▶ Be yourself
- ▶ Dynamism
- ▶ Research project
- ▶ Administration task
- ▶ Teaching

Examples

JACOMME Charlie (CR INRIA 2023)

- ▶ 2J + 14C : 5 Usenix, 3 CSF, 2 S&P, 2 CCS, LICS, Euro S& P
- ▶ 2 years of Post-doc : Sarbrucken + Paris.

BOUDGOUST Katharina (CR CNRS 2023)

- ▶ 2J + 5C : CRYPTO, 2 ASIACRYPT, CT-RSA, INDOCRYPT
- ▶ 1 year of Post-doc : Aarhus University in Denmarkz.

Examples

BOUVIER Clémence (CR INRIA 2024)

- ▶ 2J + 2C : 2 CRYPTO, ToSC (ex-FSE), DCC
- ▶ 1 year of Post-doc : Ruhr Universität Bochum in Germany.

BRAGA De ALMEIDA Daniel (MCF Rennes 2024)

- ▶ 1J + 7C : S&P, USENIX, CCS, Euro S&P, CHES, AsiaCCS, etc
- ▶ 2 years of Post-doc : Rennes in France

Examples

KERKOUCHE Raouf (CR INRIA 2025)

- ▶ 4J + 7C : NeurIPS (A*), ICLR (A*), Euro S%P, ICDAR (A), UAI (A) 2 CHIL (B)
- ▶ 4 years of Post-doc : CISPА in Germany.

NGUYEN Ky (MCF Sorbonne 2025)

- ▶ 2J + 7C : CRYPTO, CCS, ASIACRYPT, 2 PKC, ACNS, SCN
- ▶ 1 year of ATER : ENS.

(Counter-)example

ANONYMOUS (recent CR)

- ▶ 3J + 9C : 2 CRYPTO, 3 EUROCRYPT, SAC, 3 PQCrypto, IACR Comm. in Crypto, IEEE IT, DCC
- ▶ 1 year of Post-doc : Simula UiB, at University of Bergen, in Norway.

The outcome does not depend **only** on your publication list 🤔

(Counter-)example

ANONYMOUS (recent CR)

- ▶ 3J + 9C : 2 CRYPTO, 1 CRYPTO, SAC, 3 PQCrypto, IACR, 1 CRYPTO, IEEE IT, DCC
- ▶ 1 year of Postdoc at UiB, at University of Bergen, in Norway.

Not recruited!
recruited 1 year later...

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ANONYMOUS (recent MCF)

- ▶ 0J + 2C : 1 USENIX, 1 Euro S&P
- ▶ 1 year of Post-doc : CISPA in Germany.

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(Counter-)example

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Questions ?