

## **Code of conduct for the recruitment of teachers-researchers and researchers**

### **Sources :**

- Décret n°92-171 du 21 février 1992 portant statuts particuliers des corps d'enseignants-chercheurs des établissements d'enseignement supérieur publics relevant du ministre chargé de l'agriculture ;
- Décret n°92-172 du 21 février 1992 relatif à la Commission nationale des enseignants-chercheurs relevant du ministre chargé de l'agriculture ;
- Arrêté du 25 janvier 2010 relatif aux conditions de fonctionnement des jurys de concours ouverts pour le recrutement des enseignants-chercheurs du ministère de l'agriculture ;

The CNECA "exercises the powers deriving from the provisions of Book 9 of the Education Code, in particular Article L. 952-6" and, more specifically, "gives its opinion under the conditions laid down by the provisions of the special statutes of the present decree on individual measures relating to the recruitment and careers of professors and lecturers governed by the aforementioned decree of February 21, 1992".

**Guarantees of the independence of teacher-researchers** (Fundamental Principle Recognized by the Laws of the Republic):

According to article L. 952-6 of the French Education Code: "The examination of individual questions relating to recruitment is the sole responsibility of the representatives of teacher-researchers and assimilated staff occupying a post of a rank at least equal to that applied for by the person concerned".

### ***Transparency:***

Articles 20 to 23 of the decree governing the recruitment of lecturers and articles 37 to 40 of the decree governing the recruitment of professors set out the conditions for recruitment by competitive examination: qualifications required, opening of competitive examinations, nature of the tests, composition of the jury. Candidates for the position of lecturer must hold a doctorate as stipulated in article L.612-7 of the French Education Code, or a state doctorate, doctorate de 3ème cycle or diplôme de docteur ingénieur. Candidates for the position of professor must hold a "habilitation à diriger des recherches" or a "doctorat d'État".

### ***Openness and enhancement of previous experience:***

According to article 39 of the decree governing the status of teacher-researchers at the Ministry of Agriculture, "Persons who are not civil servants may be recruited by competition as 1st class teachers, in accordance with the procedures set out in the previous paragraph. The Minister of Agriculture designates the position(s) to be filled by competitive examination on the basis of a proposal from each Director, accompanied by the opinion of the Teachers' Council. The total number of posts filled in this way may not exceed 10% of the total number of staff in the corps.

CNECA gives its opinion on applications for other qualifications.

The various competitive examinations for senior lecturers allow candidates to benefit from their previous professional experience.:

- For teachers: article 37 of decree 92-171 of February 21, 1992: "Candidates who do not hold the diplomas listed in 1° and 2°, in particular in the specific disciplines of higher education under the responsibility of the Minister of Agriculture, but who can provide proof of titles, diplomas,

qualifications, including professional qualifications, work or services of a level deemed equivalent to the position to be filled, may also be authorized to compete by decision of the Minister after receiving the opinion of the National Commission for Teacher-Researchers sitting in the formation provided for in the first paragraph of article 18 of the aforementioned decree no. 92-172 of February 21, 1992. "

- For senior lecturers: article 20 of decree 92-171 of February 21, 1992: "Candidates who do not hold the diplomas listed in 1° and 2°, in particular in the specific disciplines of higher education under the responsibility of the Minister of Agriculture, but who can provide evidence of titles, diplomas, qualifications, including professional qualifications, work or services of a level deemed equivalent to the position to be filled, may also be authorized to compete by decision of the Minister after receiving the opinion of the National Commission of Teacher-Researchers sitting in the formation provided for in the first paragraph of article 18 of decree no. 92-172 of February 21, 1992 above. "

### ***Transparency and collegiality :***

Competitions are based on qualifications, tests, work and services. The nature of the tests is defined at national level by a ministerial order issued after consultation with the CNECA.

The competitions are opened by ministerial decree, which specifies the number of positions concerned and, for each position, the relevant section of the CNECA, the discipline, the establishment to which the position is to be assigned and the closing date for applications.

The characteristics of the positions to be filled are specified in a ministerial decree issued after consultation with the teachers' council, the scientific council and the board of directors of the institution to which the position is to be filled.

The jury must include the director and a teacher-researcher of at least the same rank as the position to be filled. The other members of the jury are chosen from French or foreign public or private sector figures whose skills are related to the discipline in question.

For each competition, the Minister chooses the members of the jury, after consultation with the President of the relevant section of the CNECA, from a list proposed by the Director, after consultation with the teaching council of the institution to which the candidate is assigned. The chairman is appointed from outside the establishment.

The jury proposes the appointment of the successful candidate to the Minister of Agriculture.

The decree of January 24, 1994 setting the nature of the tests and the organization of national competitions based on qualifications, tests, work and services for the recruitment of teacher-researchers in public higher education establishments under the authority of the Minister of Agriculture determines the nature of the tests and the organization of the competitions.

The competitive examination for teachers comprises three tests :

- the assessment of qualifications, work and services in relation to the job profile is based on a written report presented to the jury by a rapporteur (who may not belong to the establishment, unless this is physically impossible) and a discussion with the candidate about his/her career path ;
- presentation of a lesson after 24 hours of free preparation to assess teaching skills ;
- presentation of a teaching and research program, followed by discussion with the jury on the basis of a written dissertation.

Le concours de maîtres de conférences comporte une épreuve d'admissibilité et une épreuve d'admission. L'admissibilité est prononcée par le jury sur l'appréciation d'une présentation par un rapporteur des titres, travaux et services du candidat.

Les épreuves d'admission comportent une leçon et, le cas échéant et sur décision du jury, une épreuve pédagogique pratique adaptée à la discipline.

Enfin, l'arrêté du 25 janvier 2010 fixe les conditions de fonctionnement des jurys de concours.

***Impartialité :***

De nombreuses règles sont posées par l'arrêté du 25 janvier 2010 afin de garantir l'impartialité du jury :

*Ainsi, « Ne peuvent faire partie d'un même jury :*

*Deux conjoints, parents ou alliés jusqu'au troisième degré inclus ;*

*Tout conjoint, parent ou allié jusqu'au troisième degré de l'un des candidats.*

*Les intéressés sont tenus de faire connaître tout empêchement qui s'opposerait à leur nomination ou à leur maintien en qualité de membre du jury. » (article 2)*

Tout membre du jury qui a été empêché d'assister à l'une des séances du concours cesse de faire partie du jury. (article 3)