

Building together the future of collaboration

2023-2024 postdoctoral call for the French PEPR Research program eNSEMBLE

The purpose of [eNSEMBLE](#) (Future of Digital Collaboration) is to fundamentally redefine digital tools for collaboration. The pandemic has demonstrated both the possibilities and limitations of current tools for computer-mediated collaboration. Whether it is to reduce our travel, to better mesh the territory and society, or to face the forthcoming problems and transformations of the next decades, the challenges of the 21st century will require us to collaborate at an unprecedented speed and scale.

These challenges require a major **long-term investment in multidisciplinary work** (Computer Science, Ergonomics, Cognitive Psychology, Sociology, Design, Law, Management, Economics) of both theoretical and empirical nature. The **scientific challenges addressed by eNSEMBLE are listed below and organized around 5 targeted projects** (also called “PC” for *Projets Ciblés*):

- **Designing novel collaborative environments and conceptual models (PC1: CATS - Collaboration spaces);**
- **Enabling fluid collaborative experiences that support interoperability (PC2: PILOT - Long-term collaboration);**
- **Combining human and artificial agency in collaborative set-ups (PC3: MATCHING - Collaboration with intelligents systems);**
- **Supporting the creation of healthy and sustainable collectives (PC4: CONGRATS - Large-scale collaboration); and**
- **Specifying socio-technical norms with legal/regulatory frameworks (PC5: TRANSVERSE - Transversal aspects of collaboration).**

To address these challenges, and in parallel with a call for PhD programs, the PEPR eNSEMBLE launches a **call to promising young researchers** to participate in this collaborative endeavor.

24 month contracts & applications throughout the year

The laureates will have a Post-doctoral contract for **between 12 months and two years** (at the same salary as for similar contracts in the recruiting institution) as well as **€6K of support for the purchase of equipment and mission expenses**.

The overall competitive process is designed to focus on the **candidates' excellence**, their **potential as researchers and innovators**, as well as their **willingness to enroll in the innovative development of the PEPR eNSEMBLE**. The applications will be evaluated by the PEPR executive board, according to four main criteria: scientific interest of the project in regard with the priorities of the year, potential of the candidate, feasibility of the project, and potential research outcomes of the project. Feel free to contact the [project leaders](#) to assess the compatibility of our project with their goals.

For this first year (2023-2024), this call is open on a rolling basis: applications are possible throughout the academic year between November 2023 and October 2024, with periodic selection rounds (approximately every 2 or 3 months). We also accept applications for joint funding (half-grant) if the other half-grant has already been acquired.

Where can I undertake my research project within eNSEMBLE

As a eNSEMBLE fellow, you will be employed by one of the PEPR eNSEMBLE listed [partner institutions](#), and will be welcomed into one of the 80 teams involved throughout France.

Who can supervise my work?

Your referent advisor must be employed by an [institution listed on this webpage](#) (regardless of the laboratory / team / research center in which they are based):

- **Permanent research staff of a partner research institution;**
- **Non-permanent research staff of a partner institution**, with an employment contract of a duration equal to or greater than the total duration of recruitment of the supervised post-doctoral fellow;
- **Permanent research staff from another institution**, but member of a laboratory administratively attached to at least one of the partner research institutions, and **relying on a co-advisor from a partner institution.**

Are you eligible?

- You must be in possession of a **doctoral degree** or have at least four years of full-time equivalent research experience (i.e.: you are considered as Recognized Researcher in European standards) at the beginning of the contract.
- **To participate in this call, you must start your contract between January and December 2024.** The call will be renewed every academic year (but not necessarily under the same conditions).

How are we selecting candidates?

- After a **pre-selection by the leaders of the targeted project (“PC”)** involved, the executive board will proceed to an **eligibility check** to verify the basic requirement of each application (administrative and scientific conformity with the call). Immediately after, you will receive an email explaining whether or not your application is eligible. If it is not eligible, the email will state on which criteria it is rejected.
 - Then, your application will be **evaluated** via an **oral presentation in front of the executive board (called every 2 or 3 months within the academic year)**. We will consider four criteria:
Scientific excellence of the project and conformity with the 2023 -2024 goals;
Potential of the fellow to reach professional maturity;
Potential outcomes of the project;
Feasibility of the project.
 - Following this final step, your application will be subject to a **consensus selection by the eNSEMBLE executive board**. If you're approved, you'll be able to start the administrative onboarding process.
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How to apply?

Application campaign and selection process

Step 1 (*November 2023*)

- The [project leaders](#) define their priorities for each PC (targeted project) for the current year. Please note:
 - No postdoc position will be open this year for the Targeted Project 2 (PILOT - Practices and infrastructure for long term collaboration).
 - Postdoc applications for Targeted Project 1 (CATS - Collaboration Spaces) are temporarily suspended (as of June 2024). We are currently reviewing our postdoctoral programme to better align it with our activities. We will have a specific PC1 programme online in the coming weeks.
- **This call for proposals will be published on the website and distributed through the Community.**

Step 2 (December 2023 – October 2024)

- **Potential candidates take contact with eNSEMBLE member teams** (full list to be published soon [here](#)), or by contacting directly the targeted projects (pc3@pepr-ensemble.fr, pc4@pepr-ensemble.fr, pc5@pepr-ensemble.fr). **Altogether, they prepare a postdoctoral project proposal.**
- **Attention:** The **targeted home institution** of the candidate (and the home institution of the advisor/co-advisor) **must be included in the list of partners of the associated PC** (list of partners by PC: [CATS](#), [PILOT](#), [MATCHING](#), [CONGRATS](#), [TRANSVERSE](#)).
- For all subsequent application procedures, **the application is made directly by the candidate (submission on the website)**.
- The **project leaders** pre-select a set of candidates for the next stage (see the [list of criteria](#)) & inform applicants by email.

Step 3 (every 2 or 3 months between November 2023 & October 2024)

- The **executive board** performs basic eligibility checks, and notifies the applicants. For those who are selected, the email will contain the date and time of the interview as well as the instructions.
- The **jury will be composed of at least two coordinators of each PC as well as the four program directors** (14 people). The interview can take place by videoconference.

The main selection criteria include:

- ☐ **Adequacy of the postdoctoral project with the scientific policy** of the PCs (targeted projects) and the PEPR eNSEMBLE
- ☐ **Relevance and originality** of the project
- ☐ **Quality of the CV** of the candidate
- ☐ **Quality and complementarity** of the advisor(s)
- ☐ Another criteria also include an **equitable sharing of financial resources** in space (geographical distribution), in time (from one year to the next), gender (male/female/non-binary), between partner institutions.
- The **jury ranks the candidates** and – if relevant – defines a main list and an additional list for each PC. The **executive board** informs the candidates by email.

Step 4

- The Postdoc projects start between January 1st and before December 31, 2024.
 - **Attention:** it is important to remind laboratories that **no recruitment on a PEPR can be done without a referral to the FSD** (*Fonctionnaire Sécurité Défense*).
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Application file

- **Description of the Postdoc. project (Step 2):**

The **description of the Postdoc project** will be specified on two pages maximum (including bibliography):

- ☐ Acronym and title
- ☐ Host institution and proposed advisor
- ☐ Context
- ☐ Scientific and technical objectives
- ☐ Approach / Challenges / Originality
- ☐ Positioning regarding the literature as well as the priority themes of the PC (targeted project)
- ☐ Project organization, duration, milestones
- ☐ Partnership: presentation and role of co-advisors
- ☐ In the case of a half grant, indication of the source and the amount of the other half grant
- ☐ In the case of a project covering two PCs, the proposal should only be submitted in one PC.

- **Submission of the Postdoc project proposal (Step 2):**

The candidate must submit the proposed application by [uploading](#) in a single PDF file containing – in the following order:

- ☐ **Description of the project** (see above for details);
- ☐ **CV of the candidate** (2 pages maximum);
- ☐ **CV of the main advisor** (2 pages maximum);
- ☐ **Brief letter from the advisor** explaining how the candidate's project will be integrated in the laboratory's research;
- ☐ **Copy of diploma** or graduation certificate;
- ☐ Any other information deemed relevant.

The PDF filename will be as follows:
PC<n>-<CandidateLastName>-<AdvisorLastName>.pdf (where <n> is the number of the targeted project).