

PROFESSIONAL INSERTION

CPS2 Master's Programme
Pierre MARET
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AGENDA

- The different options after the master's degree
 - Some knowledge about work positions
- Prepare for applications
- Keep your job
- Change your job

AFTER THE MASTER'S DEGREE

- 3 types of continuations (or more)
 - Job in a company
 - PhD work
 - Start a business
- Others

WHERE TO GO?

- Home country
- France
- Europe
- Other countries

Depends on different factors (professional, personal)

what you would like
what you can (law, family, friends, opportunities, language, ...)

Two related or independent choices: Select the country $\leftrightarrow$ Select a type of job

WORKING CONTRACT

- **Types of contracts:** No term, or Term-limited contract
 - CDI = Contrat à Durée **Indéterminée** (normal case)
 - CDD = Contrat à Durée **Déterminée**
 - In both cases: you can leave the job!
- **Collective agreement :** Gives a general frame for the job positions. The list of rules that apply in the field (example: duration of probationary period, scale of positions and salaries, notice period before leaving, etc.)

Example in France: Syntec <https://www.syntec.fr> in the field Design departments, Engineering, Consulting. Contracts refer to it.

COMMENTS

- Make experiences but **not too much experiences**: keep a job at least 2 years (if no serious problems). Otherwise, people think you make bad choices, you are not stable. They become suspicious.
- Find a balance for your **personal life**. No slavery, and no self sacrifice !
- Find a balance between the (high) salary and the **pressure** you can support.

SALARY

France

- Brut salary = Net salary + Medical insurance + Various employee's social contributions (some mandatory, some optional/recommended)
- Paid by the employer = Brut salary + Various employer's social contributions (mandatory)
- Taxes = % of brut salary. Paid every month. Ratio: 6% (beginner), 10%, etc.
- Simulator : <https://entreprise.pole-emploi.fr/cout-salarie/>
- Ex: Brut Salary 2.600€ → Net: 2,036€, Tax: 87€, Cost for the company: 3,413€

WHAT IS A RIGHT SALARY, AND WHAT ELSE THAN MONEY?

Salary depends on many factors, including you! It is a negotiation and a balance.

France

- Minimum salary 2024 (no qualification): 21,203€ (yearly brut salary, full time job)
- Computer scientist, early stage: 30,000€ (or from 25 to 35)
- Computer scientist, with experience: 45,000€ and more
- Higher in Paris and South-East (life is more expensive)

Difficulty to compare between countries: medical insurance included or not, and exact coverage, level of taxes, quality of public equipment (such as schools, hospitals), type of society, etc. [Salary simulator for France](#)

Many other aspects are important: interest in your tasks, enterprise spirit, recognition, what you learn, what your next job could be, transport time, housing price, bonus (on results?), etc.

PERSONALITY TESTS

Think deeply about **What kind of personality you are? What you want to go for?**

Make several "personality tests" (it is not hurting, and it is just for you ☺).
Different tests emphasize different aspects. Repeat these tests later in your life.
Everyone evolves with time!

Example of a test : Evaluate 21 values from 1 to 6

- | | | |
|-----------------------------|------------------------------------|----------------------------|
| 1. Leadership | 8. Help the others | 15. Simplicity |
| 2. Esthetics | 9. In a nice physical setting | 16. Traveling |
| 3. Tangible benefits | 10. Collaboration | 17. Action in the society |
| 4. Diversity | 11. Independence | 18. Possibility to isolate |
| 5. Security of employment | 12. Free time | 19. Physical exercise |
| 6. Intellectual stimulation | 13. Technicity | 20. Expression |
| 7. Notoriety | 14. In touch with the large public | 21. Self-actualization |

VISA ISSUES (NON-EUROPEAN CITIZENS)

In the **academic field** (PhD, Start up): relatively easy through the institution (your university)

As an **employee** in a company (in France)

- Just after (1 year) the master's degree : kind of "fast track", through the employer. Min salary is 2,650€/m.
- Later: longer track. (The employer must prove that it has tried to fill the position without success, and pays a fee for work authorization).
- "Passeport Talent": special procedure to attract "talented" people. Minimum salary is high (4,486€/m), 4-year visa.

WHERE TO SEARCH FOR A POSITION

Official sites for publication of positions (French governmental organisation)

- France travail : <https://www.francetravail.fr>
- APEC : <https://www.apec.fr>

Commercial sites

- Linked in, Indeed, Glassdoor, Welcome to the Jungle, etc.

Mailing lists (more for academia: scientific societies, but also used by companies)

- French: EGC, MADICS, BULL-I3...
- International: IEEE, ACM, SIGMOD, DBWORLD...

IF YOU TAKE A JOB IN A COMPANY

- You are paid to reproduce what you can already do (engineering)
- Evolution: You can learn more, and be paid for that too
- Salary is discussed each year, based on experience and results (time to do the tasks, quality of work)
- Career management:
 - Will you stay in your field of studies? (if you like it enough).
 - If you leave your "topic", justify why. And difficulty to come back from the previous topic.

IF YOU GO FOR A PHD THESIS

- In relation with a research lab, and possibly with a company
- Short term contract (CDD, 3 years)
 - Paid by a government, or a project (regional, national, European), or a company
- The PhD work. A full time job?
 - France: Yes (+some teaching is possible)
 - Others: Depends. May require another job (research assistant, or out of the university)
- CIFRE schema in France: PhD work as an employee of a company, and researcher in a lab

IF YOU WISH TO CREATE A BUSINESS

- Can start from M2 internship (master thesis)
- Requires a good idea, energy, proactivity
- Well supported by the academia (office, help, funds). Ask for support.
- Doesn't make you rich now! Maybe later!

MAKE A CV

- Look at examples of CVs.
- Imagine a person reading 20 CVs. Take this pain into account when making it!
- Find a balance between what you want to be, and the proposed job
- Adapt to the job offer
Example: Give **descriptions of projects you have carried out** (and related to the job). This is nice for the coming interviews.
- Be proud of nice things you did (even not related). Give proofs: your **github** repo, your reports (on line), your videos. Make things that make you nice and different.
- **Soft skills** are SO IMPORTANT! Capability to work in team, to be on time, to listen and to think, to speak foreign languages, etc.

KEEP YOUR JOB

- You are not supposed to work as a hero, but you should do things rightly and fairly
- Don't just go along with the movement of things, waiting for ... for what? **Think for now**, not for the undefined future. **Your future is build from what you do and what you are now.**
- One can always improve or require some help on technical skills. But **soft skills** can hardly be taught. Be aware of their importance : social relations, empathy, every day's mood
- If you have to complain, make it with tact and with reasons
- You are an actor : you can expect kindness, professional interest, good relations from the enterprise. You can also bring these kinds of things to the company.

CHANGE YOUR JOB

- Don't criticize your previous job. If you have to criticize, make it with tact and with reasons
- Give good reasons, explain for your change
- Update your CV accordingly
- Take your time and think twice (who you are, etc.)