


IMT Mines Alès
École Mines-Télécom


SCIENCE & CREATIVITY TO INVENT A SUSTAINABLE WORLD

NOUS RECRUTONS

Lecturer and researcher

Mechanics of materials and civil engineering structures M/F

Establishment	IMT Mines Alès (Ecole Nationale Supérieure des Mines d'Alès)
Main assignment	Alès Mines Materials Teaching and Research Centre (C2MA) - DF
Administrative residence	Alès (Gard department - Occitanie region)
Type of contract	Permanent contract - Public law contract - Full time
Starting date	**02/03/2026**

Presentation of our institution, the C2MA centre and the Training Department

The Institut Mines-Télécom

The Institut Mines-Télécom (IMT), a major institution within the meaning of the Education Code, is a public scientific, cultural and professional institution (EPSCP) under the principal supervision of the ministers responsible for industry and digital technology. It is the leading group of engineering schools in France, with 11 public engineering schools across the country, training 13,500 engineers and PhDs. The ITM employs 4,500 people and has an annual budget of €400 million, 40% of which comes from its own resources. The ITM has 2 Carnot institutes, 35 industrial chairs, produces 2,100 A-rank publications and 60 patents each year, and carries out €110M of contract research.

IMT Mines Alès

IMT Mines Alès is a prestigious engineering school that ranks among the best in France and worldwide. Our school, founded in 1843, is based in Alès, a town on a human scale, the capital of the Cévennes, where the quality of life is greatly appreciated by its inhabitants. A town in the Gard département (30), 30 km north of Nîmes, Alès lies at the foot of the Cévennes National Park, of which it is by far the largest, with 42,452 inhabitants and a population of 133,546 (29th largest urban area in France, 5th largest in Occitanie). Moving to the capital of the Cévennes - Ales.fr

IMT Mines Alès currently has 1,400 students (including 250 foreign students) and 400 staff. It has two campuses in Alès and is also based in Montpellier and Pau. Its students include general engineers, specialised engineers (through apprenticeships), doctoral students and masters and specialised masters students. The school has 3 high-level scientific and technological research centres, working in the fields of materials and civil engineering (C2MA), the environment and risks (CREER), artificial intelligence and industrial and digital engineering (CERIS). These entities bring together around 93 permanent teacher-

researchers (including 48 HDRs), 20 technical staff and 10 administrative research support staff, 104 doctoral and post-doctoral students, who produce 180 A-rank publications and €3.3M in research contracts each year, 1/3 of which are direct contracts with companies. IMT Mines Alès is accredited to award doctorates in 5 doctoral schools. It has 12 technology platforms and 1,600 partner companies. Creativity is a strong feature of all its activities. The school was the first to create an incubator in 1984 (200 companies created to date, 1,000 jobs). The school offers rich and varied career paths: teacher-researchers have opportunities for professional mobility within the various IMT schools and can also, if they wish, take on responsibilities within the school's functional departments (studies, research, international, economic development, etc.) for part of their time.

IMT Mines Alès has forged key partnerships with the CNRS and the universities of Montpellier, Nîmes and Pau. In particular, the school's centres have developed solid scientific collaborations with the HSM, LMGC, IPREM and EUROMOV research units.

Everyone at IMT Mines Alès is a key player in our Sustainable Development and Corporate Social Responsibility (SDRS) approach. We are committed to promoting environmentally friendly practices, fostering diversity and inclusion, and ensuring ethics in our activities. We encourage all our employees to adopt a responsible approach in their daily actions and to propose innovative ideas that strengthen our positive impact on society and the environment.

Centre des Matériaux des Mines d'Alès (C2MA)

The Centre des Matériaux des Mines Alès (C2MA) comprises three research teams: the PCH "Composite and Hybrid Polymers" research unit, the DMS "Durability of Eco-Materials and Structures" team from UMR CNRS n°5508 LMGC and the RIME "Research on the Interaction of Materials with their Environment" team from UMR CNRS n°5254 IPREM.

The C2MA Centre also includes 2 teaching departments (GCBD "Civil Engineering and Sustainable Construction" and ECOMAP "Ecomaterials and Processes") and 4 technology platforms (ALCOVES in Pau, MOCABIO, MICRAL and EDMOS in Alès - see figure).




Training Department

Raison d'être: "To give our students the best possible opportunities for professional fulfilment, so that they can play a responsible role in the development of the nation while preserving the planet's resources".

The Training Department (DF) has overall responsibility for the school's engineering and specialised training courses, whether they are provided as initial training, work-linked vocational training or continuing training leading to a qualification. It ensures that the profiles of graduates match the current and future needs of industry. It coordinates the delivery of training courses as part of a continuous improvement process and guarantees their quality and educational relevance.

It manages :

- The training of general engineers,
- Apprenticeships for specialised engineers, in conjunction with the CFA,
- Specialist courses (excluding international masters),
- Continuing education leading to a degree and validation of prior learning (VAE).

It supports students in a variety of ways:

- Student: enrolled in a traditional initial training course, they follow their lessons full-time at the school and can carry out work placements in companies.
- Apprentice: on an apprenticeship contract, alternating between periods in the company and teaching at the school as part of a structured curriculum.
- Employee on a professionalisation contract: they follow a training course while working for a company on a professionalisation contract, thus combining work experience with the acquisition of academic skills.

Job description

The proposed post is that of a teaching and research associate at C2MA. It is placed under the functional authority of the Head of the Civil Engineering & Sustainable Building Department (GCBD), who is in turn under the functional authority of the Training and Student Experience Department. This department is responsible for training general engineers enrolled in the GCBD (Major Infrastructures IGO and Building and Energy BE options) and for training students under apprentice status (Building BAT).

Activities in the field of economic development and continuing training for companies will also be permitted and encouraged.

Teaching activities

The teaching staff at the Institut Mines-Télécom are responsible for the development of the courses under their responsibility, in terms of teaching methods, content and the coordination of teaching teams. However, the candidate will have to coordinate closely with the head of the GCBD department and with the heads of the IGO and BE BAT courses, both in terms of content, the way in which it is taught and coordination with the teams.

The person recruited will be expected to take part in the teaching activities of IMT Mines Alès in the traditional form of lectures, practical work, but also in project mode (specialisation projects and technical studies, for example), which is very present in the teaching. The candidate will be able to teach in English and develop active and innovative teaching methods.




You will be involved in mentoring students and apprentices (research and development assignments, end-of-study projects, mentoring apprentices, etc.). These activities may be supplemented by participation in student recruitment panels and activities to promote engineering training.

These teaching activities may be delivered as part of the core curriculum for the general engineering degree, the common core of the specialized degree in Building Construction, and within the IGO, BE, and BAT programs of the GCBD department.

The individual will therefore be required to teach a variety of subjects within the scope of **"prerequisites in mechanics," "civil engineering courses,"** and **"advanced structural analysis."**

A detailed list of courses is provided for reference in the appendix to this job description.

The expected face-to-face teaching load is approximately **250 hours** in the short term.

Desired profile and general assessment criteria

Knowledge

- Knowledge of the workings of engineering schools
- Knowledge of industrial needs and the construction sector
- Knowledge of the civil engineering - building sector is a real asset.
- Technical expertise in broad mechanical engineering, structural analysis for civil engineering (reinforced concrete, metal, and timber), and non-standard structural calculations in civil engineering

Skills required:

- Proven teaching skills, including:
  - Teaching from the 1st to the 3rd year of the engineering cycle. Teaching in English would be a plus.
  - Supervising student projects
  - Developing training programmes
- Ability to innovate and adapt to technological and educational developments.
- Good interpersonal skills and teaching methods adapted to a variety of audiences (Initial training for students and apprentices, as well as continuing education programs).
- Ability to support students in developing their skills
- Mastery of digital teaching tools and platforms, as well as industry-specific software.
- Team spirit and commitment to collective projects.
- Autonomy and rigour in the organisation of work.
- Good interpersonal skills and the ability to collaborate with industry and institutions.
- Make the most of your skills in the context of multi-disciplinary projects.
- Be genuinely motivated by teaching and teaching methods, as well as by partnerships with companies.

Minimum level of training and/or experience required:

- Engineering degree or equivalent in civil engineering.




- Significant experience in teaching and educational coordination in the field of mechanics and civil engineering.
- The post is also open to candidates with a doctorate or 5 years' higher education with experience, and who are motivated by teaching.

Application

Administrative conditions for application

The position offered by IMT Mines Alès is a full-time, open-ended contract, governed by the provisions of the management framework of the Institut Mines-Télécom, profession D, teaching and research assistant, category II.

Salary: to be defined according to profile and experience

How to apply

Applications (CV and covering letter) should be sent exclusively to :
https://institutminestelecom.recruitee.com/o/chargee-denseignement-et-de-recherche-mecanique-des-materiaux-et-des-structures-genie-civil-hf-cdi-imt-mines-ales

Recruitment timetable

Closing date for applications : **07/12/2025**

Indicative date of the jury : **09/01/2026**

Desired starting date : **02/03/2026**

Persons to contact

- Job content :

  Claire LECOCQ, Director of Training
  : claire.lecocq@mines-ales.fr

  Jean-Claude SOUCHE, Head of the GCBD Department
  : jean-claude.souche@mines-ales.fr

- Administrative aspects:

  Géraldine Brunel, Director of Human Relations
  : geraldine.brunel@mines-ales.fr

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Annex to the job description for the recruitment of a teaching or research staff member at IMT Mines Alès

As part of the teaching and research mission, the teacher or teacher-researcher at our institution is required to carry out various teaching activities while contributing at his/her level to scientific research and continuing education in his/her discipline.

The teaching load is spread over the academic year according to the needs of the institution.

This distribution may vary according to the specific missions assigned, ongoing research projects and changes in the institution's educational and scientific needs.

1. Teaching :

The teaching load is structured around three main themes, all centred on the calculation of civil engineering structures: pre-requisites in mechanics (approx. 80 h), civil engineering teaching (approx. 100 h), advanced structural calculation (approx. 100 h).

The following elements provide a framework for the interventions:

Hours of lectures (CM) or **tutorials (TD)**: These hours correspond to sessions in an amphitheatre or lecture room, where the teacher-researcher/teacher passes on theoretical knowledge to a group of students. TDs are more personalised supervision activities, in which students apply the theoretical concepts seen in lectures through practical exercises or case studies.

Subjects covered: Resistance of Materials, Mechanics of Continuous Media, General Mechanics, Mechanics of Hyperstatic Structures, Finite Elements, BIM, Masonry Structures, Advanced Structural Calculations (ISS, non-linearities, etc.), Port Structures, see attached table.

2. Complementary teaching activities :

In addition to direct teaching, the teacher-researcher/teacher is also involved in several other teaching activities, which contribute to the training and monitoring of students. These activities include :

Supervision of projects and dissertations: Supporting students in carrying out their projects during their studies, such as supervising R&D assignments, technical studies, multi-subject projects and speciality projects, which may include choosing subjects, setting up the exercise, follow-up meetings, correcting reports and the final defence. The following projects in particular are worth mentioning: R & D assignments in the BE stream (6 to 7 subjects), building project in the 2A IGO stream, nuclear speciality project, "masonry works" project, participation in the supervision of the maritime technical study and/or building rehabilitation.




Supervision of work placements and apprentices: Supervising apprentices, work placements and FEPs in companies or laboratories, ensuring regular assessment and monitoring: 3 BAT apprentices (1 per year), around 5 FEPs and around 5-7 2A work placements and reports, the value of which varies depending on the specific features of the programme.

Steering of the GCBD department and teaching meetings: Participation in department meetings, teaching committees or study juries for the management of curricula and training content. Steering of the "Building" apprenticeship programme, initially representing around **20 to 25% of annual time.**

Acting as a point of reference in the field of advanced computing, with a forward-looking vision of AI in the calculation, design and execution of civil engineering structures: working closely with the head of the GCBD department, taking part in meetings to define the future needs of the engineers being trained, the development of programmes and the teaching to be introduced. Proficiency in advanced computational tools used in courses and student projects would be an asset (e.g., Code ASTER, SOFISTIK, Python, Py-Voûte, etc.).

3. Continuing education:

In addition to the initial training courses, the teacher will work with the GCBD department staff to promote, set up and run continuing training courses for companies in his/her specialist field (calculations and design of civil engineering structures). He or she will also be able to supervise more cross-disciplinary training courses that call on skills other than his or her own, and therefore on other trainers involved in the training courses set up.

4. Flexibility and adaptability :

The teaching load may be adjusted according to research projects, specific assignments and changes in the organisation of teaching programmes. Hours may be adapted according to teaching requirements, available resources and the priorities of IMT Mines Alès and the GCBD department.

The detailed table below is given for information only; it details the requirements, the courses and the supervision required for the students.


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		A court terme	A moyen terme	A court terme	A moyen terme
		Cours / TD		Encadrement / projets	
PREREQUIS EN MECANIQUE	RDM 1A FISE	40			
	Mécanique des Milieux Continus		20		
	Mécanique générale - FISE S7	20			
	Mécanique générale - FIA S5		20		
	RDM 2A FISE - approfondissement	10			
	Mécanique des stuctures hyperstatiques		22		
		70	**132**		
GENIE CIVIL	RDM 2A FISE - approfondissement SCIA	10			
	Eléménts Finis 2A FIA	10			
	BIM et structures 2A - FIA	10			
	Béton armé 2A FISE et FIA	28			
	Interactions Sols-Structures 2A FISE et FIA		20		
	Charpente métallique FIA 3A	25			
	Conception des bâtiments 3A BE	21			
	interactions Sols-Structures 3A FISE ou FIA	20	20		
	Béton armé 3A - FIA Spécialisation STR	20	20		
		144	**204**		
CALCULS AVANCES et IA	Calculs avancés en SPE Nucléaire	20			
	UE élective Maçonneries	20			
	Projet R et D "Maçonneries"		30		
	Calculs avancés et IA		30		
		40	**100**		
	TOTAL GENERAL COURS ET TD	**254**	**436**		
ENCADREMENT DES ELEVES , PILOTAGE DE FILIERES OU DE PROJETS	Pilotage Spécialité Nucléaire			20	
	Encadrement Projet Spécialité Nucléaire				40
	Participation autres études techniques (portuaire et réhabilisation STR des Bâtiments)			50	
	Pilotage STR projet Bâtiment 2A - FISE			20	40
	Pilotage mission R et D BE - 2A FISE			30	
	Encadrement et suivi des missions R et D BE - 2A FISE			80	
	Pilotage filière par apprentissage "Bâtiment"			400	
	Encadrement apprentis "BAT" - 1 par année			40	120
	Encadrement PFE - 3A FISE - GCBD			40	
	Correction rapports de stages 2A - FISE			10	
	Référent sur le sujet calculs avancés			20	
	Réunions duveres : Jury des études, réunions DF, etc.			40	80
	TOTAL GENERAL ENCADREMENT - PROJET - PILOTAGE			**750**	**930**
	Formation continue - 2 ou 3 stages par an	**60**	**100**		