



SCIENCE & CREATIVITY TO BUILD A SUSTAINABLE WORLD

**We are
HIRING**

Assistant Professor in Machine Learning (M/F)

Institution:	IMT Mines Alès (National School of Mines of Alès)
Primary Assignment:	Center for Teaching and Research in Computer Science and Systems (CERIS)
Administrative Location:	Alès (Gard Department – Occitanie Region)
Contract type:	24-month fixed-term contract – Public-law contract – Full-time
Start date:	October 1, 2026

Overview of our institution, CERIS, and the context of the position

1.1 The Institut Mines-Télécom

The Institut Mines-Télécom (IMT) is a public scientific, cultural, and professional institution under the primary supervision of the ministers responsible for industry and digital technology. This leading group of engineering schools in France brings together 11 public engineering schools across the country, which train 13,500 engineers and PhDs annually. IMT employs 4,500 people and has an annual budget of €400 million, 40% of which comes from its own resources. IMT has two Carnot institutes, 35 industrial chairs, produces 2,100 A-rank publications and 60 patents annually, and carries out €110 million worth of contract research.

1.2 IMT Mines Alès

The school's mission: "Drawing on its affiliation with IMT and its strong regional roots, IMT Mines Alès provides its students with the best opportunities to achieve professional fulfillment so they can become responsible contributors to the nation's development while preserving the planet's resources." The values that drive us: boldness, commitment, collaboration, and excellence.

Founded over 180 years ago, **IMT Mines Alès** currently has 1,400 students (including 250 foreign students) and 380 staff. It has two campuses in Alès and also has sites in Montpellier and Pau. Its students are general engineers, specialist engineers (through apprenticeships), doctoral students, and master's or specialized master's students. The school has three high-level scientific and technological research centres, which are open in the fields of materials and civil engineering (C2MA), the environment and risks (CREER), and **artificial intelligence and industrial / digital engineering (CERIS)**. These entities bring together approximately 85 tenured faculty members (half of whom hold HDR status), 40 research support staff, and 100 doctoral and postdoctoral students, who produce more than 130 top-tier publications and secure €3 million in research contracts each year, including a third of direct contracts with companies. These research staff contribute to 6 research units, including 4 UMRs. IMT Mines Alès is accredited to award doctoral degrees through 4 doctoral schools.



It has 12 technology platforms and 1,600 partner companies. Creativity is a defining characteristic that permeates all its activities. The school was the first to establish an incubator in 1984 (200 companies created to date, 1,000 jobs). The school offers rich and varied career paths: faculty members have opportunities for professional mobility across the various IMT schools and may also, if they wish, take on responsibilities within the school's functional departments (academic affairs, research, international affairs, economic development, etc.) for part of their time.

IMT Mines Alès is a Sustainable Development & Social Responsibility (DD&RS)-certified institution. Within the school, every individual plays a key role in our approach. We are committed to promoting environmentally friendly practices, fostering diversity and inclusion, and ensuring ethical conduct in our activities. We encourage all our staff to adopt a responsible approach in their daily actions and to propose innovative ideas that strengthen our positive impact on society and the environment.

1.3 Center for Teaching and Research in Computer Science and Systems (CERIS)

CERIS is structured around two main areas of research through two research units: first, the SyCoIA (Complex Systems and Artificial Intelligence) unit, which aims to understand complex systems in the context of the transformation driven by the digital revolution; and second, the EuroMov Digital Health in Motion (EuroMov DHM) unit, jointly supervised by IMT Mines Alès and the University of Montpellier, which focuses on human sensorimotor performance, primarily with applications in health and sports.

Two academic departments are affiliated with the institute: CSAI for *Computer Science and Artificial Intelligence*, and PRISM for *Industrial Performance and Mechatronic Systems*, as well as two technology platforms – AIHM (Alès *Imaging and Human Metrology*) and PFM (Mechatronics *Platform*). The **InnovIA** platform (PRIO project, Open Research and Innovation Platforms, operated by the Occitanie Region) is currently being established; it aims to develop a leading-edge technology platform dedicated to Artificial Intelligence. This platform will provide a range of equipment and services to support academic, industrial, and institutional stakeholders in adopting and integrating Artificial Intelligence technologies, which have now become a major driver of economic development, technological sovereignty, and the modernization of services. It will also provide an environment conducive to applied and fundamental research by offering researchers and research teams access to hardware infrastructure (GPUs, drones, etc.) and a collaborative framework that fosters the emergence of innovative projects focused on Sovereign, Frugal, and Embedded AI.

1.4 The MACMIA Project

MACMIA (Massification of Artificial Intelligence Skills and Jobs) is a project funded by the French government as part of the France 2030 recovery plan, led by the Institut Mines Télécom (IMT). Focusing on **Artificial Intelligence** it aims to co-develop, with academic partners (Esigelec, UTT, CMQE) and economic players (large companies, groups, OPCO, professional branches, etc.), **a range of training courses for technicians, engineers, dual-skilled managers, and researchers** in the field of "AI & Industry of the Future," as well as embedded AI and smart mobility, and AI & Health. The MACMIA consortium covers eight regions of metropolitan France, and these training modules can be adapted and **delivered in different locations and through various teaching methods**.

Given the **diversity of learner profiles** (students in initial training, continuing professional development, trainers, etc.) and their **learning contexts** (geographical location, availability, access to specific equipment, etc.), the range of variations in these training modules can be multifaceted and require personalized support for individuals to achieve a defined goal (professional target). To this end, the MACMIA project plans to use AI to serve AI, i.e. an **AI engine that recommends individualized training pathways**. At the crossroads of research in recommendations, and particularly the integration of a priori expert knowledge (ontologies) into recommendations and machine learning (based on user traces), the design and development of this engine represent an ambitious undertaking.

2. Job Description:

The position is based at the **Center for Teaching and Research in Computer Science and Systems (CERIS)** at IMT Mines Alès and is closely linked to the "Digital" teaching track and the CSAI (Computer Science and Artificial Intelligence) specialization department at IMT Mines Alès.



As a **faculty member and researcher**, you will be entrusted with three main responsibilities: **teaching, research, and supporting companies** in their digital transformation. You will be expected to collaborate with the project's academic and industrial partners.

2.1 Teaching Activities

Faculty members at Institut Mines-Télécom are responsible for developing curriculum, coordinating teaching teams, and leading initiatives in educational innovation. The successful candidate will therefore be expected to participate, based on their areas of expertise, in the school's teaching activities, which include:

- ▶ The initial training program for general engineers;
- ▶ Initial training for specialized engineers through apprenticeship programs;
- ▶ Specialized programs (master's degrees, specialized master's degrees, continuing education);
- ▶ Doctoral programs.

As part of the MACMIA project, a specialization in “**Deep Learning / Reinforcement Learning**” (APAR in French) has been introduced as a capstone program in the CSAI department. This specialization trains specialists in the design and implementation of AI models for data analysis (images, text, audio) in “industry of the future” or healthcare applications. The teaching activities for this position will primarily take place within this specialization. The target audience consists primarily of **engineering students in their final year of study** (bac+5 level), but it is entirely possible to admit students from continuing education programs or to adapt this course for doctoral students in the I2S (Information, Structures, and Systems) doctoral school. A total capacity of 30 students is possible.

Your expertise in **machine learning** will also be valuable for the core curriculum of the general undergraduate program (**fundamentals of artificial intelligence**), for the Computer Science and Networks track (**introduction to artificial intelligence**), and for your participation in several modules offered by the CSAI department. You will help **supervise research projects** (research and development assignments or technical studies) as well as **internships and apprentices**. You will contribute to major pedagogical activities within the programs, such as examination committees and thesis defenses, and will occasionally be asked to participate in other educational activities and exercises at the school (supervising fieldwork assignments in the core curriculum, projects, internships, and academic tutoring). Some instruction may be conducted in **English**, using **active learning** methods.

2.2 Research Activities

In line with CERIS's scientific focus, the successful candidate will conduct research on topics primarily related to – at their discretion – **deep learning, reinforcement learning, the integration of machine learning and operations research, robust AI, trustworthy AI, and explainable AI**. The research will be conducted within the **CORTEX** (COntext-aware, RobuST, and EXplainable AI – Trustworthy, Adaptive, and Human-Centered AI – 6.5 EC) research theme, which offers a technical and original perspective on the study of trustworthy AI systems that are both robust and human-centered. The ongoing improvements and increasing adoption of AI necessitate in-depth reflection and research on the level of trust that can be placed in AI systems. How can we ensure that the AI models we develop are both robust – that is, capable of performing well despite significant variations in usage conditions or environmental disturbances – and human-centered – that is, serving humanity in accordance with an established value system? More specifically, within this team, strong expertise is expected in:

- ▶ Human-centered AI/ML
- ▶ Robust, trustworthy, and explainable AI/ML
- ▶ Deep learning
- ▶ Hybrid optimization approaches combining ML and operations research
- ▶ AI/ML and uncertainty
- ▶ Multidisciplinary Applications of AI

2.3 Knowledge Dissemination and Technology Transfer Activities

Research activities conducted under this contract must be subject to standard academic dissemination, e.g., publications in journals and conference proceedings, and participation in recognized research groups in the field. Working in close collaboration with the MACMIA project, which is funding the position, the successful candidate will



be responsible for engaging in commercialization activities with the project's partner companies or for expanding the project's initial scope. Potential activities include establishing **industrial chairs**, negotiating new **research contracts with industry partners**, and drafting **grant proposals** to public agencies or international programs. In this capacity, the candidate may be required to serve as the liaison with the contractual partner, oversee the scientific objectives defined in the project, lead the project team, monitor the project's progress, and handle related communications. Furthermore, the candidate must be able to understand the process of **commercializing research results** in order to identify opportunities to foster collaboration between academic research, industrial research, and the production sectors.

Finally, the successful candidate will be expected to carry out, within their field of scientific and technical expertise, initiatives designed to **support companies or the school's incubator** in order to foster the creation of spin-offs and the development of technology-based companies.

3. Desired Profile and General Evaluation Criteria

Your manager and the existing team will support you in developing your skills, while making the most of your experience and talents.

3.1 Required Skills, Knowledge, and Experience

Technical Skills

- ▶ Significant teaching experience in the Center's research fields and topics, and more specifically in the areas relevant to this position
- ▶ Ability to work as part of a teaching team and to develop teaching approaches tailored to specific needs.
- ▶ Ability to deliver instruction while ensuring pedagogical alignment (skills, learning objectives, learning methods, and assessment)
- ▶ Knowledge of and proficiency in written and oral communication in scientific English
- ▶ Strong interest in the challenges of AI
- ▶ Significant research experience in the Center's fields and research topics, and more specifically in the area of this position
- ▶ Demonstrated experience contributing to research projects resulting in scientific output (publications, conferences, etc.)
- ▶ One (or more) international experience(s) would be a plus
- ▶ Ability to establish scientific collaborations on experimental research projects
- ▶ Ability to promote research work and facilitate technology or knowledge transfer to industrial partners

Behavioral and interpersonal skills

- ▶ Dynamism
- ▶ Independence
- ▶ Commitment
- ▶ Teamwork
- ▶ Organizational skills
- ▶ Diligence and Methodical Approach
- ▶ Initiative
- ▶ Adaptability
- ▶ Intellectual curiosity
- ▶ Creativity and innovation

3.2 Application Evaluation Criteria

The pre-selection committee will review applications based on the following selection criteria.

Required degree: Ph.D. in Computer Science or a related field, with a strong specialization in **machine learning**.

Selection criteria for teaching duties:

- ▶ Quality of instruction provided
- ▶ Emphasis placed on pedagogical innovation
- ▶ Contributions and reputation within the academic community



Primary selection criteria for research activities

- ▶ National and international recognition of research results
- ▶ Responsibilities held in the field of expertise
- ▶ Relationships with the academic and industrial sectors

The exercise of responsibilities, organizational activities, and participation in consultative and decision-making bodies are also taken into account in the criteria under review.

4. Application



Administrative requirements for application

Recruitment is open in the field of “Computer Science/Machine Learning.”

The position offered by IMT Mines Alès is a 24-month, full-time, fixed-term contract under public law, governed by the management framework of the Institut Mines-Télécom, job category C, Associate Professor, Category II.

The position will be based at IMT Mines Alès; however, travel as part of the MACMIA project should be expected.

- ▶ **Indicative salary range (excluding variable annual bonus):** €43,000 – €76,000 gross annual salary, depending on profile and experience (reduced payroll taxes in the public sector).



How to Apply?

The application package (available for download at this link: <https://partage.imt.fr/index.php/s/DT9ZZPFPNpHm5HD>) must be accompanied by a resume, a cover letter, any letters of recommendation, as well as a copy of your ID card, your diplomas, and any certificates of training or internships. It must be sent exclusively to:

<https://institutminestelecom.recruitee.com/o/maitre-de-conferences-en-apprentissage-machine-hf-cdd-24-mois-imt-mines-ales>

The recruitment team will carefully review your application.



Recruitment Schedule

A panel of several people will interview you and ensure you have the best possible conditions to succeed in this meeting.

Application deadline: August 16, 2026

Estimated date of the pre-selection committee meeting (without the candidates present): **August 24, 2026**
Eligible candidates will be notified as soon as possible after this date.

Estimated date of the recruitment committee meeting (interviews with eligible candidates): **September 3, 2026**
The admissions committee's ranking will be published immediately following the committee's meeting.

Desired start date: October 1, 2026



Contacts

If you need further clarification on any aspect of the application, please feel free to contact the individuals listed below:

For teaching and research matters:

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For administrative matters:

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Onboarding

A Smooth Onboarding Process for a Successful Start

Upon your arrival, you'll benefit from an onboarding period to help you familiarize yourself with your responsibilities and work environment. You'll be welcomed by your HR liaison, who will guide you through all the necessary steps for a smooth transition into your new role.



Appendix to the job description for the recruitment of teaching and research faculty at IMT Mines Alès

As part of their teaching and research responsibilities, faculty members at our institution are expected to carry out various teaching activities while contributing to scientific research in their discipline.

The teaching load is distributed throughout the academic year according to the institution's needs.

This distribution may vary depending on specific assigned tasks, ongoing research projects, and changes in the institution's educational and scientific needs.

1. Teaching:

The teaching load is structured around the following components:

- **Lecture hours (CM):** These hours consist of sessions in a lecture hall or classroom, where the faculty member imparts theoretical knowledge to a group of students.
 - Approximate range: **15 to 20 hours of lectures per year**, depending on the program and discipline requirements.
 - Related disciplines: Foundations of AI, Machine Learning, Deep Learning, Optimization, Cognitive Engineering
- **Tutorials (TD):** More personalized guided activities in which students apply the theoretical concepts covered in lectures through practical exercises, case studies, or projects.
 - Approximate duration: **50 to 80 hours of TPs per year**, depending on the students' level and the specifics of the program.
 - Related disciplines: Foundations of AI, Machine Learning, Deep Learning, Optimization, Cognitive Engineer
- **Laboratory Sessions (TP):** These sessions allow students to conduct experiments, simulations, or laboratory activities under the direct supervision of a faculty member or instructor.
 - Estimated duration: **40 to 80 hours of practical work per year**, depending on available resources (laboratories, equipment) and the number of students to be supervised.
 - Related subjects: Foundations of AI, Machine Learning, Deep Learning, Optimization, Cognitive Engineering



2. Supplementary Teaching Activities:

In addition to direct instruction, the faculty member is also involved in several other educational activities that contribute to student training and monitoring. These activities include:

- **Supervision of research and development projects** (R&D Assignments – 175 student-hours on the schedule) and **case studies** (Technical Studies – 110 student-hours on the schedule), amounting to between 15 and 30 hours per supervised project
- **Project and thesis supervision:** Supporting students in the completion of their final projects or theses, which may include follow-up meetings, grading, and defense.
 - Estimated time commitment: **15 to 30 hours per year.**
- **Internship Supervision:** Supervising students' internships in companies or laboratories, ensuring regular evaluation and follow-up.
 - Estimated time: **15 to 30 hours per year**, depending on the number of students involved and the specific requirements of the program.
- **Academic meetings:** Participating in department meetings, academic committees, or examination boards to manage curricula and course content.
 - Estimated time commitment: **5 to 15 hours per year.**

3. Research and doctoral supervision—for faculty-researcher positions only:

As a faculty member, research activities are also a key aspect of the position. The time dedicated to research, as well as to supervising doctoral students, is included in the total workload but is often prioritized as part of the institution's commitment to scholarship.

Doctoral supervision: Supervising doctoral students and participating in their training, guiding their thesis work, and preparing them for their thesis defenses.

- Estimated time commitment: **30 to 50 hours per year** for doctoral supervision.

This breakdown may vary depending on specific assigned tasks, ongoing research projects, and changes in the institution's educational and scientific needs.

4. Flexibility and Adaptability:

The teaching load may be adjusted based on research projects, specific assignments, and changes in the organization of academic programs. Hours may be adjusted according to educational requirements, available resources, and the priorities of IMT Mines Alès.