



SCIENCE & CREATIVITY: BUILDING A SUSTAINABLE WORLD



Lecturer and researcher Civil Engineering and porous media M/F

Institution:	IMT Mines Alès (National School of Mines of Alès)
Main Post:	C2MA – UMR LMGC (Laboratory of Mechanics and Civil Engineering)
Administrative location:	Alès (Gard department – Occitanie region)
Contract type:	CDI – Permanent contract – Public-sector contract – Full-time
Start date :	February 1, 2027

1. Introduction to our institution, the research and teaching centre C2MA

1.1 L'Institut Mines-Télécom

The Institut Mines-Télécom (IMT), a 'grand établissement' within the meaning of the Education Code, is a public scientific, cultural and professional institution (EPSCP) under the primary supervision of the ministers responsible for industry and digital affairs. As France's leading group of engineering schools, it brings together 11 public engineering schools spread across the country, which train 13,500 engineers and PhD graduates. IMT employs 4,500 people and has an annual budget of €400M, 40 per cent of which comes from its own resources. IMT comprises two Carnot Institutes and 35 industrial chairs; it produces 2,100 A-rated publications and 60 patents annually and generates €110M in contract research.

1.2 IMT Mines Alès

The school's mission: "Building on its affiliation with the IMT and its strong regional roots, IMT Mines Alès provides its students with the best opportunities to fulfil their professional potential, enabling them to become responsible contributors to the nation's development whilst preserving the planet's natural 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 international students) and 380 staff members. It has two campuses in Alès and also has branches in Montpellier and Pau. Its students include general engineers, specialist engineers (on apprenticeship programmes), PhD students and those studying for master's degrees or specialised master's degrees. It welcomes over 500 trainees on continuing professional development courses.

IMT Mines Alès is a prestigious 'grande école' ranked amongst the best engineering schools both nationally and globally. Our school, founded in 1843, is based in Alès, a city on a human scale and the capital of the Cévennes, where the quality of life is highly valued by its residents. A town in the Gard department (30), 30 km north of Nîmes, Alès lies at the foot of the Cévennes National Park, of which it is – by far – the most important town, with a population of 42,452 and an urban area of 133,546 inhabitants (the 29th largest urban area in France, 5th in Occitanie).



The school has three research and teaching centres of high scientific and technological calibre, working in the fields of materials and civil engineering (C2MA), the environment and risk management (CREER), and artificial intelligence and industrial and digital engineering (CERIS). These units bring together around 85 permanent academic staff (half of whom hold HDR status), 35 research support staff, and over 100 PhD and post-doctoral students, who produce more than 130 A-level publications and secure €3 million in research contracts each year, a third of which are direct contracts with industry. These research staff contribute to seven research units, including four UMRs. IMT Mines Alès is accredited to award doctoral degrees through four doctoral schools.

It has 12 technology platforms and 1,600 partner companies. Creativity is a key feature that underpins all its activities. The school was the first to set up an incubator in 1984 (200 companies established to date, 1,000 jobs created). The school offers rich and varied career paths: academic staff 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 relations, economic development, etc.) for part of their working hours.

At IMT Mines Alès, every individual plays a key role in our approach to Sustainable Development and Social Responsibility (DDRS). We are committed to promoting environmentally friendly practices, fostering diversity and inclusion, and ensuring ethical conduct in all our activities. We encourage all our staff to adopt a responsible approach in their day-to-day work and to put forward innovative ideas that strengthen our positive impact on society and the environment.

1.3 Le 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 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 3 technology platforms (ALCOVES in Pau, MOCABIO and MICRAL in Alès - see figure).



1.4 Introduction to the research team UMR LMGC

L'UMR LMGC is organised around four areas of research:

- ▶ Solids and Structures
- ▶ Divided Matter
- ▶ Human and plant biomechanics, wood and bio-based materials
- ▶ Processes & Material Transformation



One of the key themes explored within the 'Divided Matter' research area focuses on the development of materials and structures that must combine the concepts of mechanical strength and durability, whether in civil engineering structures or high-performance composites for industry. The transdisciplinary approach integrates formulation and implementation, physico-chemical and mechanical characterisation, as well as predictive and multiphysical modelling for the use of these materials under service conditions. Beyond the expected functionality and performance, and service and durability requirements, these scientific developments are carried out with a focus on sustainable development.

2. Job description

The proposed post is that of a teaching and research associate at the Institut Mines-Télécom placed under the functional authority of the Head of C2MA. This post will be based in Alès. It involves teaching, research and economic development duties. For research activities, the successful candidate will be assigned to the LMGC Joint Research Unit (UMR). The successful candidate must demonstrate skills and experience in the field of civil engineering and construction materials, in both teaching and research.

2.1 Teaching duties

Lecturers and researchers at the Institut Mines-Télécom are responsible for developing teaching programmes, coordinating teaching teams and leading initiatives in educational innovation.

The successful candidate will be required to participate in teaching activities at IMT Mines Alès, primarily in the form of lectures, tutorials, practical sessions, project supervision (such as specialisation projects and technical studies) and student mentoring (research and development assignments, final-year projects, mentoring apprentices, etc.). The successful candidate will be able to deliver teaching in English or develop active learning methods. These responsibilities will be complemented by participation in student admissions panels and activities to promote the engineering degree programme.

These teaching activities may be delivered as part of the initial training of engineers, whether they are students or apprentices, and will mainly take place within the Department of Civil Engineering and Sustainable Building (GCB) in the following programmes: Infrastructure and Major Structures (IGO), Building and Energy (BE), and Building (BAT, apprenticeship programme). The candidate will be able to teach subjects across the entire field of construction, including structural analysis, general building design and Building Information Modelling (BIM), and such as:

▶ Modelling, TFE calculations, specialist software (2A)	IGO/BE/BAT	TD, TP	30 h
▶ Architectural analysis of existing buildings (2A)	BAT	CM, project	12 h
▶ Bioclimatic building design (2A)	BE	CM, TD	20 h
▶ Structural analysis of steel-framed buildings (2A)	IGO /BE/BAT	TD	2 x 10 h
▶ Structural analysis of timber structures (2A)	IGO/BE/BAT	CM, TD	8 + 6 h
▶ BIM and interoperability (2A)	BAT	project	12 h
▶ Building design (3A)	BAT	CM, TD	10 h
▶ BIM and the circular economy (3A)	BE/BAT	CM, project	6 h
▶ Management of the building project (2A)	IGO	CM, project	30 h
▶ Support and management for BIM project (3A)	IGO/BE/BAT	project	15 h

The successful candidate will be responsible for leading and supervising a building project within the Eco-design of Infrastructure and Major Structures program during the second year of the course, which represents around 175 hours of lectures and seminars plus the project itself. As part of this multi-disciplinary building project, the role involves not only organising the project but also providing close supervision to students through lectures and regular consultation sessions to monitor the progress of the student teams and supporting for public presentations.

The successful candidate will be responsible for managing, organising and overseeing the engineering-architecture programme, which is run in partnership with the Montpellier School of Architecture, the University of Liège and the École Polytechnique de Mons.

If the candidate has expertise in architecture, they will be able to teach the 'Architecture' elective module in the first year (30 hours). These hours will be deducted from the hours listed above.

If the candidate has teaching expertise in masonry – historic structures, they will be able to teach the optional module 'Masonry – Historic Structures' in the first year (30 hours). These hours will be deducted from the hours listed above.



The successful candidate will propose topics for research and development projects and oversee them, amounting to the equivalent of 2 to 3 projects per year, representing approximately 50–70 hours of student supervision.

For reference only, participation in teaching activities involves a minimum of 150 hours per year spent with students (lectures, tutorials, practical sessions and project supervision) for a lecturer-researcher.

2.2 Research activities

The successful candidate will carry out their research within the 'Divided Matter' research area of the Laboratory of Mechanics and Civil Engineering (LMGC-UMR 5508). The candidate will strengthen the link between numerical thermo-hygro-chemo-mechanical (THCM) modelling and laboratory experiments, in particular by developing the characterisation of porous media through the determination of the connected porosity fraction, the segmented porosity fraction, permeability, apparent diffusivity, degrees of saturation, etc. The research will focus on understanding fluid transport, chemical reactivity and the mechanics of porous media in various materials, in particular construction materials (cementitious matrix materials, building envelope materials, rammed earth, etc.). This interconnection will enable us to advance our understanding of the mechanisms associated with the behaviour of these materials under different conditions (early-age behaviour, temperature behaviour, durability, etc.).

The successful candidate must demonstrate a very high level of expertise in the areas mentioned above, enabling them to bring together other researchers working on this topic and, in particular, to liaise with the modelling and mechanics research carried out at the LMGC. To this end, the candidate must have a strong track record in terms of publications (articles in peer-reviewed journals, presentations at international conferences, etc.).

2.3 Technology transfer and commercialisation activities

The successful candidate will also be involved in developing and capitalising on the industrial contacts that IMT Mines Alès has with the economic ecosystem (industry, local authorities, operators, engineering consultancies). They will be responsible for identifying and setting up research and innovation contracts with industrial, institutional and academic partners. In this capacity, they will liaise with the contractual partner, oversee the scientific objectives defined in the project, lead a project team and monitor its progress, as well as manage related communications.

Furthermore, the candidate must be able to understand the process of commercialising research results in order to identify opportunities to contribute to cooperation between academic research, industrial research and the manufacturing sectors.

Finally, the successful candidate will be required to carry out, within their field of scientific and technical expertise, initiatives designed to support businesses or the school's business incubator, with a view to fostering the creation of spin-offs and the development of technology-based enterprises.

3. Required profile and general assessment criteria

Your manager and the 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

- ▶ Substantial teaching experience in the field of construction including building energy efficiency
- ▶ Ability to work as part of a teaching team and to develop teaching approaches tailored to specific needs.
- ▶ Ability to deliver teaching whilst ensuring pedagogical alignment (skills, learning objectives and methods, assessment)
- ▶ Proven research experience in the research area covered by the post
- ▶ Proven experience of contributing to research projects resulting in scientific output (publications, conferences, etc.)
- ▶ One (or more) international experience(s) would be an advantage
- ▶ Ability to establish scientific collaborations on experimental research projects



- ▶ Knowledge of and proficiency in written and oral communication in English
- ▶ Ability to fit into the scientific programme of the LMGC and the C2MA centre, and the relevance of the integration project to the school
- ▶ Ability to commercialise research and transfer technology or knowledge to industrial partners
- ▶ Proficiency in scientific English.

Behavioural and interpersonal skills

- ▶ Dynamism
- ▶ Independence
- ▶ Commitment
- ▶ Teamwork
- ▶ Organisational skills
- ▶ Rigour and a systematic approach
- ▶ Initiative
- ▶ Adaptability
- ▶ Intellectual curiosity
- ▶ Creativity and innovation

The successful candidate will demonstrate genuine skills and experience in organisation and teamwork: organising meetings, planning activities, contributing to the evaluation of activities, and contributing to the team.

3.2 Criteria for assessing applications

The pre-selection committee will assess applications on the basis of the following selection criteria:

Required qualification: an engineering degree or a master's degree in civil engineering or sustainable building, as well as a Ph.D. in civil engineering or materials science.

A background in architecture or engineering would be an advantage for the candidate.

Selection criteria for teaching duties:

- ▶ Level of teaching provided
- ▶ Emphasis placed on pedagogical innovation
- ▶ Contribution to and reputation within the academic community

Key selection criteria for research activities

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

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

4. Application



Administrative requirements for applications

The post falls within the disciplines of "Civil Engineering" and "Material Science".

The post offered by IMT Mines Alès is a full-time, permanent contract under public law, governed by the management framework of the Institut Mines-Télécom, in the role of Senior Lecturer, category C, category II.

- ▶ **Estimated salary range (excluding the annual variable bonus):** €43,000 – €76,000 gross per year, depending on qualifications and experience (reduced payroll costs 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://institutminestelem.com/o/maitre-de-conferences-dans-le-domaine-du-genie-civil-et-des-milieus-poreux-hf-cdi-imt-mines-ales>

The recruitment team will carefully review your application.



Recruitment timetable

A panel of several people will welcome you and ensure that you are in the best possible position to succeed in this interview.

Closing date for applications: November 5, 2026

Indicative date of the pre-selection panel (without the candidates being present): **November 23, 2026**
Eligible candidates will be notified as soon as possible after this date.

Indicative date of the recruitment panel

(interviews with eligible candidates, in person only): **December 10, 2026**

The admissions panel's ranking will be published immediately after the panel's meeting.

Desired start date: February 1, 2027



Contact details

If you require further clarification on any aspects of the application, please do not hesitate to contact the people listed below:

► **Regarding teaching and research matters:**

Jean-Claude SOUCHE, Head of the departement GCBD

✉ : jean-claude.souche@mines-ales.fr

Gwenn LE SAOUT, LMGC Liaison Officer for IMT Mines Alès

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Anne BERGERET, Director of the C2MA centre

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► **On administrative matters:**

Géraldine BRUNEL, Head of Human Resources

✉ : geraldine.brunel@mines-ales.fr



Onboarding

A Smooth Onboarding Process for a Successful Start



From the moment you arrive, you'll benefit from an onboarding period designed to help you get acquainted with your responsibilities and your work environment. You'll be welcomed by your HR contact, who will guide you through all the steps necessary for a smooth transition into your new role.

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

As part of their teaching and research remit, lecturer-researchers at our institution are required to carry out a range of teaching activities whilst contributing to scientific research in their discipline. The teaching load is spread over the academic year according to the institution's needs. This distribution may vary depending on the specific tasks assigned, ongoing research projects, and changes in the institution's educational and scientific requirements.

1. Teaching:

The teaching load is structured around the following elements:

- **Lecture hours (CM) and Tutorials (TD):** : Lecture hours correspond to sessions in a lecture theatre or classroom, where the lecturer/teacher imparts theoretical knowledge to a group of students. Tutorials hours correspond to more personalised supervised activities, in which students apply the theoretical concepts covered in lectures through practical exercises, case studies or projects.

- Indicative figure: **100 à 110 hours of CM and TD per year**, depending on the requirements of the programme and the subject.

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|---|-------------|-------------|----------|
| • Modelling, TFE calculations, specialist software (2A) | IGO/BE/BAT | TD, TP | 30 h |
| • Bioclimatic building design (2A) | BE | CM, TD | 20 h |
| • Structural analysis of steel-framed buildings (2A) | IGO /BE/BAT | TD | 2 x 10 h |
| • Structural analysis of timber structures (2A) | IGO/BE/BAT | CM, TD | 8 + 6 h |
| • Building design (3A) | BAT | CM, TD | 10 h |
| • BIM and the circular economy (3A) | BE/BAT | CM, project | 6 h |
| • Architectural analysis of existing buildings (2A) | BAT | CM, project | 12 h |

- **Practical sessions (PS) in consulting roles on a project basis:** These sessions enable students to carry out experiments, simulations or laboratory activities under the direct supervision of a lecturer-researcher or lecturer. Consultation sessions are sessions designed to provide support, guidance and assistance to students who are carrying out an educational project within a school setting.

- Indicative figure: **50 à 60 hours per year**, depending on available resources (laboratories, equipment) and the number of students to be supervised.

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|---|------------|-------------|------|
| • BIM and interoperability (2A) | BAT | project | 12 h |
| • Management of the building project (2A) | IGO | CM, project | 30 h |
| • Support for BIM project (3A) | IGO/BE/BAT | project | 15 h |



2. Supplementary teaching activities:

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

- **Supervision of projects, dissertations and R&D missions:** Supporting students in the completion of their final year projects or dissertations or R&D missions, which may include progress meetings, marking and oral examinations.
 - Approximate time commitment: **70 hours per year**.
- **Supervision of work placements:** Supervising students' work placements in companies or laboratories, ensuring regular assessment and monitoring.
 - Approximate time commitment: **30 à 40 hours per year**, depending on the number of students involved and the specific requirements of the programme.
- **Academic meetings:** Attending departmental meetings, academic committees or examination boards to manage degree programmes and course content.
 - Approximate time commitment: **20 à 30 hours per year**.

3. Research and doctoral supervision – for teaching and research posts only:

As a lecturer-researcher, research activities are also a key aspect of the role. The time devoted to research, as well as to supervising PhD students, is included in the total workload, but is often prioritised as part of the institution's scientific commitment.

PhD supervision: Supervising PhD students and contributing to their training, supporting their thesis work and helping them prepare for their thesis defences.

- Indicative figure: **30 to 50 hours per year** for doctoral supervision.

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

4. Flexibility and adaptability:

The teaching load may be adjusted in line with research projects, specific tasks and changes to the organisation of teaching programmes. The hours may be adapted in line with teaching requirements, available resources and the priorities of IMT Mines Alès.