

# PhD candidates & holders

Explore career opportunities in senior positions within private sector companies.

source: APEC report, December 2023



## Executive job offers open to doctors and doctoral students are growing faster than average

### 1 Significant increase

Between the 1st semester of 2019 and 2023, job postings open to doctors and doctoral candidates increased by 42%, outpacing the overall job market growth of 5%.

### 2 Stable representation

Despite the surge, the proportion of these job offerings among the overall job postings remains constant, representing 1.6% in the 1st semester of 2023 compared to 1.3% in the 1st semester of 2019.

### 3 Resource allocation

The upward trajectory aligns with the rise in research budgets. The projected 2024 budget for Research and Development (R&D) signals a continuing upward trend.

# 44% of Job Openings for PhD Holders and PhD Candidates

## Services: The Major Contributor

With 77% of job openings, the services industry leads the sector for opportunities for PhD holders and candidates. The specific areas include health and social care, and initial and continuing education.

## Specialized Fields

- 24% - Engineering and R&D
- 20% - Health and social care
- 10% - Information technology
- 7% - Initial and continuing education

## Other Sectors

- 16% - Industry
- 7% - Trade
- 0% - Construction

# Regional Distribution of Job Opportunities for Doctoral Candidates

Among the offers open to doctoral candidates, 29% are located in Île-de-France, with Auvergne-Rhône-Alpes, Occitanie, and Paca following at 16%, 9%, and 8%, respectively.

In some regions, the proportion of job offers for doctoral candidates exceeds the national average. For example, in Occitanie, the rate is 2% due to an overrepresentation of opportunities in the engineering and R&D sector.



# Around 60% of Job Offers for Doctorates and Doctoral Candidates are Accessible to Beginners



## Health - Social Care

Offers for general practitioners and specialists, vibrant atmosphere, professional lighting.



## Trade

Opportunities for pharmacists, energetic environment, warm lighting.



## Initial and Ongoing Education

Accessible roles, entrepreneurial, bright lighting, diverse atmosphere.



## Industry

Entry-level positions, innovative, modern lighting and setting.

12%

Surrepresentation in the engineering R&D sector

19%

Significantly high percentage

For offers aimed at docteurs et doctorants, the proportion of positions available on a fixed-term contract (CDD) is twice as high as the overall average (12% versus 6%). This trend is particularly pronounced in the engineering R&D activities, where the proportion of CDD positions reaches 19%. Notably, these CDD positions are often associated with post-doctoral roles within research institutes or centres, with an average duration of 21 months compared to the 10-month average for all offers.

Source: Apec, 2023

# Percentage Distribution of Job Offers for Doctors and Doctoral Students by Function

|   |      |
|---|------|
| Health, social and medico-social                | 46%  |
| Engineering - Studies, research and development | 22%  |
| Computer science and information systems        | 9%   |
| Human resources and training                    | 6%   |
| Quality and security                            | 5%   |
| Other fonctions                                 | 12%  |
| Total   | 100% |

# Médical and Pharmaceutical Employment Opportunities



## Collaborative Medical Environment

Doctors and pharmacists working in collaboration to provide comprehensive healthcare and patient care.

68% of employment opportunities for doctors and pharmacists are within the medical field, focusing on providing specialized care for various medical conditions. Specifically, there is a demand for professionals with expertise in Otorhinolaryngology (ORL), demonstrating the need for advanced medical skills in specific areas to address patients' health concerns.

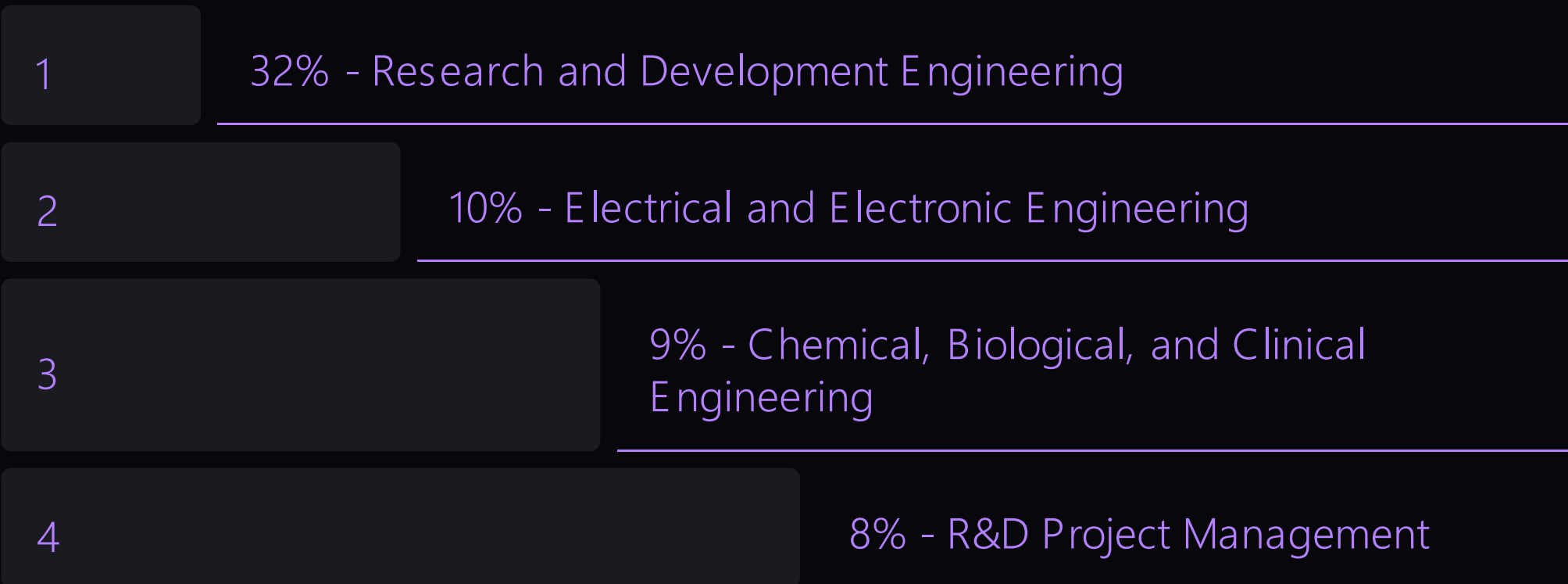


## Surgical Expertise

Experienced medical professionals conducting intricate surgeries to address ear, nose, and throat conditions.



# Opportunities for Doctoral Graduates in Engineering - Studies and R&D



A unique opportunity for doctoral graduates to join the fast-paced world of engineering research and development. With roles spanning various engineering disciplines, from electrical and electronic to chemical and biological, candidates can explore diverse fields and apply their advanced expertise.



# Salaries of Doctoral Candidates and Doctors in Job Postings

1

## Sectors with Highest Salary Offers

The sectors offering the highest salaries to doctoral candidates and doctors include health and social care, with a median salary of €78k, and industrial jobs, with a median salary of €47.5k.

2

## Difference in Salaries

The median salaries offered to doctoral candidates and doctors are on average €5.5k higher than the overall median salary, illustrating the premium placed on their skill sets and expertise.

3

## Influence of Health and Social Care Sector

This sector significantly influences the overall salary difference due to the high salary offers to medical and pharmaceutical professionals, contributing to the average sectoral salary increase of €3.5k.

# Scope and methodology

**\*\*PhD candidates & holders\*\***: Individuals pursuing or who have completed a postgraduate degree beyond Bac +6. Identification involved the use of specific keywords in job titles and profiles such as "thesis", "PhD student", "post-doc", "researcher", and "doctoral student".

**\*\*Analysis of Job Offers\*\***: Based on data from [apec.fr](https://www.apec.fr), this entailed examining job postings from private sector companies between the first half of 2019 and 2023, while excluding duplicate and partner postings. The analysis focused on sector, region, contract type, function, and job family distribution in the first half of 2023.

**\*\*Functions and Job Families in Apec's Classifications\*\***: Comprising 444 distinct positions, 16 overarching functions and varying numbers of job families. The analysis involved function and job family information from 92% of postings with this data.

# PhD candidates & holders: Exploring Career Opportunities in the Private Sector

This December 2023 edition by Apec explores the landscape for professionals with a level of education surpassing Bac +6, providing valuable insights for career prospects.

The team is led by Pierre Lamblin and Sébastien Thernisien, with project members Kaoula Ben Messaoud and Caroline Legrand, from Apec's Directorate of Data & Studies, located at 51 Boulevard Brune, Paris.

All Apec studies are available for free at [www.corporate.apec.fr](http://www.corporate.apec.fr) under "Nos etudes".