

# Build Your Team

Building Your Team From the Ground Up





# Foreword

When I describe Paris Region, the first word that comes to my mind is Talent.

In business like in many other fields, no leader can make his company thrive alone. Whatever great things a business will aim to accomplish, whatever changes will be determined to drive, it will need talented individuals. In Paris Region, we have what it takes to help businesses build their teams from the ground up. We have top-tier talents from all over the world who are not only business minded but who also own a range of invaluable technical skills, creativity, and innovation.

International companies have long been recruiting in our Region. This is because they know that the talents they recruit are trained in the most reputable schools, are business savvy and ready to hit the job market. They own skills that are recognized worldwide.

We will continue, together with Choose Paris Region, to do our utmost to help companies hire the talents they need in order to thrive. We will accompany them throughout every step of their expansion plans.

It is important to remember that great teams require talented individuals who have the right skills and know-how to get the job done. Recruiting and retaining these talents has become a number one priority for many businesses especially considering the growing demand for technical skillsets that characterizes the current job market.

Using the LinkedIn Talent Insight tool, we designed this guide to provide international businesses with a comprehensive overview of Paris Region's Talent Market in eight core industries (Aeronautics, Defense and Space, Agribusiness, Artificial Intelligence, Cybersecurity, Gaming, Energy, Financial Services, Life Sciences) and showcase the main universities that breed these talents. For companies already based in the region, this guide will serve as a useful tool to boost their recruitment plans and consolidate existing teams.

Finally, this guide is an opportunity for Choose Paris Region to display its service offer in terms of recruitment services and the HR support of our partners. Hand in hand, we provide international companies with a real help in identifying the best human resources for their business.



**Valérie Péresse**

Président  
Paris Region



**Lionel Grotto**

CEO  
Choose Paris Region



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# **Dive Deep Into Our Talent Pool**





# A Diversity of Talents to Prompt Growth

## Highly Skilled and Trained Talents

A global centre of academic excellence, with strong links between academia and businesses, Paris Region is home to a deep pool of high-skilled homegrown talent. From top executives, engineers, entrepreneurs, to academics and creative minds, the Region is a reservoir of skillsets that match all companies' needs.

Paris Region boasts the highest number of executives (35%) and is the #1 region for talents specializing in Engineering, Business and Creative Arts. With 45,000 students enrolled in the region's 36 engineering schools, Paris Region is also well known for its noteworthy Science and Engineering schools. These include the Ecole Normale Supérieure (ENS) and Ecole Polytechnique, which are two reputable "Grandes Écoles" and where graduates move on to some of the highest-level positions in the Public & Private sector. Local engineers in the Region are by far an invaluable resource to many businesses thanks to the education they receive, which combines creativity, discipline, and empirical thinking.

Paris Region is also the perfect place to recruit business minded people. With 21 of the best-ranked Business Schools in the world, and 3 of the top 5 best-ranked master's degrees in management, companies know where to tap into a pool of highly skilled talents ready to grow their business. Other famous degrees in Management include HEC, which is ranked as Europe's #1 Business School and has some of the best Executive MBA & global MBA programs in the world.

**"French engineers have an amazing combination of creativity and discipline. They get a very solid education with a strong focus on Mathematics. I do not think people realize the amount of discipline it takes to get through the French education system and how hard it really is. And at the end, what it produces are people that are super focused, hardworking, and dedicated to success."**



**Harley Davis**

VP, Automation Intelligence  
and France Lab  
IBM France

## A Cosmopolitan Workforce

Boasting a great quality of life, a vibrant and diverse culture and an open and welcoming attitude – Paris Region is an international hub where people from all over the world live, study, work or visit.

With 1,7 million foreigners, 120,000 foreign students and many companies operating on a global scale, the region offers a dynamic, multicultural, and enriching environment.



The region's strong international footprint means businesses have no difficulty in finding talents who can speak at least two (if not three) foreign languages thanks to the time they spend working/studying abroad as part of their curricula. While English is spoken widely, the Region's residents are also skilled in other languages including German, Italian, Spanish, Dutch, Chinese and Arabic to name a few.

**“The workforce in the Paris Region is very qualified. We found the apprenticeship system very interesting (in Italy it does not exist to the same extent). We have also designed an outsourcing strategy to source other types of skills on the market.”**



**Massimo Bello**

Founder  
Wekiwi

## Creative Minds

Technical skills and creativity drive innovation in Paris Region. Researchers have access to outstanding R&D Labs while young talented entrepreneurs can develop their ideas and concepts in one of the Region's top incubators such as STATION F, Europe's largest startup hub. With +8,000 startups, the region is a go-to place for entrepreneurs worldwide.

The region also acts as a magnet for artistic talent as it is deemed the best place to source inspiration and be creative. When it comes to Fashion, Luxury and Cosmetics, Paris Region owns a strong reputation. For instance, the Institut Français de la Mode (IFM) offers one of the world's best Master's in Fashion Management and in Art Direction/Communication.

Film production is also a thriving industry. It is an ideal place for film makers to source producers, writers, and artists thanks to the region's top-notch schools. Gobelins, for instance, is ranked the #1 best international animation school in the world.

## A Workforce Ready to Hit the Job Market

On top of benefiting from some of the best academic curricula, graduates in Paris Region receive practical, hands-on training that prepares them to enter the job market as soon as they graduate. Work experience in companies ranging from early-stage start-ups to medium sized and large international groups with their cross-functional and international modes of operation. This is due to the French educational system's emphasis on internships and apprenticeships (“stages and alternance”) with established companies. From 6 months to 1 year, these internships offer invaluable experience to graduates while enabling companies to benefit from eager, fresh talent and potential future employees.

**“There are now very few barriers to doing business in France – many Parisians speak excellent English – Station F made it the primary language. In addition, there is world-class engineering expertise.”**

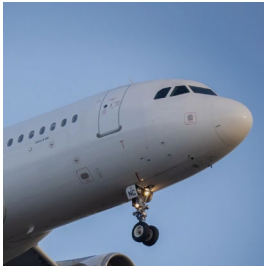


**Zornitza Stefanova**

Founder and CEO  
BSPK

# Talent Pool Analysis

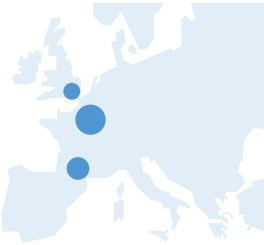




# Aeronautics, Defense & Space

Paris Region is the cradle of the Aerospace, Aeronautics and Defense industries in France. As the #1 region in Aeronautics, it is most renowned for its engines, embedded systems, avionics, drones and business. When it comes to recruiting engineers in the field, employers are particularly drawn by the skillsets available in the Region thanks to its top engineering schools.

## Talent Pool in Europe



**#1 Paris Region**  
53,512 professionals

**#2 Toulouse Area**  
31,646 professionals

**#3 London Area**  
21,732 professionals

## Talent Pool in Paris Region

Skills	Professionals in Paris Region
Engineering	9,643
Aeronautics	6,833
Space	5,935
Aviation	5,095
Manufacturing	3,324
Quality Reviewing	3,288
System Engineering	3,178
Aircraft Maintenance	2,900

Main Universities
ISAE SupAero
ENAC
ESTACA Engineering School
Centrale Supelec

## Main Recruiters in Europe

**AIRBUS**

**42,802 employees**

### Top Skills

Engineering  
Aerospace  
Aircraft

**SAFRAN**

**28,185 employees**

### Top Skills

Engineering  
Aeronautics  
Aerospace

**BOMBARDIER**  
AEROSPACE



**8,337 employees**

### Top Skills

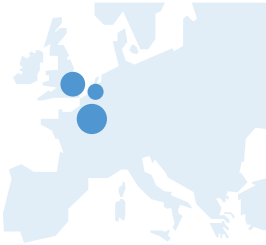
Engineering  
Rail Transport  
Quality Engineering



# Agribusiness

Paris Region is a hub for food, urban farming and agriculture related activities. It has become a leading region for training talent in the field of agribusiness with 2 schools in the top 10. Paris Region is also the number one region in Europe where professionals master the skillsets most needed in the agribusiness sector: production, processing and distribution.

## Talent Pool in Europe



- #1 Paris Region**  
18,350 professionals
- #2 London Area**  
11,056 professionals
- #3 The Randstad Area**  
9,717 professionals

## Talent Pool in Paris Region

Skills	Number of talents
Agriculture	11,756
Sustainable Development	2,782
Agronomy	1,765

Main Universities
AgroParisTech
University of Paris I: Panthéon-Sorbonne
Université Paris Saclay

## Main Recruiters in Europe



**1,651 employees**

### Top Skills

Agronomy  
Crop protection  
Crop & Soil Science



**892 employees**

### Top Skills

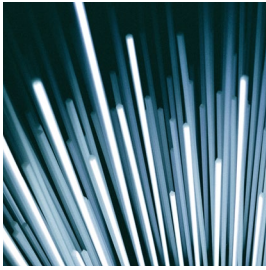
Crop & Soil Science  
Agronomy  
Production Management



**882 employees**

### Top Skills

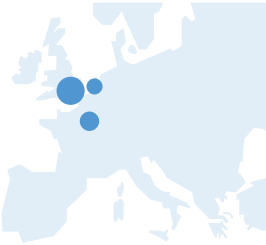
Food Science  
Food Hygiene  
Food and Beverage



# Artificial Intelligence

Paris Region's economy relies on a strong Digital Technologies & Artificial Intelligence (A.I.) ecosystems that boasts impressive figures. It has the largest concentration of digital talent and is home to the best university in the world in Mathematics: Paris-Saclay University.

## Talent Pool in Europe



- #1 London Area**  
90,342 professionals
- #2 Paris Region**  
54,715 professionals
- #3 The Randstad Area**  
36,264 professionals

## Talent Pool in Paris Region

Skills	Professionals in Paris Region
Data Mining	15,751
Deep Learning	8,584
Image Processing	6,193
Computer Vision	4,069
Natural Language Processing	3,569

Main Universities
CentraleSupélec
École Polytechnique
Télécom Paris
Université Paris-Saclay

## Main Recruiters in Europe



**2,430 employees**

### Top Skills

Cloud Computing  
IT services management  
IT strategy



**2,010 employees**

### Top Skills

Cloud Computing  
Microsoft Azure  
Software Development



**1,736 employees**

### Top Skills

SQL  
Business analysis  
Java

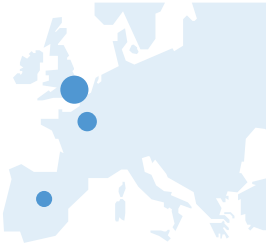




# Cybersecurity

Key players across the cyber value chain have found the perfect ecosystem that supports and facilitates their business activities in industries such as IT for business, telecommunications, defense & security, artificial intelligence, optics and electronics.

## Talent Pool in Europe



- #1 London Area**  
52,388 professionals
- #2 Paris Region**  
35,551 professionals
- #3 Madrid Area**  
20,609 professionals

## Talent Pool in Paris Region

Skills	Professionals in Paris Region
Network Security	15,112
Information Security	6,274
Firewalls	6,672
Penetration Testing	2,693
Cryptography	1,919

Main Universities
Télécom Paris
EPITA - School of Engineering and Computer Science
ESGI - Ecole Supérieure de Génie Informatique
EFREI - Ecole d'ingénieurs du numérique

## Main Recruiters in Europe



**1,544 employees**

### Top Skills

Cloud Computing  
Network Security  
Information Security



**1,497 employees**

### Top Skills

Linux  
Network Security  
Software Development



**1,392 employees**

### Top Skills

Network Security  
Information Security  
Linux



# Energy

Paris Region is committed to offering cleaner and more sustainable alternatives to the Region's residents. With its booming energy market, talents in the field of renewables are valuable assets to companies operating in solar & wind energy, as well as in other green energies.

## Talent Pool in Europe



- #1 Paris Region**  
126,295 professionals
- #2 London Area**  
80,389 professionals
- #3 The Randstad Area**  
72,220 professionals

## Main Recruiters in Europe



**42,160 employees**

**Top Skills**  
Engineering  
Nuclear  
Energy



**17,012 employees**

**Top Skills**  
Energy  
Engineering  
Electricity



**16,086 employees**

**Top Skills**  
Engineering  
Construction  
Heating/Ventilation/Air Conditioning

## Talent Pool in Paris Region

Skills	Professionals in Paris Region
Engineering	20,442
Energy	14,353
Environmental Awareness	12,780
Renewable Energy	8,229

Skills	Professionals in Paris Region
Renewable Energies & Environment	53,711
Oil & Energy Products	41,072
Environmental Services	32,595
Renewable Energy	8,229

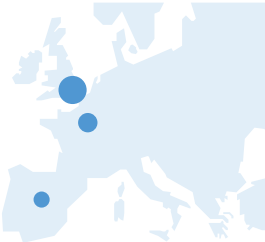
Main Universities
CentraleSupélec
IFP School
MINES ParisTech



# Financial Services

As the leading global financial hub in the European Union in terms of business opportunities, Paris Region is extremely attractive to employers in Finance in terms of opportunities, availability of capital and regulatory environment.

## Talent Pool in Europe



**#1 London Area**  
636,972 professionals

**#2 Paris Region**  
362,118 professionals

**#3 Madrid Area**  
155,828 professionals

## Talent Pool in Paris Region

Skills	Professionals in Paris Region
Finance	74,916
Banking	71,829
Financial Analysis	48,726
Risk Management	47,833
Corporate Finance	33,754

Main Universities
Université Paris I Panthéon Sorbonne
Université Paris Dauphine PSL
HEC
ESSEC
ESCP Business School

## Main Recruiters in Europe

**Klarna.**

**42,802 employees**

### Top Skills

Engineering  
Aerospace  
Aircraft



**28,185 employees**

### Top Skills

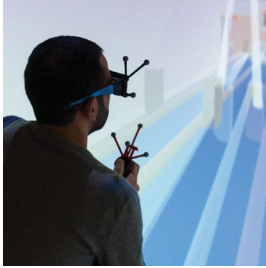
Engineering  
Aeronautics  
Aerospace



**8,337 employees**

### Top Skills

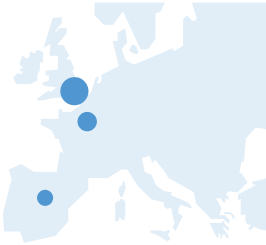
Engineering  
Rail transport  
Quality Engineering



# Gaming

The Gaming industry is an extremely fast-growing sector in Paris Region where high-end artistic creativity meets top-class technological innovation. The availability of tax credits, a rich talent pool, a dynamic network of publishers and studios make Paris Region an important area for game development.

## Talent Pool in Europe



- #1 London Area**  
33,238 professionals
- #2 Paris Region**  
23,037 professionals
- #3 Madrid Area**  
14,679 professionals

## Talent Pool in Paris Region

Skills	Professionals in Paris Region
Game Design	3,614
Game Development	3,241
3D Modeling	1,900
Virtual Reality (VR)	1,567
Augmented Reality (AR)	1,555

Main Universities
ISART DIGITAL Paris
IIM - Institut de l'Internet et du Multimédia
EPITA - Ecole d'Ingénieurs en Informatique
LISAA - Institut Supérieur des Arts Appliqués
Gobelins - Ecole de l'Image

## Main Recruiters in Europe



**1,833 employees**

### Top Skills

Game Development  
Game Design  
Playability



**909 employees**

### Top Skills

Game Development  
Quality Control  
Game Design



**601 employees**

### Top Skills

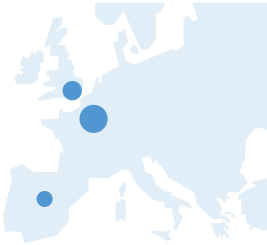
Game Development  
Game Design  
Adobe Photoshop



# Life Sciences

Paris Region is one of the leading economic and scientific regions in Europe for health & Life Sciences. It is home to a high concentration of companies specializing in health, pharmaceuticals and medical devices. Talents on the market are trained in world-class academic research institutions.

## Talent Pool in Europe



- #1 Paris Region**  
97,369 professionals
- #2 London Area**  
92,324 professionals
- #3 Madrid Area**  
66,199 professionals

## Main Recruiters in Europe



**14,621 employees**

### Top Skills

Pharmaceutics  
Manufacturing  
Research & Development (R&D)



**9,293 employees**

### Top Skills

Pharmaceutics  
Biotechnology  
Clinical Trials



**8,708 employees**

### Top Skills

Pharmaceutics  
Clinical Trials  
Oncology

## Talent Pool in Paris Region

Skills	Professionals in Paris Region
Pharmaceutics	16,919
Healthcare	12,659
Biotechnology	9,362

Skills	Professionals in Paris Region
Pharmaceutical industry	39,210
Medical Practice	27,055
Medical Devices	17,180
Biotechnology	14,337

Main Universities
Université de Paris
Pierre and Marie Curie University
Conservatoire National des Arts et Métiers
Université Paris-Saclay

# How to Recruit Your Team





# What You Need to Know Before Hiring

## Legal Considerations

Two scenarios apply to international companies wanting to recruit employees in France

1. If the international company does not have a permanent address in France, it can nominate a representative (living in France) or comply with the conditions set by Labour Organisations in France
2. If the company has a permanent base in France, it is responsible for declaring and paying the contributions to its employees in accordance with French Labour Law

If a foreign company wants to be referenced as an employer in France, it needs to set up a branch or subsidiary. The most popular option for international

businesses is to set up a private limited liability company, known as a “Société à Responsabilité Limitée” (SARL).

To set up an SARL, you will need to ensure you have the following:

- A commercial French bank account
- An office address in France
- An appointed auditor
- Necessary Registrations with the office for social security, taxes, and insurances
- Your subsidiary's incorporation published in the official journal
- Your company books stamped at a Commercial Court

Please note that recruiting an employee in France entails “linking” the employee to the French Social Security System and entails the payment of related contributions.







# Tips to Recruit Online and On Site

With world-class educational structures that foster innovative and international talents, Paris Region acts as an ideal reservoir for businesses to build their teams. Below are some practical steps you can take to tap into Paris Region's talent pool and move forward with your recruitment plans.

Please also note that Choose Paris Region can put you in touch with its network of partners that will be able to provide you with tailored advice and guidance depending on your recruitment needs.

## Easily Accessible Online Resources

There are multiple ways to gain access to Paris Region's talent pool. A good place to start the search is by using online job board platforms. While some of the most popular platforms are Indeed - [fr.indeed.com](https://fr.indeed.com) - and LinkedIn, ParisJob is particularly helpful if you want to refine your search to Paris Region based talents only. Neuvo - [neuvoo.fr](https://neuvoo.fr) - is an additional recruitment network that provides you with the resumes of talents from all over France and is worthwhile checking.

## Recruitment Agencies

### Public Employment Agencies

The most common recruitment agency used by companies is “Pôle Emploi” (translated as Recruitment Pole) - [pole-emploi.fr/international/mobilite-internationale/pole-emploi-an-asset-for-all-you](http://pole-emploi.fr/international/mobilite-internationale/pole-emploi-an-asset-for-all-you) - Acting as the national public employment agency and leading employment service portal in France, it is a reservoir of 4 million candidate profiles and provides a data base of 6M job offers posted each day.

The French network APEC (Association Pour l'Emploi des Cadres) - [apec.fr](http://apec.fr) - is especially used for recruiting business executives and young professionals. Each year, APEC connects 50,000

recruiters with more than 800,000 executives and young professionals. Both Pôle Emploi and APEC offer customized services that are free of charge.

Both recruitment portals are especially helpful to businesses with multiple locations, and can expand their reach into other job markets

### Private Recruitment Agencies

For a more tailored recruitment, ADECCO Group - [adeccogroup.com](http://adeccogroup.com) - , is the world leader of temporary and permanent recruitment. The agency will work with you to design, build, grow, manage, and optimize your workforce solutions whether you are looking to employ 1 or 1,000 people with all types of contracts – from temporary to full permanent employment.





## Specialized recruitment

For more specialized recruitment agencies, check out the organizations below, and all our preferred partners featured on our [online platform](#).

### IT & Software Engineers

- **One Dev:** [onedev.com](https://onedev.com)
- **SP Search:** [spsearch.fr](https://spsearch.fr)
- **WeLoveDevs:** [welovedevs.com](https://welovedevs.com)
- **Talent.io:** [talent.io](https://talent.io)

### Sales People

- **Rocket4Sales:** [rocket4sales.com](https://rocket4sales.com)
- **Dream Catcher Sales:** [dreamcatcher-sales.com](https://dreamcatcher-sales.com)
- **Uptoo:** [uptoo.fr](https://uptoo.fr)

### Tech talents

- **Les Pepites Tech:** [lespepittestech.com](https://lespepittestech.com) provides a tool for startups in Tech looking to source specific talents.
- **Welcome to the Jungle:** [welcometothejungle.com](https://welcometothejungle.com) is a popular tool among start uppers when it comes to seeking talents in Paris Region.

- **Maddyjobs:** [maddyjobs.com](https://maddyjobs.com) offers a dedicated job board for startups.
- **Job4:** [job4.fr](https://job4.fr) provides startups with a wealth of Tech profiles.
- **Liane RH:** [liane-rh.fr](https://liane-rh.fr) agency specialized in energy solutions, the environment and the building industry.
- **Amarexia:** [amarexia.fr](https://amarexia.fr) agency specialized in transition management.
- **HReact:** [hreact.com/home](https://hreact.com/home) one-stop shop support on HR & recruitment.

### Multicultural Talents

- **Catenon:** [catenon.com](https://catenon.com)
- **Polyglot:** [thepolyglotgroup.com](https://thepolyglotgroup.com)
- **88JOBS:** [88jobs.com](https://88jobs.com)

### Recruiting PhDs

If you are searching for PhD Graduates, ABG - [abg.asso.fr/en/recruteurCys](https://abg.asso.fr/en/recruteurCys) - is a useful port of call. In addition, Adoc Talent Management - [en.adoc-tm.com](https://en.adoc-tm.com) - is the first consulting firm in the recruitment of PhD profiles. PhD Talent - [phdtalent.fr](https://phdtalent.fr) - is also a major player when it comes to PhD recruitment.



## Scouting Talents from Career Services and Alumni Networks

Searching for talents directly from the Region's many world-renowned schools and universities Alumni and career Services is another option for your business. For talents from Business Schools and Paris based Universities, be sure to check out:

- **HEC Talents**

[hec.edu/en/how-recruit-our-talent](https://hec.edu/en/how-recruit-our-talent)

HEC enables companies to post their job offers on their website and find the talent they need (Job Teaser and MBA Focus). Their team can help businesses go through CVs and organize interviews as well as corporate presentations

on campus. HEC Paris also holds virtual Career Fair Series that offer companies the best possible conditions for recruiting talent from within their different programs (Grande École\*, MS, MSc, MBA, and EMBA). Companies can access the profile of 4,500 students from around the world.

- **ESSEC Emploi**  
[essec.edu/en/pages/about-essec/corporate-partnerships/recruit-our-students](https://essec.edu/en/pages/about-essec/corporate-partnerships/recruit-our-students)
- **ESCP Alumni**  
[escpalumni.org/gene](https://escpalumni.org/gene)
- **INSEAD Career Services**  
[insead.edu/corporate-recruiters](https://insead.edu/corporate-recruiters)
- **Dauphine Emploi**  
[dauphine-alumni.org/offres-d-emploi](https://dauphine-alumni.org/offres-d-emploi)





- **CELSA Paris – Sorbonne Alumni**  
[celsa-alumni.com](https://celsa-alumni.com)
- **Science Po Carrières**  
[carrieres.sciencespo.fr](https://carrieres.sciencespo.fr)

*\*Note that the specialist Masters (Grandes Ecoles) and the MBA are equivalent to one year of post-master's specialization and equivalent to a 6th year of studies.*

- **France Alumni**  
France Alumni is a network of 300,000 former international students in France. It is mostly used by companies wishing to recruit talents from a multicultural background and educated in a French University. Companies can post job vacancies and internship offers, connect and communicate directly with the alumni

and partners registered on the platform. In addition, these job offers are shared by French Embassies in 120 foreign countries.  
[francealumni.fr/en](https://francealumni.fr/en)

#### *Interns and Apprentices*

If you are specifically looking to hire interns and apprentices for periods ranging from 6 months to 1 year, check out:  
[engagement-jeunes.com](https://engagement-jeunes.com)

# Top Engineering and Business Schools

## Engineering Schools



## Business & Management Schools



Engineering Schools
Arts et Métiers
CentraleSupélec
Polytechnique
ENSTA Paris
Ecoles des Mines - ParisTech
Telecom Paris
ENSAE Paris
AgroParisTech
ENS (Ecole Normale Supérieure)
Université Paris-Saclay

Business & Management Schools
HEC
INSEAD
ESSEC Business School
ESCP Business School
EDHEC Business School
Skema Business School
Neoma Business School
IESEG School of Management
ESSCA School of Management
IS Paris



## Major Career Fairs in Paris Region

Many companies will find qualified candidates at Career Fairs in the Region. Below are some of the most popular fairs:

- **HEC Career Fair**  
[hec.edu/en/how-recruit-our-talent/how-recruit-hec-paris/our-main-recruiting-fairs](https://hec.edu/en/how-recruit-our-talent/how-recruit-hec-paris/our-main-recruiting-fairs)  
 HEC hosts a number recruiting fairs dedicated to key sectors (Consulting, Finance, Tech & Digital, Legal)
- **Meet Ingé**  
[meet-inge.fr](https://meet-inge.fr)  
 This Career Fair is the perfect place to recruit Engineering graduates coming from more than 150 Engineering Schools
- **PhD Career Fair**  
[careerfair.phdtalent.fr](https://careerfair.phdtalent.fr)  
 The largest Career Fair dedicated to PhDs

- **Absolutely Talented**  
[absolutely-talented.com](https://absolutely-talented.com)  
 One of the largest recruitment fairs for expat partners in Paris Region but also for international companies
- **ESSEC Talent Fair**  
[essec.edu/services-carrieres/forums/forum-essec-talent-days](https://essec.edu/services-carrieres/forums/forum-essec-talent-days)  
 Career Fair for companies offering internships, apprenticeships and work opportunities
- **Talents for the Planet**  
[talentsfortheplanet.fr](https://talentsfortheplanet.fr)  
 A Career Fair for professionals operating in the field of Green Business
- **Howimetmystartup**  
[howimetmystartup.fr](https://howimetmystartup.fr)  
 An online recruiting fair for Tech startups to advertise their recruitment needs and meet talents trained in Paris Region



# Employee Status & Employment Contracts

## Executive & Non-Executive Staff

Your employee(s) can fall into two major categories. Either be an executive ("Cadre") or a non-executive depending on his background, experience, and level of autonomy in addition to other criteria. A very popular contract in France for executives is the "Contrat forfait jour" (provides a lump sum of working days per year) because it precisely allows to adjust working hours according to the workload.

## Employment Contracts

In France, different types of employment contract can be used depending on the nature and duration of the role entrusted to the employee by the employer. The two main types of contracts commonly used are the Permanent Contract (commonly referred to as a Contrat à Durée Indéterminée - CDI) or a Fixed-Term Contract (Contrat à Durée Déterminée - CDD) temporary and apprenticeship contracts.



### Permanent contracts

An open end or permanent (contrat à durée indéterminée – CDI) is the most common form of employment contract in France. It allows employers to offer individuals permanent positions in their company. The duration of a permanent contract is, by definition, unlimited.

### Fixed-Term Contracts

In certain cases, as specified in the French Labor Code, an employer can use a fixed-term contract (contrat à durée déterminée – CDD). These contracts are usually 1-year contracts that help fill in specific roles or cover maternity leave.

### Temporary employment contract (intérim)

Temporary employment is only possible for the execution of a precise and temporary task limited in time, called an assignment, and only in the cases listed by law. An employee under a temporary employment contract is therefore an employee hired and paid by a temporary employment company (ETT) to the benefit of a recruiting company for a limited time frame.

Temporary workers are entitled to compensation, notably linked to the short duration of these contracts. This allowance is equal to 10% of the total gross salary received. They also receive a compensatory allowance for paid vacations.

## The Different Types of Employment Contracts in France



### Permanent

*Contrat à Durée  
Indéterminée (CDI)*

#### Time Limitations:

There are no limitations in time to a CDI

#### Trial Period:

The length of the trial period depends on the employee status: blue collar, supervisor & technician, or freelance

#### Termination costs include:

Vacation pay,  
Severance pay,  
Compensation in lieu of notice



### Fixed Term

*Contrat à Durée  
Déterminée (CDD)*

#### Time Limitations:

It cannot exceed the maximum authorized length (from 9 to 24 months)

It can only be renewed twice

#### Trial Period:

The period varies according to contract length

#### Termination costs include:

Severance pay, vacation pay and a contribution of 1% on the employee's gross salary for reorientation



### Temporary

*Intérim*

#### Time Limitations:

The contract cannot exceed 18 months (exceptions apply)  
The employee is hired and paid for each placement by the agency

#### Trial Period:

The contract may include a trial period  
The length of the trial period is set by collective agreement.

**Termination cost include:**  
A bonus of at least 10% of the employee's total gross salary



### Apprenticeship\*

*Contrat d'apprentissage*

#### Time Limitations:

The contract runs for the duration of the training cycle leading to the diploma.

#### Training:

The apprentice needs to spend at least 25% of the duration of the contract in training

#### Wages:

The apprentice earns between 27% and 100% of the minimum wage depending on age and level of education

*\*Applies to students aged 16-29 pursuing a degree*



## General Contractual Terms

### Trial periods

Rather than starting the candidate on his contract immediately, the employer can ask for a probationary period to be included in the contract. This probationary period can only be renewed once and under condition, during which either party may terminate the employment contract without any previous notice. If both parties are satisfied at the end of the probationary period, the employment contract becomes definitive. The probationary period is governed by statute. The legislature has introduced a maximum length for the probationary period and a minimum notice period, which varies according to the categories of employees concerned. The trial period that may be mentioned in fixed-term contracts is fixed by the Labour Code according to the duration of the contract.

### Notice

Except for specific occasions (e.g. dismissals for serious misconduct), both parties must respect required notice periods before an open-ended contract is terminated. The length of the notice period is generally determined by the CBA.

### Contract Forms

Contracts are usually drafted in French. Employees whose native language is not French may request a translation prior to signature. In terms of clauses, an employment contract must stipulate the employee's pay and job description, along with working hours and the address of the hiring business. In principle, parties are free to write their own contracts and have a great deal of liberty regarding content (such as bonuses, working from home, clauses covering intellectual property and more).



### **Collective Bargaining Agreements (CBAs)**

Most work contracts in France include a "Collective Bargaining Agreement" ("Convention Collective") which is an agreement between Trade Unions and Employers' organizations. Collective agreements contain rules supplementing labor law and outline the terms that labor unions and employers have agreed upon regarding employment provisions like working conditions and benefits. These terms add to French labor laws rather than replace them.

A Collective Bargaining Agreement may apply to a single company, a group of companies, or – in some cases – to a whole industry. In some cases, even if your company is not part of an employer's association, the CBA may still apply to you. Be sure to find out whether any CBAs will apply to your company so you can carefully incorporate these terms into your employment contracts in addition to complying with labor laws for all French employees.

### **Hiring Interns ('Stagiaires') and Apprentices ('Apprentis')**

Internships and apprenticeships are very popular in France and in Paris Region in particular. They are compulsory to most degrees and provide students with practical professional experience. They are especially interesting for businesses who benefit from the skills of a young graduate who is about to end his degree. Internships and Apprenticeships usually last for a period ranging from 6 months to one year.

In France, an apprentice or "alternant" is defined as a young professional who follows a training that draws on an alternation of work-based (in-company) training and school-based training. The concept of apprenticeship is defined by law in the remit of the apprenticeship contract ('contrat d'apprentissage') and the professionalisation contract ('contrat de professionalisation'), which are the two main apprenticeship schemes in France.

These specific schemes are partially funded by the French government, making it an efficient resource to grow your talent pool. Apprentices usually spend 1 week working for a company and the next in university. They gain hands on practical experience while pursuing their university degree.

In both the cases of an internship or an apprenticeship, students are subject to individual employment contracts of special type signed between the intern/apprentice and the employer. Through this contract, employers commit themselves to remunerate the apprentices and deliver effective training and tutoring to them during the duration of the contract. Companies can organize apprenticeships fully or partly. Through the contract, apprentices commit themselves to effectively work and attend in-company training at the employer's Headquarters throughout the full duration of the contract .



## Working Visas

If your business plans on hiring foreign staff in Paris Region or relocating its staff to France, you will need to consider the following:

### Recruiting a Foreigner

Recruitment of a non-EU foreign employee requires a specific work permit authorizing paid employment. The employer should submit the work permit application at least three months before the employee is due to take up their role.

Applications for work permits to hire foreign employees located in France or abroad have to be done online on a dedicated portal ([etrangers-en-france.interieur.gouv.fr/accueil](https://etrangers-en-france.interieur.gouv.fr/accueil))

### The “Talent Passport” for International Talents

The “Talent Passport” is a multi-year residence permit for non-EU nationals to live and work in France. It applied to qualified employee or to investors who wish to start a business that will contribute to France’s economic attractiveness. Check the 11 different professional categories that qualify here.

[welcometofrance.com/en/fiche/graduates-talent-passport](https://welcometofrance.com/en/fiche/graduates-talent-passport)

Note that in the case of the “Talent Passport”, the employment contract or the talent’s stay must exceed three months. The “Talent Passport” is valid for four years, on a renewable basis, and can be extended to immediate family members allowing them to work and live in France too.



### **Procedure and Cost**

The procedure should be initiated no earlier than three months before the date of arrival in France and you should apply to the French consular authorities in your usual place of residence. Applicants must pay a tax of €200 to the French Immigration and Citizenship Office ("OFII") when the permit is issued. In addition to this, tax stamp duty of €25 is also charged, bringing a total cost of €225.

### **The French Tech Visa: For Startup Founders, Talents and Employees**

The French Tech Visa is a simplified procedure, dedicated to the Tech ecosystem, for three types of international tech talent to obtain the multi-year residence permit "Talent Passport". It is a specific, simplified and fast-track procedure for international startups, talents & investors in Tech to obtain a residence permit for France:

- International Startup founders, whose startups have been selected by one of the 26 dedicated incubators and accelerators based in Paris Region (see the list here: [lafrenchtech.com/en/how-france-helps-startups/french-tech-visa/visa-for-founders](https://lafrenchtech.com/en/how-france-helps-startups/french-tech-visa/visa-for-founders))
- International talents recruited by French companies and recognized as "innovative Talents" by the French Ministry of Economy
- International investors, business angels or VC firms wanting to settle in France (see the dedicated platform to apply for: [demarches-simplifiees.fr/commencer/french-tech-visa-investors](https://demarches-simplifiees.fr/commencer/french-tech-visa-investors))

Check out our partner "Welcome to France" page to get more information about this visa - [welcometofrance.com/en/fiche/applying-for-a-long-stay-visa](https://welcometofrance.com/en/fiche/applying-for-a-long-stay-visa) -

# About us

## Who we are

At Choose Paris Region, our core mission is to assist international companies in their expansion. With our support, unlock business opportunities in Paris Region and get the most out of the Region's assets.

Every year, our team of 80 dedicated professionals across Europe, the US and China, brings their deep market and industry expertise to support 1,200+ international companies and their staff looking to grow their business in the Paris Region.





# A One-Stop Shop

Choose Paris Region, a single point of access to a series of personalized, free and confidential support services. Our experts provide meaningful technical advice to support your development projects at any stage of the process.

[Discover our experts and reach out on chooseparisregion.org](https://chooseparisregion.org)

## 1 Explore

Learn more about your industry in Paris Region  
Evaluate your potential market  
Get in touch with the local ecosystem

## 2 Set up

Create your legal entity in France  
Open a bank account  
Understand the French tax system

## 3 Settle

Find the best real estate solution for your business (office space or industrial site)  
Explore coworking space options

## 4 Confirm

Connect with large French corporations  
Explore potential R&D partnerships  
Create business connections  
Identify local accelerators, incubators and clusters  
Learn about financing opportunities

## 5 Recruit

Identify your talent needs  
Tap into the Region's talent pools  
Build your team (contracts and visa solutions)

## 6 Thrive

Prepare the relocation of employees and family  
Connect with communities of international expats

## 7 Grow

Keep growing your established business in the Region

[More info on our services on chooseparisregion.org](https://chooseparisregion.org)



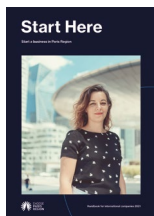


# Stay in the Business Loop

## Practical Guides

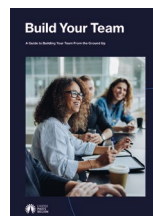
Choose Paris Region regularly publishes practical guides sharing tips and advice to set up a business, settle into Paris Region, and any information you may need to invest or relocate.

[Browse all our guides on chooseparisregion.org](https://www.chooseparisregion.org)



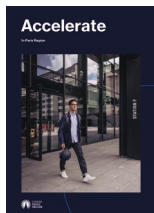
### Start Here

Learn the basics for starting a business in Paris Region: registering a business, bank accounts, recruiting.



### Build Your Team

An essential tool for international businesses wanting to recruit in Paris Region: get information on locally-available talents and recruitment tips.



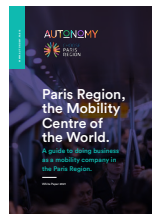
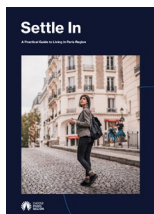
### Accelerate

Navigate Paris Region's buzzing startup scene by connecting to the ecosystem & finding opportunities.



### Green Business Opportunities

Paris Region's green and social impact accelerators, funding sources, brownfield sites, service providers, and events.



## Connect with our Selected Partners

Gain access to services through this online platform aimed at helping you expand to Paris Region. The top partners and organizations have been carefully selected by our teams.

[Connect with selected partners chooseparisregion.org](https://chooseparisregion.org)

## Business News

Whether you want to receive news about Paris Region or insights into a specific industry, get the content you need to stay informed on topics such as innovation, business, events, and culture.

[Subscribe on chooseparisregion.org](https://chooseparisregion.org)

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### Paris Region Business Digest

Content to help your business accelerate in Paris Region: industry events, call for applications, articles, and success stories.

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### Cleantech

The latest news, trends, events, figures, and opportunities in Greentech, and other related industries.

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### Digital Revolution

Keep informed on Paris Region's developing AI, Deeptech and digital technologies landscape.

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### Healthtech in Paris Region

Learn what's going on in Healthtech: major events, call for applications and business opportunities.

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### Creative Paris Region

Stay tuned on Paris Region's creative scene: film, arts, videogames, fashion, design, and tourism.

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### The Fintech Post

Projects, opportunities & accelerators to grow your business in Paris Region.

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### Space Paris Region

Get your monthly update about the latest opportunities and market insights in Paris Region's Space and Tech.

## Calls for Applications

Corporate leaders and local authorities are teaming up with Choose Paris Region to launch calls for applications and build innovation ecosystems. Find top startups, companies, and academia in Paris Region.

[Explore them on chooseparisregion.org/calls-for-applications](https://chooseparisregion.org/calls-for-applications)



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