

Hiring Engineers from France

The engineering profession in France is unregulated. There are no licensing or registration requirements and the term “engineer” is not legally protected. No association issues professional titles or upholds occupational standards.

The Commission des Titres d’Ingénieur (CTI) accredits all engineering programs. Post-secondary schools design their own academic programs and work with industry to ensure that graduating engineers enter the workforce successfully.

Similar job titles in France

- Diplôme d’ingénieur or ingénieur diplômé

Who to target

- The best candidates in most cases will be engineers holding a Diplôme d’ingénieur from an engineering school on the CTI list of accredited programs. The Diplôme is generally a five-year degree, roughly equivalent to a European master’s degree. Most who hold this degree should qualify for Association of Professional Engineers and Geoscientists of Alberta (APEGA) licensure.
- A useful place to look for candidates is the French Directory of Engineers. This is a list of qualified graduate engineers maintained by the Conseil National des Ingénieurs et Scientifiques de France (CNISF). See www.cnisf.org
- Engineers Canada has established a mutual recognition agreement with France that grants ingénieurs diplômés from CTI-accredited schools a status similar to Canadian-educated engineers.
- European Engineer (EUR ING) is a pan-European professional title available to engineers who hold a bachelor’s or master’s degree (three to six years of post-secondary education). French engineers with a EUR ING and four or more years of post-secondary education may meet APEGA’s licensing requirements.

Helpful information for recruiting in France

- In France, the term “engineer” is fairly broad, and encompasses standard engineering, geosciences, chemistry, biological engineering and other fields. Academic degrees are granted in specific fields like mechanical engineering or geology, and are the primary credentials used by French engineers.
- Engineers receive broad academic training, are well-regarded, and are in high demand for management positions.
- Universities are known locally as “schools,” so when advertising, it’s best to refer to post-secondary education as “higher education.” The term “university” refers to a specific type of school.

- In order to graduate, French ingénieurs diplômés must have at least a B2 level in the Common European Framework of Reference (CEFR) for Languages.
- French employers sometimes give the semi-official title ingénieur to employees who reach a certain level of competence.

Skill and knowledge gaps and other barriers

Internationally trained engineers who want to practice engineering or geoscience in Alberta must be licensed by APEGA, which has numerous licensing requirements including the ability to work in English. For more information, see www.apega.ca.

Other resources

CTI publishes a regularly updated list of accredited engineering programs known as the Liste officielle des formations habilitées (Official List of Authorized Training). See www.cti-commission.fr/Arrete-du-24-fevrier-2011.

Comparable Canadian and French job titles

Canada	France
Engineering Managers	Ingénieur manager
Civil Engineers	Ingénieur civil
Mechanical Engineers	Ingénieur en mécanique
Electrical and Electronics Engineers	Ingénieur en électricité et électronique
Chemical Engineers	Ingénieur chimiste
Industrial and Manufacturing Engineers	Ingénieur industriel/ingénieur de production
Metallurgical and Materials Engineers	Ingénieur en métallurgie et Ingénieur en matériaux
Mining Engineers	Ingénieur de mines
Petroleum Engineers	Ingénieur pétrolier
Geologist, Geochemists and Geophysicists	Géologue, Géochimiste et Géophysicien; may hold EUR GEOL title

NOTE: Qualified workers in these occupations should hold an engineering degree, and may use titles such as Diplôme d’ingénieur or ingénieur diplômé, while others may use the EUR ING title.