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**Abstract**

This article analyses the early careers of young scientists in France. Since training and early career management are designed to cater almost exclusively for an academic career, a substantial proportion of PhDs lack support to design their training in relation to the job they will look for after graduation. Even if most young scientists manage to find employment, this situation may be quite uncomfortable. At a time when the number of permanent posts is declining, it can penalize scientific activity by discouraging good students from choosing this option. That is why this article will explore new directions for career management. Based on an analysis of the first 10 years of 652 scientists' careers in life sciences, it suggests that tenure is not the only possible promise for young academics. More precisely, it highlights the need for broader career promises, including career prospects outside the academic sphere. The introduction of such new career prospects would help to adapt research management to current realities of the scientific job market. It would also facilitate the diffusion of scientific knowledge in the economic sphere. (HRK / Abstract übernommen)