Criteria

These criteria are open, non-exclusive, non-hierarchical and not strictly cumulative.

Section 23 points out that for appraisals, reviews of applications for promotion, and competitions for recruitment as CRCN or DR, the appraisal may, where appropriate, assess the impact of any relevant personal circumstances that the candidates have wished to bring to the attention of the appraisers (e.g. short-term or long-term difficulties, interruptions due to maternity leave etc.).

Periodic evaluation of researchers

Criteria common to all researchers:

- Quality of the scientific project (originality, feasibility, risk-taking)

- Quality of results and scientific output

- Local integration (team, unit), national and international influence

- Teaching, training (supervision and associated scientific production), dissemination and promotion of research, scientific popularisation activities

Specific criteria according to grade:

CRCN researcher

- Progress of work since recruitment

- Quality of scientific production

- Integration into the team and the unit

- Training through research activities and associated scientific production

DR2 researcher

- Originality, development and dynamism of research project, risk-taking

- Quality of scientific output

- National and international recognition

- Ability to manage and lead a research team or theme, ability to bring together a research group to develop a specific theme

- Ability to apply for local, national or international calls for projects, responsibility for research contracts

- Training activities and associated scientific production

- Collective responsibilities

- Teaching and development activities

- Mobility, thematic development

DR1 researcher

- Originality, development and evolution of research project

- Quality of scientific output

- National and international reputation, scientific dynamism

- Management and leadership of a research team and/or programme (research management)

- Administration and management of research contracts

- Local, national and international collective responsibilities

- Training through research and associated scientific production, teaching, development and expertise activities

Grade advancement for researchers

Criteria common to all researchers:

- Quality and development of the scientific project (originality, feasibility, risk-taking)

- Quality of results and scientific output

- Local integration (team, unit), national and international influence

-Teaching, training through research (supervision) and associated scientific production and involvement in monitoring the future of doctoral and post-doctoral students supervised, dissemination and promotion of research.

Specific criteria according to grade:

Advancement to DR1

- Originality, development and evolution of the research project, scientific dynamism

- Quality of scientific production

- National and international recognition

- Leading and coordinating a research team or programme (research management)

- Research grant administration and management

- Local, national and international collective responsibilities

- Training through research and associated scientific production, teaching, promotion, dissemination and expertise activities

Advancement to the DRCE grade

- Direction of a training programme or a federation of training programmes (research management)

- Commitment to and access to major collective responsibilities in research management activities (national and international)

- Expertise activities

- Scientific leadership, knowledge transfer and development activities

Advancement to the CRHC grade

- Quality of scientific production (quality of publications, but also the number of publications in relation to the length of the candidate's scientific career).

- Thematic mobility will be taken into account favourably in the evaluation.

- Coherence, originality and feasibility of the research project, taking into account the host unit and the international context.

- Contribution to the host team's research activities

- The ability to take on responsibilities (student supervision and associated scientific production, teaching experience, collective tasks, leadership, collaboration) will be considered in relation to the candidate's background.

- Ability to apply for funding, responsibility for projects.

Advice to candidates on preparing for the CRCN and DR2 recruitment competitions

This document sets out the assessment criteria applied by the eligibility panel for the competitions, and gives a number of recommendations for preparing the written application.

Candidates are invited, if they wish, to mention events that have had an impact on their professional career, so that the jury can take them into account in their assessment (for example, short-term or long-term difficulties, interruptions due to maternity leave etc…).

Criteria common to all researchers

- Quality of the scientific project (originality, feasibility, risk-taking)

- Publication activity and quality of scientific contributions (publications, seminars, conferences, other scientific productions)

Specific criteria according to grade

Access to CRCN grade

- Original publications in peer-reviewed journals validating the candidate's research career through two independent experiences (thematic and/or geographical mobility) and other scientific productions

- The completion of a post-doctorate in a laboratory other than the one where the thesis was prepared, including thematic mobility, if possible, is a particularly important element in the assessment.

- The excellence of the applicant's scientific output will be assessed primarily on the quality of publications, taking into account the length of the applicant's scientific career.

- Coherence, originality and feasibility of the research project, taking into account the proposed host laboratory and the international context.

- The ability to take on responsibilities (student supervision, teaching experience, collective tasks, leadership, collaborations, and the ability to apply for funding) may be considered depending on the candidate's experience, but are not decisive factors.

Access to grade DR2

- Originality, development and dynamism of the research project, risk-taking

- Quality of scientific production

- National and international recognition

- Ability to manage and lead a team, or to coordinate the emergence of a specific theme within a team

- Ability to apply for local, national or international funding, project responsibility

- Training through research and associated scientific production (“Habilitation à diriger des Recherches” or equivalent experience), teaching, scientific popularisation and promotion, involvement in monitoring the future of young researchers/supervisors.

- Geographical and/or thematic mobility

- Collective responsibilities

Recommendations for preparing the application and the audition

Research project

You should endeavour to present your research project and its scientific interest in a clear and structured manner. Section 23 recommends that applicants develop a detailed 5-year plan, including any longer-term prospects. The presentation of the research project is free and there is no page limit. However, section 23 recommends a length of approximately 10,000 words. In any event, the proposed document should be sufficiently detailed to give the members of the jury a clear view not only of the research question, but also of the approaches that will be used and the feasibility of the project. Illustrations are highly appreciated. The research project must target one or more CNRS laboratories (or units). You must indicate the laboratory(ies) in which your project could be carried out and it is recommended that you make at least 2 assignment requests. The written document should clearly set out how the project fits in with the proposed laboratory(ies).

Report on previous research experience

In their curriculum vitae and their report on the work they have carried out (10,000 words recommended, as for the project, and illustrations are also highly appreciated), Section 23 encourages applicants to highlight their own research projects, as well as any work to which they may have contributed, explaining the nature of their contribution.

Candidates are invited, if they wish, to mention events that have had an impact on their professional career so that the jury can take them into account when assessing their application.

Productions

Section 23 advises applicants to make a clear distinction between review articles and original research articles, and to briefly describe the nature of their contribution to their various scientific productions, particularly if they are not first author.

Preparing for the audition

Candidates selected for the audition will have to present their work and their project to a multidisciplinary jury, including both specialists and non-specialists in the subject. Section 23 therefore reiterates the importance of candidates making an open and educational presentation.