

Section 01

Recruitment

The section forms the eligibility panel. For each competition, the members of the section whose grade is at least equal or equivalent to that of the applicants, can participate (e.g. the CRCN sit for DR2).

CRCN recruitment

Methodology

The examination by the panel is carried out in three stages:

- A prescreening based on the application provided by the candidates (see the candidate's guide for the procedure for sending possible references from scientific figures);
- An interview of each shortlisted candidate, including a presentation of his or her work and projects, followed by a discussion;
- A meeting of the eligibility panel that assesses candidates' skills in order to establish a ranked list of eligible candidates.

Criteria

The skills and qualities of the applicants are assessed based on research activities and scientific works made during the course of the thesis and, if existing, subsequent post-doctoral positions. The jury is careful to identify the candidates' personal contribution to the results presented. Given the specificity of the disciplines in section 01, the ability to work as a team is an important criterion.

Furthermore, a demonstrated or proposed thematic mobility is considered favourably. The jury pays particular attention that overly specific job openings do not have an adverse effect on the quality of recruitment.

The criteria taken into account are as follows:

- Contributions, achievements and knowledge, scientific or technical;
- Publications and presentations at conferences, seminars, etc.;
- Motivation, curiosity, enthusiasm, creativity, team spirit;
- Autonomy, rigour, tenacity, reliability, adaptability and working in collaboration;
- Ability to build a research project;
- Contributions to teaching, training and dissemination of scientific culture;
- Collective activities;
- Scientific valorisation.

This list does not predetermine the weight of each criterion within the decision-making process. The criteria are weighted according to the research experience (as PhD student or post-doctoral researcher).

Recruitment of DR2s and DR1s

Methodology

Recruitment is based on candidate applications, which include a bibliography of titles and works. The holding of discretionary interviews is decided year by year.

Criteria

A research director must have demonstrated his or her ability to carry out quality work and activities. This does not necessarily imply taking responsibility for scientific management.

The criteria taken into account are as follows:

- Quality and originality of scientific production;
- Ability to conduct long-term research;
- Supervision of: theses, young researchers, engineers, etc.;
- Scientific leadership role: organisation of conferences, networks, etc.;
- Role in project initiation and coordination;
- Role in disseminating knowledge: education, outreach, etc.;
- Role in multidisciplinary actions, technology transfer and promotion;
- Collective responsibilities and research management;
- Profit from past mobilities.

This list does not predetermine the weight of each criterion within the decision-making process.

Assessments and Promotions

Regardless of their grade, researchers are evaluated and promoted using these same criteria:

- Quality and originality of scientific production;
- Ability to conduct long-term research;
- Supervision of: Theses, young researchers, engineers, etc.;
- Scientific leadership role: organisation of conferences, networks, etc.;
- Role in project initiation and coordination;
- Role in disseminating knowledge: education, outreach, etc.;
- Role in multidisciplinary actions, technology transfer and upgrading;
- Collective responsibilities and research management;
- Profit from past mobilities.

This list does not predetermine the weight of each criterion within the decision-making process. It covers both periodic activity evaluations and promotions (CRHC, DR1, DRCE1, DRCE2). As their career progresses, it is expected that researchers will cover more and more of these criteria and/or improve and deepen in particular areas.