

Criteria for Section 2

This note sets out the assessment criteria that will be used by section 02 of the CoNRS, in its capacity as an assessment and promotion body or as an eligibility panel for recruitment competitions. These criteria cannot, however, fully take into account the diversity of existing situations, a diversity that plays an important role in the evaluation process. The variety of profiles, and that of the environments from which the candidates benefit will also be taken into consideration during the evaluation.

The assessment is based first and foremost on the scientific contributions of the candidates. It then integrates other dimensions of the research activity: knowledge dissemination, valuation and transfer responsibilities, leadership and management skills, etc. Arguments relating to thematic balance can also be taken into consideration.

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

In general, the evaluation will be qualitative rather than quantitative (please see the [DORA San Francisco Declaration](#) signed by the CNRS). For example the new promotion application file's template asks researchers to highlight 10 scientific productions rather than giving an exhaustive list. In all cases, the primary criterion is the quality of scientific contributions. In the case of promotion, priority will be given to contributions since the last promotion.

1 – Laboratory evaluation

- Scientific lab activity
- Quality of scientific production, national and international influence
- Interest and originality of the themes studied, their scientific impacts
- Consistency of scientific objectives, complementary quality of themes
- Participation in programmes, projects or contracts
- Scientific engagement (seminars, working groups, etc.)
- Laboratory opening
- Involvement in training, graduate student programmes
- Quality of external collaborations and invitations
- Laboratory dynamism
- Involvement in teaching
- Dissemination of scientific culture
- Actions for promotion
- Organisation and internal operation
- Management of scientific, technical and administrative staff
- Use of lab resources and equipment
- Interest and originality of the addressed themes and their scientific impact
- Operation of internal bodies
- Leadership's management capabilities

2 – Recruitment of junior researchers ("Chargé de Recherche Classe Normale" CRCN)

- Previous research (quality and proficiency shown by the applicant)
- Independence and scientific maturity
- Quality of the research project
- Scientific creativity and risk-taking
- Research experience (collaborations, post-doc, etc.)
- Mobility
- International visibility
- In the case of a targeted profile, match with the attached profile

The key point at this level of recruitment is the assessment of the scientific potential of candidates judged through their scientific activity (considering their number of years of professional activity), the originality and the difficulty of research undertaken and risk-taking.

The scientific quality of candidates is in all circumstances the first criterion for evaluation.

3 – CRHC Promotion to confirmed researcher ("Chargé de Recherche Hors Classe" CRHC)
The criteria are used to assess the interest and originality of the research programme and the creativity and experience of researchers. They also take into account other aspects of the research profession.

- Quality of scientific production
- Taking scientific risks
- Interest of the scientific project
- Teaching and dissemination of scientific culture
- Supervision of doctoral students and young researchers
- Collective responsibilities
- Direction and organisation of research
- Participation in programs, projects or contracts
- Promotion actions

4 – Research Directors : "Directeur de Recherche" 2nd (DR2) competition ; Directeur de recherche 1st (DR1) and "Classe Exceptionnel" (DRCE) promotion
The criteria are used to assess the interest and originality of the research programme as well as the creativity of researchers and their scientific impact within the national and international community. They also take into account all aspects of a Research Director's job profile.

- Quality of scientific production
- International Recognition
- Interest of the scientific project
- Taking scientific risks
- Teaching and dissemination of scientific culture
- Supervision of doctoral students and young researchers
- Collective responsibilities
- Direction and organisation of research
- Participation in programs, projects or contracts
- Valuation actions
- Ability to lead research programs
- Ability of the candidate to carry out supervisory work as shown for example by an HDR or equivalent qualification.

5 – Full-term and mid-term examination of researchers.
The same criteria as for the recruitment of a CR or a DR will be applied taking into account seniority and adding the integration of the researcher's activities into the laboratory where he or she is pursuing research.