Section 03

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

Periodic evaluation of researchers

Criteria common to all researchers
- Interest and originality of the research topic, quality of results.
- Scientific production: Publications, panels, conferences.
- Integration of research activities and projects into lab activity.
- Development and provision of innovative tools.
- Collaborations and support for the community.

Specific criteria depending on career progress

Promotion
- Relationships with industry, patents and contracts.
- Dissemination of scientific and technical information, scientific editing.
- Conference/symposia/workshop organisation
- Dissemination of scientific culture (open days, expos, etc.)

Administration and evaluation of research
- Management of a team (dynamism and influence, specificity and integration into the community, participation in programmes, projects, contracts).
- Management of a laboratory (consistency of projects, recruitment and equipment policy, structuring and interactions between teams, sharing of resources).
- Responsibilities in the administration of the laboratory and of research.
- Participation in national or international bodies.

Training
- PhD supervision, teaching.
- Organisation of schools, further education courses.

Mobility
- Thematic and/or geographical mobility
- Periods working in industry.

Comments:
The activity assessed is that of the researcher in his environment. Depending on the grade, the relative weight of the criteria given above may vary significantly.

Researcher grade progress

Criteria common to all researchers:
- Interest and originality of the research topic, quality of results.
- Scientific production: Publications, panels, conferences.
- Integration of research activities and projects into lab activity.
- Development and provision of innovative tools.
- Collaborations and support for the community.

Specific criteria according to career progress

Valuation
- Relationships with industry, patents and contracts.
- Dissemination of scientific and technical information, scientific editing.
- Organisation of conferences/symposia/workshops
- Dissemination of scientific culture (open days, exhibitions, etc.)

Administration and evaluation of research
- Management of a team (dynamism and influence, specificity and integration into the community, participation in programmes, projects, contracts).
- Management of a laboratory (consistency of projects, recruitment and equipment policy, structuring and interactions between teams, sharing of resources).
- Responsibilities in the administration of the laboratory and of research.
- Participation in national or international bodies.

**Training**
- PhD supervision, teaching.
- Organisation of schools, further education courses

**Mobility**
- Thematic and/or geographical mobility
- Periods working in industry.

**Comments:**
The activity assessed is that of the researcher in his environment. Depending on the grade, the relative weight of the criteria given above may vary significantly.

**Recruitment of researchers**

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

**Criteria common to all grades**
- Interest and originality of the research topic, quality of results.
- Scientific production: Publications, panels, conferences.
- Integration of research activities and projects in lab activity.
- Development and provision of innovative tools.
- Collaborations and support for the community.
- Scientific autonomy and independence

**Specific criteria according to grade**

**CRCN grade access**
- Academic path
- Professional experience
- Thematic and geographical mobility
- Scientific contributions during PhD thesis and post-doctoral position (independently from the PhD laboratory)

**Access to the DR2 grade**
- Mobility
- Valorization
- Administration and evaluation of research

**Access to the DR1 grade**
- Mobility
- Valorization
- Administration and evaluation of research

**Comments:**
Depending on the grade, the relative weight of the criteria given above may vary significantly.