Recruitment and promotion of researchers:

Irrespective of the category and rank (or grade) of recruitment or promotion, the main selection criteria focus on the importance, originality and depth of the research undertaken and the quality of the results obtained.

**CRCN (‘chargé de recherche classe normale’) grade recruitment**

For the recruitment of junior researchers, the section identifies the candidates’ long-term potential via two main criteria:

- quality of scientific contributions;
- scientific autonomy.

The section also examines the relevance of the proposed research project, the suitability of the candidate to execute it, and the level of integration of the project in a collective research environment. Two criteria summarise this analysis:

- quality, originality and credibility of the research project;
- integration of research activities in the proposed host laboratory.

Thematic and/or geographic mobility after the PhD is appreciated.

**CRHC (‘chargés de recherche hors-classe’) grade recruitment**

The “hors classe” grade is intended for confirmed researchers whose career attests to:

- high-quality scientific production;
- investment in scientific leadership.

**Recruitment to the DR2 grade**

For the recruitment of research directors (DR), the main selection criterion remains that of scientific excellence. However, compared to the CR grades, the norms are stricter in terms of quality, originality and depth of scientific production. Evidence of scientific maturity is essential. In addition, commitment of the candidate to collective scientific activities will be appreciated. Examples include guidance of PhD thesis, supervision of young researchers, management of research teams, scientific leadership, etc. Recognition at national and international level is also an important criterion.

**Access to the DR1 grade**

The rank of DR1 is reserved for confirmed research directors, who have, over the years, and through different means depending on their area of research, generated a momentum around their scientific activity, and who play the role of mentor/leader for their immediate colleagues/collaborators as well as for a wider community of researchers.

Compared to the DR2 level, the criteria of the quality and originality of the candidates’ scientific output are stricter. Scientific outreach beyond the boundaries of one’s own discipline, international recognition and the capacity to develop new research themes or strategies are expected. There is also a higher expectation regarding the level of responsibility and scientific leadership.
Access to the DRCE (research directors `classe exceptionnelle’) grade

The grade of DRCE is meant for researchers who fulfil the criteria listed for the DR1 grade, but at a higher level that clearly distinguishes them internationally.

Evaluation of researchers:

Researchers’ assessment is based first and foremost on the scientific impact of their research work. It also takes into account other dimensions of the scientific activity, such as dissemination, development or transfer of knowledge, and leadership or management responsibilities.

Evaluation of junior researchers (CR)

The basic criteria for the evaluation of junior researchers are those enumerated for their recruitment and promotion. A non-exhaustive list of elements expected in the activity report is:

- quality and originality of the scientific production;
- scientific autonomy;
- development of the research project presented during recruitment;
- integration of research activities in the host laboratory;
- participation in the scientific life of the laboratory and/or community.

Evaluation of research directors (DR)

The basic criteria for the evaluation of research directors are those enumerated for their recruitment and promotion. A non-exhaustive list of elements expected in the activity report is:

- quality, originality and extent of the scientific production;
- originality of the research program;
- opening towards new areas of research;
- national and international recognition;
- leadership in research;
- contribution towards community building;
- collective responsibilities.

Comment:

It is important to note that there is no unique scientific profile that defines a researcher, just as there is no unique way to build a scientific career. Therefore, the criteria listed above are weighted differently to adapt to the specificities of each application.