SECTION 05
Condensed matter physics: structure and dynamics

Foreword

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. Consequently, the criteria listed below are indicative and are not intended to be a fixed grid for analysis. The section is also careful to take particular career paths into account. Candidates are invited, if they so wish, to mention any events that have affected their professional career.

In the case of competitions or promotions involving a quota, the chances of success of a given application in the different phases (interview with the section, eligibility) can only be assessed by comparison with all the applications with similar themes. For an equivalent scientific level, the section takes into account the balance between themes and the specific features of different types of activity.

The section reiterates the importance that the CNRS gives to evaluations being compatible with the objectives of open science. The corresponding recommendations can be found in the document found on the CNRS website (In French) https://www.cnrs.fr/fr/cnrsinfo/science-ouverte and are taken into account by the section. Similarly, in line with the CNRS's national low-carbon strategy, a multiplication of short stays abroad (for example taking part in conferences, juries) is not considered a decisive factor. International recognition is an essential element of the evaluation but is understood by the section in an overall way as referring to the international impact of the most significant contributions and activities - awards or invitations abroad received personally or by collaborators or supervised people, conferences, journal articles, book chapters, leading international research networks, organising international conferences of reference, being part of international bodies

In general, the section tries hard to make a qualitative assessment of application and evaluation files so it is preferable to highlight the importance of the main contributions and activities rather than numerical indicators.

Candidates for promotion should make sure to highlight how their career path has evolved since their previous promotion in terms of scientific advances as well as collective investment.

Recruitment and promotion of researchers:

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 and originality 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. 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, the section adopts more stringent requirements than for the recruitment of research fellows on the criteria of quality, originality and depth of scientific production. The section looks for evidence of scientific maturity is in an application file. Furthermore, the section is sensitive to the quality of candidates' commitments to the benefit of the scientific community (e.g. supervision, leadership, collective responsibilities) and beyond (technology transfer, mediation, promotion). The personal or collective national and international recognition is also an important criterion. To illustrate these different aspects in the applications, it is important not to restrict the application to purely quantitative aspects.

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 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 nationally and 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, etc.

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 and non-exclusive 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;
- quality of scientific facilitation;
- collective responsibilities.